

8. To visit the various projects at regular intervals.
9. To develop long-term plans for the consideration of the particular Functional Board, including the areas of possible expansion or contraction.
10. To propose an agenda and compile relevant materials for meetings of the particular Functional Board, and circulate them to members at least two weeks before meetings.
11. To be responsible for the recording and compilation of the minutes of the meetings of the Functional Board, and distribute them within two weeks.
12. To act as liaison with His Majesty's Government of Nepal and other organizations in matters within the functional area, and, in consultation with the Executive Secretary, to negotiate project agreements and other contracts, such as secondment contracts.
13. To be responsible for the communications between the various projects, the Functional Board concerned, the Executive Committee and the Board, and to help issue joint informational bulletins periodically to all BOARD APPOINTEES through the office of the Executive Secretary.
14. To present annual reports, annual financial statements and audit reports to the Functional Board.
15. To perform such other duties as are assigned by the Executive Secretary.

F. Personnel Secretary.

The duties of the Personnel Secretary will be:

1. To report and be accountable to the Executive Secretary.
2. In consultation with the Executive Secretary and Functional Secretaries, to correspond with United Mission member bodies regarding personnel.
3. At regular intervals, in consultation with the Executive Secretary and Functional Secretaries, to compile a list of United Mission personnel requirements, including brief job descriptions, which will be circulated to all member bodies.
4. To keep a file of all BOARD APPOINTEES.
5. To welcome and assist in necessary adjustments of new BOARD APPOINTEES in the initial language and orientation period.
6. To be a member of the Coordinating Committee.
7. To perform such other duties as are assigned by the Executive Secretary.

G. Area Services Officer.

The duties of the Area Services Officer will be:

1. To report and be accountable to the Executive Secretary. The Executive Secretary will agree with the head of institution or project director and the BOARD APPOINTEE concerned as to the allotment of time for which the Area Services Officer will be released from responsibilities within the institution or project in order to carry out the duties of this position.
2. To convene annually, or at other times as necessary, meetings of the BOARD APPOINTEES assigned to work in the particular area.
3. To be the Chairman of the Area Housing Committee.
4. To be responsible for providing housing for BOARD APPOINTEES, furniture allowed, maintenance, water supply and other facilities as necessary, with the advice and assistance of the Area Housing Committee.
5. To be responsible for providing guest housing and boarding, with the advice and assistance of the Area Housing Committee.
6. To prepare area service budget proposals; to authorize disbursements for the budgeted allocations for area service activities; to have the responsibility for the area service bank accounts, if any; to be responsible for accounting for the receipts and expenditures of funds and preparing reports and statements for the Executive Secretary and Treasurer.
7. To provide guidance, communication, encouragement and fellowship to all BOARD APPOINTEES in the area, through personal contact with individuals, by initiating activities which may promote good social relationships and spiritual enrichment within the group, and especially to help new BOARD APPOINTEES to settle and adjust to life in the area and to continue their language study.

8. On behalf of the Executive Secretary, to make emergency decisions and maintain a leave register concerning seconded BOARD APPOINTEES assigned to the area.
9. To appoint a BOARD APPOINTEE in the area to serve as Acting Area Services Officer when the Area Services Officer is absent from the area or incapacitated by illness.
10. In general, to endeavour to maintain high standards of cooperation and unity of purpose between personnel and projects within the area.
11. To perform such other duties as are assigned by the Executive Secretary.

H. BOARD APPOINTEES' Representative to Functional Boards.

The duties of the BOARD APPOINTEES' Representative will be:

1. To act as a link between the BOARD APPOINTEES assigned to a Functional Board and that Functional Board.
2. To inform the BOARD APPOINTEES of coming Functional Board meetings, and make a copy of the agenda available to those BOARD APPOINTEES desiring it.
3. To place before the Functional Board proposals, items of concern or other opinions as requested by BOARD APPOINTEES.
4. To report back to the BOARD APPOINTEES on significant Functional Board decisions and other items of interest.
5. To attempt to keep abreast of development in the various institutions or projects.

I. Head of Institution and Project Director.

1. The duties of the head of institution will be as outlined in the constitution and bye-laws of the particular institution; otherwise the project director will report and be accountable to the related Functional Secretary for the duties listed below:
 - a. To so manage the day-by-day business of the project that the decisions and policies of the Functional Board are implemented in accordance with the principles laid down in the United Mission Constitution and Bye-laws.
 - b. To submit to the Functional Secretary plans and budgets and annual reports.
 - c. To submit to the Functional Secretary and the Treasurer monthly and annual financial statements.
 - d. To make reports and recommendations on personnel to the Functional Secretary.
 - e. To perform such other duties as are assigned by the Functional Secretary.
2. The Head of Institution and Project Director will make emergency decisions concerning BOARD APPOINTEES assigned to the particular institution and project, and their families.
3. The Head of Institution and Project Director will submit items for the agenda of the Functional Board to the Functional Secretary concerned.

J. Personal Counsellor.

The duties of the Personal Counsellor will be:

1. To report and be accountable to the Chairman of the Board.
2. To be available to BOARD APPOINTEES and other workers in the United Mission for confidential personal counselling.
3. To visit regularly the BOARD APPOINTEES in each area.
4. To be available for invitations to preach, teach and lead in Bible studies.
5. To give pastoral care where needed.

K. Central Services Director.

The duties of the Central Services Director will be:

1. To report and be accountable to the Executive Secretary.
2. To have responsibility for purchasing, clearing and forwarding of goods and services for the United Mission.
3. To make arrangements for leasing of offices and other spaces, furnishing,

maintenance, providing of water supplies and other facilities as necessary for use by the Headquarters project, in consultation with the Executive Secretary.

4. To be the Chairman of the Headquarters Project Housing Committee, and to receive the advice and assistance of the Committee.
5. To be responsible for arrangements for Headquarters Project guest housing and boarding, with the advice and assistance of the Headquarters Project Housing Committee.
6. To represent the Executive Secretary on the United Mission Children's Hostel project committee.
7. To be responsible, with the assistance of a small committee, for the operation of the United Mission children's school vehicle.
8. To perform such other duties as are assigned by the Executive Secretary.

VIII. Rules governing acceptance of workers.

A. Workers appointed by the Executive Committee.

1. These will be termed "BOARD APPOINTEES", and are defined as those workers offered and fully supported by member bodies and appointed by the Executive Committee. Full support ordinarily includes the per capita recurring financial grant to the general expenses of the United Mission.

2. Commitment expected from BOARD APPOINTEES:

a. BOARD APPOINTEES will be those who:

- Have a call from God for work in Nepal.
- Are prepared to cooperate with Christians from other Church denominations.
- Are willing to accept the Constitution of the United Mission.
- Are prepared to be subject to the laws of Nepal.

- b. The Executive Secretary will draw the attention of the member bodies to the need of informing the applicant of the personal commitment expected of all BOARD APPOINTEES.

3. Procedures for appointment of workers:

- a. The Executive Secretary will circulate to the member bodies a list of approved personnel needs.
- b. The member body will process the application of one desiring to serve with the United Mission in accordance with its own rules and regulations.
- c. When the member body has found the applicant suitable for service in the United Mission, it will offer him/her as a candidate for service in Nepal. In doing so, the member body will send to the Executive Secretary the personal data of the candidate, and a statement regarding any personal choice of place of service in Nepal.
- d. The Functional Secretary, in consultation with the Executive Secretary and the heads of institutions and project directors concerned, will consider the qualifications of the candidate offered, as related to the approved personnel needs.
- e. The Executive Secretary, after due consultation with the Coordinating Committee, will make a recommendation to the Executive Committee regarding the candidate, if necessary by mail.
- f. The Executive Committee will vote on accepting or rejecting the candidate offered.
- g. The Executive Secretary will advise the member body of the decision.
- h. The member body will inform the Executive Secretary once it has definitely decided to send the candidate to Nepal, and will also intimate the expected time of arrival on the field.

B. Employees.

1. Heads of institutions and project directors may appoint other workers within their approved personnel and financial budgets as employees for periods of up to three years, these appointments being renewable.
2. The appointment of all personnel from overseas, including self-supporting

the Executive Secretary, volunteers, will be made only after consultation with, and approval by, the Functional Secretary concerned. Heads of institutions and project directors will make clear to self-supporting volunteers and other personnel from overseas that they will agree not to work against the purposes of the United Mission; that they are not members of the United Mission; neither are they entitled to the privileges and facilities offered by the United Mission; nor are they expected to assume the responsibilities of BOARD APPOINTEES.

IX. Rules governing BOARD APPOINTEES.

A. Representation in projects.

Ordinarily in each project or institution at least two member bodies will be represented among the BOARD APPOINTEES working there.

B. Right of appeal.

All BOARD APPOINTEES will have the right of appeal to the Executive Committee in matters affecting them. Such appeal will first be made in writing through the head of the institution or project director, who will send it to the Functional Secretary, and who in turn will send it to the Executive Secretary for presentation to the Executive Committee.

C. Review of appointments.

Appointments will be reviewed by the Functional Secretary, in consultation with the head of institution or project director and the BOARD APPOINTEE concerned, prior to the latter's going on furlough. A report of this review and recommendation will be made to the Coordinating Committee. The decision of the Executive Committee regarding the return of the worker to the United Mission will be discussed by the Functional Secretary personally with the BOARD APPOINTEE and forwarded to the member body concerned.

D. Seconded workers.

It is the policy of the United Mission to second workers to other programs or organisations in Nepal, in which cases the following guidelines will be followed:

1. Kinds of work:

In keeping with the General Agreement, workers may be seconded to appointments for which the United Mission has obtained the prior permission of His Majesty's Government.

2. Qualifications.

- a. These workers will be regular United Mission BOARD APPOINTEES.
- b. Except in very special circumstances, they will have had experience in United Mission projects, and know and appreciate the customs and thinking of the people of Nepal.
- c. They will have demonstrated abilities in the Nepali language; in being adaptable to those living and working conditions which may be required; in expressing their faith in word and life; in displaying the gifts of patience, perseverance and dedication, and competence for the post to which they go.
- d. These rules may be relaxed in cases where United Mission workers are seconded to projects or organisations where they will work under the supervision of experienced United Mission personnel, or in cases where the secondment is for short duration and requires highly specialized qualifications.

3. Administration of such workers:

- a. Each post for secondment will be approved by the Functional Board concerned or the Executive Committee, and assignments will be made in the usual manner by the Executive Secretary.
- b. Whenever United Mission workers are seconded to an agency or company outside of the United Mission, and where possible, a contract setting forth the terms of secondment will be signed by the United Mission and the agency to which the workers are seconded.
- c. The United Mission officer responsible for such workers will arrange with the receiving organisations for the terms of work, housing, salary, tools and equipment, discipline, etc.
- d. The appropriate Area Services Officer will provide guidance, communication,

encouragement and fellowship to the workers within the United Mission structure.

- e. All financial and other matters, such as leave, concerning these workers and their work will be handled according to the rules of the United Mission.
- f. The Functional Secretaries will be the liaison with organisations to explore opportunities and negotiate openings for workers.

E. Resignations.

Except in the case of emergency (the emergency to be judged by the Executive Committee), six months' notice of resignation by the BOARD APPOINTEE, or withdrawal of the BOARD APPOINTEE by the member body, will be expected. The worker will give notice to his/her own member body, and at the same time give intimation of intent to resign to the Executive Secretary of the United Mission, and obtain permission from his/her member body for such a course of action before actually submitting the resignation to the United Mission. In the event of a member body granting permission, the resignation period will be deemed to commence from the date when the intimation was first given to the Executive Secretary.

F. Suspension.

In cases where the Functional Secretary, head of institution or project director concerned considers it necessary, that officer may suspend a BOARD APPOINTEE, having presented him/her with a charge sheet (or statement of reasons for the action). Normally the BOARD APPOINTEE will leave the premises of the institution or project of work at the time of suspension, and report to the Executive Secretary. Such action will be referred immediately to the Executive Secretary, who will take it to the Executive Committee for final action.

G. Terminations and dismissals.

The Executive Committee will give six months' notice to a BOARD APPOINTEE and to his/her member body when his/her services are no longer required, except when the Executive Committee deems such notice would be to the detriment of the work, and for such cases the Executive Committee will reserve the right of instant dismissal. The member bodies will invariably be consulted before such notice of dismissal is given to a BOARD APPOINTEE. The member body will have the right of appeal to the Board.

H. Married couples.

- 1. It is expected that one of the couple will be appointed to a full-time assignment. The spouse may, however, seek a job assignment within or without the United Mission, with the approval of the Executive Secretary.
- 2. Spouses without job assignments in the United Mission are not entitled to vote for BOARD APPOINTEES' Representatives to Functional Boards.

I. Vacations.

1. Concerning leaves:

- a. Member bodies, when seconding workers to the United Mission, will agree to put such workers completely under the authority of the United Mission with respect to annual leave, language study and conditions of work.
- b. It is understood that conditions may vary considerably on different stations, but it is recommended as a general rule that BOARD APPOINTEES avail themselves of five weeks' leave annually, plus travel time for one round trip annually between their station and the nearest point of transportation.
- c. Spouses without job assignments are exempted from this rule.
- d. Annual leave may only be taken by permission of the head of institution or project director concerned.
- e. Additional leave, or variation in annual leave for any purpose, can only be taken by permission of the head of the institution or project director and the Functional Secretary concerned.
- f. Each Area Services Officer, head of institution or project director will keep a leave register. Travel information about BOARD APPOINTEES going beyond the borders of Nepal will be given to the Functional Secretary concerned by the Area Services Officer, head of institution or project director.

- g. The annual leave should be taken within each full year of service.
- 2. For BOARD APPOINTEES, furlough to their home countries will be granted after such period as their member bodies decide.
- 3. The leave and furlough detailed above will be the financial responsibility of the member body concerned.

J. Replacement of disabled BOARD APPOINTEES.

Should any BOARD APPOINTEE be subject to continued or recurrent ill-health for three months in any twelve-month period, his/her case will be referred by the head of the institution or project director concerned to the Functional Secretary. After obtaining a qualified medical opinion and consultation with the BOARD APPOINTEE involved, the Functional Secretary will recommend to the Executive Secretary the replacement of the BOARD APPOINTEE, or other action deemed necessary.

K. Relationship to Functional Boards.

BOARD APPOINTEES will serve under the Functional Board creating the post. BOARD APPOINTEES whose work affiliates them to a Functional Board different from that of their profession should be accorded advice by the Functional Board to which they would normally be related by profession or vocation, and may be accorded participation in seminars related to their profession.

X. Coordinating Committee.

A. Membership.

Members will be the Executive Secretary, Treasurer, Functional Secretaries and Personnel Secretary.

B. Meetings.

The Coordinating Committee will meet at least six times each year.

C. Duties.

- 1. It will advise the Executive Secretary in all matters concerning the appointment, assignment, return, resignation and termination of BOARD APPOINTEES.
- 2. It will advise the Executive Secretary in matters of a mission-wide or inter-functional nature.
- 3. Such other responsibilities assigned by the Executive Secretary.

XI. Area Committee.

In any area established by the Board, there will be an Area Committee.

. Membership.

Members will be the BOARD APPOINTEES assigned to work in the area.

B. Meetings.

The Area Committee will meet at least once annually. The Area Services Officer will be the Convenor.

C. Duties.

- 1. It will make nominations for Area Services Officer from among the BOARD APPOINTEES assigned to the area.
- 2. It will elect the Area Housing Committee.
- 3. Such other responsibilities as are necessary.

XII. Workers Conference.

There will be an annual Workers' Conference attended by BOARD APPOINTEES.

A. The purpose of this conference will be:

- 1. The spiritual refreshment of its members.
- 2. Mutual discussions of the various aspects of the work of the United Mission.
- 3. To further unity among workers through fellowship and recreation.

B. The Conference will elect a Chairman, Vice Chairman and Secretary. Together they will comprise the Workers' Conference Committee. They will serve from the close of the Workers' Conference at which they are elected until the close of the following Conference. The presiding Chairman will represent the Workers' Conference at the following annual Board Meeting.

- C. The Workers' Conference Committee, in consultation with the Executive Secretary and the Personal Counsellor, will plan for the next Conference, including an agenda which should be sent to all BOARD APPOINTEES before the meeting.
- D. Minutes will be kept of the Conference, and the recommendations of the Conference will be forwarded to the Functional Boards or concerned authority by the Workers' Conference Committee.
- E. The Conference will elect a Nominating Committee which will have the responsibility to secure at least two nominations for each elected position of the Conference.
- F. There will be a meeting of all BOARD APPOINTEES assigned to each Functional Board to nominate at least two persons for each position of BOARD APPOINTEES' Representative to their Functional Board.
- G. As soon as practicable after the Conference, the Functional Secretaries will conduct the election of the BOARD APPOINTEES' representatives to the Functional Boards by polling all of the BOARD APPOINTEES assigned to the respective Functional Boards, and notify all of the BOARD APPOINTEES of the election results.

XIII. Finance.

- A. All accounts will be maintained according to the Nepali calendar month.
- B. The fiscal year of the United Mission will end about January 15th. The projects of the United Mission will be permitted to set a fiscal year which is appropriate to their own work.
- C. All heads of institutions, project directors and Area Services Officers will, in consultation with the Functional Secretary concerned, prepare budgets for the coming fiscal year in the form prescribed, and submit them to the Secretary concerned and the Treasurer by the end of the ^{seventy}ninth month of each fiscal year.
- D. The annual budget for the coming fiscal year will be considered by the Functional Board and the Finance Committee, and approved by the Executive Committee in its last meeting in the current fiscal year.
- E. All heads of institutions, project directors and Area Services Officers will submit monthly statements of accounts to the Secretary concerned and the Treasurer.
- F. The bank accounts of the United Mission will be with such banks as are approved by the Executive Committee. The Executive Secretary is authorised to notify the bank of changes in personnel authorised to sign on such accounts.

XIV. Finance Committee.

There will be a Finance Committee composed and functioning as follows:

A. Membership.

- 1. The Finance Committee will be a sub-committee of the Board.
- 2. The membership will be as follows:
 - a. Two members from the Board appointed for a three-year term by the Board, one of whom will be appointed Chairman.
 - b. The United Mission Treasurer, who will act as secretary.
 - c. The Executive Secretary.
 - d. Functional Secretaries.

B. Meetings.

Ordinarily the Finance Committee will meet just before each of the regular meetings of the Executive Committee.

C. Duties.

The duties of the Finance Committee will be:

- 1. To receive, scrutinize, consult about, and make necessary changes in the proposed annual budgets, and to recommend a consolidated budget to the ensuing meeting of the Executive Committee. This includes the general recurring, capital, Treasurer's consolidated, and all other budgets.
- 2. To receive the annual financial statements, together with the auditor's report, of all institutions and projects, the United Mission Treasurer and the Provident Fund; to scrutinize, make necessary recommendations, and present them to the ensuing meeting of the Executive Committee.

3. To study the terms of employment and business procedures, and make recommendations concerning them to the Executive Committee.
4. To study the sources of local income of the United Mission, and make recommendations concerning them to the Executive Committee.
5. To compile priority lists for recurring and capital budget needs, and make recommendations concerning them to the Executive Committee. This would give guidance with regard to the use of undesignated funds.
6. To review and study the sources of income to the general treasury, and possible sources from which capital grants can be received, and make recommendations concerning them.
7. To advise the Executive Committee in regard to policies respecting investments, endowments and reserves, and regarding specific investments.
8. To deal with all other financial and business matters which are referred to it, and make recommendations concerning them to the Executive Committee.

XV. Health Services Board.

A. Membership.

1. Two voting members will be appointed by the Executive Committee from among persons not serving under the Health Services Board, for a one year term, and they may be re-appointed for up to four consecutive terms. They will be nominated by a Nominating Committee comprised of the Chairman of the Health Services Board, the Health Services Secretary and the two BOARD APPOINTEES' Representatives.
2. Two voting members will be elected by the BOARD APPOINTEES assigned to the Health Services Board, to serve a one year term. One of the BOARD APPOINTEES' representatives will be elected by the Health Services Board to attend the Executive Committee and Board meetings.
3. One voting member will be the Executive Secretary, who will be the Chairman of the Health Services Board.
4. One non-voting member will be the Health Services Secretary, who will be the secretary of the Health Services Board.
5. Two non-voting members will represent each United Mission health services institution or project, and will include either the Project Director or Medical Superintendent of the hospital (but not both), and the Director of the community health program.
6. Vacancies in the membership may be filled by the Executive Secretary until a regular election or appointment is made.

B. Meetings.

1. The Health Services Board will meet at least twice each year.
2. A quorum is three voting members. In case of a tie, the Chair^{man} will have a casting ballot (a second vote).

C. Duties.

1. The Health Services Board, through the Health Services Secretary, will direct the health services work of the United Mission in accordance with the purposes and procedures in the United Mission Constitution and Bye-laws, the decisions and policies of the Board and Executive Committee, and report to the Executive Committee.
2. To will establish and amend as necessary the Statement of Objectives and Working Rules to govern the operations of the Health Services Board, and the constitutions and bye-laws of the related institutions within the provisions set forth in the United Mission.
3. It will receive from the Health Services Secretary the annual proposed plans and budgets. It will study, discuss and amend, if necessary, presenting the plans to the Executive Committee and the budget request to the Finance Committee for approval. *note 5.80, 18*
4. It will approve personnel posts for BOARD APPOINTEES.
5. It will initiate long-term planning for health work within the United Mission, reviewing such plans and presenting them to the Executive Committee for consideration and approval.
6. It will appoint heads of institutions and project directors, or delegate this responsibility to other bodies.

7. It will receive from the Health Services Secretary an annual report concerning the health services work of the United Mission, and will study, amend and present it to the Executive Committee for consideration.
8. It will receive from the Health Services Secretary annual financial statements and audit reports from the Treasurer; study them, and take necessary action.
9. It will make recommendations to the Executive Committee concerning the acquisition, use and disposition of health services properties of the United Mission.

XVI. Educational Board.

A. Membership.

1. Two voting members will be appointed by the Executive Committee from among persons not serving under the Educational Board, for a one year term, and they may be re-appointed for up to four consecutive terms. They will be nominated by a Nominating Committee comprised of the Chairman of the Educational Board, the Education Secretary and the two BOARD APPOINTEES' Representatives.
2. Two voting members will be elected by the BOARD APPOINTEES assigned to the Educational Board to serve a one year term. One of the BOARD APPOINTEES' representatives will be elected by the Educational Board to attend the Executive Committee and Board Meetings.
3. One voting member will be the Executive Secretary, who will be the Chairman of the Educational Board.
4. One non-voting member will be the Education Secretary, who shall be the secretary of the Educational Board.
5. Ex-officio members will include the Director of the Language and Orientation School and the Secretary of the Scholarship Committee, who will have voice but no vote.
6. Vacancies in the membership may be filled by the Executive Secretary until a regular election or appointment is made.

B. Meetings.

1. The Educational Board will meet at least twice a year.
2. A quorum is three voting members. In case of a tie, the Chairman will have a casting ballot (a second vote).

C. Duties.

1. The Educational Board, through the Education Secretary, will direct the United Mission participation in educational work in accordance with the purposes and procedures of the United Mission Constitution and Bye-laws, and the decisions and policies of the Board and Executive Committee, and report to the Executive Committee.
2. It will establish and amend as necessary the Statement of Objectives and Working Rules to govern the operation of the Educational Board, and the constitutions and bye-laws of related institutions within the provisions set forth in the United Mission Bye-laws.
3. It will receive from the Education Secretary the annual proposed plans and budgets. It will study, discuss and amend, if necessary, presenting the plans to the Executive Committee and the budget request to the Finance Committee for approval.
4. It will approve personnel posts for BOARD APPOINTEES.
5. It will initiate long-term planning for educational work within the United Mission, reviewing such plans and presenting them to the Executive Committee for consideration and approval.
6. It will appoint heads of institutions and project directors, or delegate this responsibility to other bodies.
7. It will receive from the Education Secretary an annual report concerning the educational work of the United Mission, and will study, amend and present it to the Executive Committee for consideration.
8. It will receive annual financial reports from the Education Secretary, and audit reports from the Treasurer; study them and take necessary action.
9. It will be responsible for and supervise the Language and Orientation

School.

10. It will be responsible for, appoint the membership of, and supervise the Scholarship Committee and its Secretary.
11. It will make recommendations to the Executive Committee concerning the acquisition, use and disposition of education properties of the United Mission.

XVII. Economic Development Board.

A. Membership.

1. Two voting members will be appointed by the Executive Committee from among persons not serving under the Economic Development Board, for a one year term, and they may be re-appointed for up to four consecutive terms. They will be nominated by a Nominating Committee comprised of the Chairman of the Economic Development Board, the Economic Development Secretary and the two BOARD APPOINTEES' Representatives.
2. One voting member will be elected by the BOARD APPOINTEES assigned to the Economic Development Board in the Butwal area, to serve a one year term. One voting member will be elected by the BOARD APPOINTEES assigned to the Economic Development Board other than in the Butwal area, to serve a one year term. One of the BOARD APPOINTEES' Representatives will be elected by the Economic Development Board to attend the Executive Committee and Board meetings.
3. One voting member will be the Executive Secretary, who will be the Chairman of the Economic Development Board.
4. One non-voting member will be the Economic Development Secretary, who will be the secretary of the Economic Development Board.
5. Ex-officio members will include the Director of the Division of Consulting Services and the Director of the Construction Division, who will have voice but no vote.
6. Vacancies in the membership may be filled by the Executive Secretary until a regular election or appointment is made.

B. Meetings.

1. The Economic Development Board will meet at least twice a year.
2. A quorum is three voting members. In case of a tie, the Chairman will have a casting ballot (a second vote).

C. Duties.

Development

1. The Economic Development Board, through the Economic Secretary, will direct the United Mission participation in economic development work in accordance with the purposes and procedures of the United Mission Constitution and Bye-laws and the decisions and policies of the Board and Executive Committee, and report to the Executive Committee.
2. It will establish and amend as necessary the Statement of Objectives and Working Rules to govern the operations of the Economic Development Board, and the constitutions and bye-laws of related institutions within the provisions set forth in the United Mission Bye-laws.
3. It will receive from the Economic Development Secretary the annual proposed plans and budgets. It will study, discuss and amend, if necessary, presenting the plans to the Executive Committee and the budget request to the Finance Committee for approval. 5.80.1X
4. It will approve personnel posts for BOARD APPOINTEES.
5. It will initiate long-term planning for economic development work within the United Mission, reviewing such plans and presenting them to the Executive Committee for consideration and approval.
6. It will appoint heads of institutions and project directors, or delegate this responsibility to other bodies.
7. It will receive from the Economic Development Secretary an annual report concerning the economic development work of the United Mission, and will study, amend and present it to the Executive Committee for consideration.
8. It will receive annual financial statements from the Economic Development Secretary and audit reports from the Treasurer; study them and take necessary action.

9. It will make recommendations to the Executive Committee concerning the acquisition, use and disposition of economic development properties of the United Mission.

XVIII. Amendments.

At least two months before the Annual Meeting, amendments to the Bye-laws will be given to the Executive Secretary, who will immediately circulate them to the members of the Board. Provided the amendments are approved by at least two-thirds of the member bodies present and voting, they will be effective from the meeting wherein they are approved.

Amendments to UMN Constitution and Bye-laws, 2 February 1976

- A) Changes which have already been made in the draft of 2 February, 1976, but which still need approval of the Board of Directors:
- 1) Bye-law V, A, 2 - Election of Executive Secretary.
 - 2) Bye-law VII, C, 8 - Appointment of Area Services Officers and Central Services Director.
 - 3) Bye-law VII, E, 3 - Recruiting of Nepali personnel.
 - 4) Bye-law VII, E, 4 - Assignment, etc. of Board Appointees.
 - 5) Bye-law VII, E, 11 - Recording of minutes.
 - 6) Bye-law VII, E, 12 - Negotiation of secondment contracts.
 - 7) Bye-law VII, E, 13 - Information circulated to projects.
 - 8) Bye-law IX, K - Board Appointees under Functional Boards.
 - 9) Bye-law XVII, A, 5 - Director of BTI dropped.
 - 10) Bye-law XV - Health Secretary and health work changed to Health Services Secretary and health services work.
 - 11) Bye-law XVI - Educational Secretary changed to Education Secretary (in line with titles of other Functional Secretaries).
 - 12) Verb in 3rd person changed to "will" through Constitution and Bye-laws.
 - 13) Deletion of masculine pronoun alone throughout Constitution and Bye-laws.

- B) Further changes suggested for approval of the Board of Directors:
- 1) Bye-law II, A, - "...one or two BOARD APPOINTEES....three or more BOARD APPOINTEES..."
 - 2) Bye-law V, A, 2, b, iii, last sentence: "These nominations will be presented by the Convenor of the Selection Committee to the BOARD APPOINTEES through correspondence for their comments prior to the presentation of the nominations to the Executive Committee."
 - 3) Bye-law V, A, 3, last sentence: "The nominations by the Executive Committee will be presented to the BOARD APPOINTEES through correspondence for their comment prior to their presentation to the Board."
 - 4) Bye-law VII, E, 5 - "To provide professional orientation, refresher training, encouragement and professional support for BOARD APPOINTEES, when assigned to the particular Functional Board."
 - 5) Bye-law VII,C,9; VII,E, 3 and 4, and X,C,1 - "termination of service" rather than termination of BOARD APPOINTEES.
 - 6) Bye-law VII, G - Reverse clauses 9 and 10.
 - 7) Bye-law IX, B - Delete "and" to read: "...project director, who will send it to the Functional Secretary, who in turn will send it...."
 - 8) Bye-law IX, I, 1, b - Alter "stations" and "station" to read "projects" and "Project".
 - 9) Bye-law XVI - Alter Educational Board to Education Board, in line with names of other Functional Boards.
 - 10) Bye-law XV,C,3; XVI,C,3 and XVII,C,3, last sentence - "...presenting the plans to the Executive Committee for approval, and the budget request to the Finance Committee for consideration and recommendation to the Executive Committee."
 - 11) Bye-law XIII,C, end of sentence - "...and submit them to the Secretary concerned and the Treasurer by the end of the eighth month of each United Mission fiscal year."

4. It was RESOLVED that the following changes be recommended to the Board of Directors for their consideration and possible adoption:
- i) Constitution VII. The last sentence to be amended to read: "They will be ratified at the succeeding Annual Meeting by an affirmative vote of at least two-thirds of the member bodies present and voting, and will take effect from the date of ratification."
 - ii) Bye-law V,A,2,b,iii:
 - a) Delete comma after 'post' to read: "...serve in the post if appointed,..."
 - b) Second para, first line, to read: "The Selection Committee will select 2 or 3 possible candidates..."
 - c) Last sentence to be amended to read: "These nominations will be presented by the Convenor of the Selection Committee to the BOARD APPOINTEES through correspondence for their comments prior to the presentation of the nominations to the Executive Committee."
 - iii) Bye-law V,A,3. Last sentence to read: "The nominations by the Executive Committee will be presented to the BOARD APPOINTEES through correspondence for their comment prior to their presentation to the Board."
 - iv) Bye-law VI,B,4. Fourth sentence to read: "If no reply is received within six weeks of posting, the member's consent will be assumed."
 - v) Bye-law VII,C,15. Whole paragraph to be altered to read:
"To make a standing appointment in writing of one of the Functional Secretaries or Treasurer to serve as the Acting Executive Secretary when the Executive Secretary is absent from Nepal or incapacitated by illness; and to make an appointment of one of the Functional Secretaries or Treasurer to serve as deputy for the Executive Secretary when the Executive Secretary is absent from Kathmandu, or when otherwise necessary."
 - vi) Bye-law IX,H.
 - a) Para 1, second sentence to read: "The spouse may, however, seek assignment to a post approved by the United Mission, with the approval of the Executive Secretary."
 - b) Para 2 to read: "Spouses not assigned to posts approved by the United Mission are not entitled to vote for BOARD APPOINTEES' Representatives to Functional Boards."
 - c) Para 3, new section: "Consideration should be given to the potential work capabilities and desires of spouses when making assignments of BOARD APPOINTEES to particular posts."
 - vii) Bye-law IX,I,1,c. To be altered to read: "Spouses without assignment to approved posts are exempted from this rule."
 - viii) Bye-law XIII,C. End of sentence to read: "...and submit them to the Secretary concerned and the Treasurer by the end of the seventh month of the United Mission fiscal year."
 - ix) Bye-laws XV,C,3; XVI,C,3 and XVII,C,3. Last sentence to read:
"...presenting the plans to the Executive Committee for approval, and the budget request to the Finance Committee for consideration and recommendation to the Executive Committee."
 - x) Editorial changes:
 - a) Bye-law II,A, to read: "...one or two BOARD APPOINTEES.... three or more BOARD APPOINTEES...."
 - b) Bye-law VII,E,5 to read: "To provide professional orientation, refresher training, encouragement and professional support for BOARD APPOINTEES, when assigned to the particular Functional Board."
 - c) Bye-law VII,C,9; VII,E,3 and 4, and X,C,1: "termination" to be altered to read "termination of service".
 - d) Bye-law VII,G: Reverse clauses 9 and 10.
 - e) Bye-law IX,B: Delete the word "and", to read: "...project director, who will send it to the Functional Secretary, who in turn will send..."
 - f) Bye-law IX,I,1,b: Alter "stations" and "station" to read "projects" and "project".
 - g) Bye-law XVI: Alter "Educational Board" to "Education Board".

UMN Board Meeting Kathmandu

April 3 & 4, 1975

From Fred. J. Gossner

Zur Ablage

Aktenplan-Nr. 22 D

Datum 20.5.75

Handzeichen D. J. Gossner

The Gossner Mission, through Dr Pastor M. Seeberg's letter nominated me to attend the United Mission to Nepal Board of Directors meeting which was held on 3rd and 4th April 75 at Kathmandu, Nepal. I accepted the nomination as it was done with the information to the Acting Pramukh Adhyaksha G.E.L.C.

In order to orient myself with the work of United Mission to Nepal, I arrived Kathmandu on the 31st of March 75. I was accommodated in the guest room of Santa Bhawan Hospital run by UMN. I visited the following programmes in and around Kathmandu.

- (1) On the 1st I went out of the Capital City to the villages Sanagaon and Imadob about 10 - 15 Km away. In the village Sanagaon the Gossner Mission workers sister Monika Schultzka serves as a community Health worker. She serves five parichayats. She is one of the best health workers in the UMN.
- (2) On the 2nd, I visited the Mahendra Bhawan Girls' High School, the Santa Bhawan Hospital and the Headquarters of the UMN.

Besides, I had the opportunity to visit the St Xaviers High School run by the Roman Catholics and the Tri Bhuwan University of Nepal.

On the 3rd and 4th, the Board of Directors meeting was held at the UMN headquarters in Thapajuli. 27 different church and Mission Bodies were represented in the Board Meeting. It was reported that the UMN carried on the hospital work, community health programme, the Educational work, the Technical Education, and other developments programme i.e., Ply-wood factory.

The Nepal Pastor reported that there were over 1000 christians scattered in various villages of Nepal besides the foreign christian personnel in the country. This member does not include the Roman Catholic community in Nepal. This fact is worth mentioning because the Govt of Nepal has banned the preaching of the Gospel in the country. There is no open mission work in our sense of the term, but various kinds of services are being rendered in the name of Christ and with christian spirit among the people of Nepal. Due to such contacts and services people are becoming christians and forming the church in Nepal.

I would like to mention here the following which needs our attention and official action:-

- (1) That the National Educational and Health programme of His Majesty's Govt of Nepal is praise worthy. The Govt has taken steps to make education vocational oriented, and health programme to meet the health need of the rural community in the Nation. The UMN just cooperate and carries on the Education and health programme of His Majesty's Govt of Nepal.
- (2) That there are other development programme like Technical training and development of agricultural and cottage industries in the rural areas.

His Majesty's Govt of Nepal can not cope with the problems by its own resources - personnel and finances and therefore various aid missions and UMN agencies to develop the Nation. Therefore, there are wide open opportunities for service to the people of Nepal.

P.T.O.

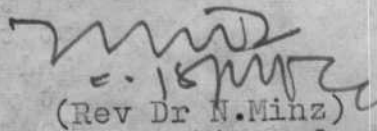
UMN is still in need of teachers and medical personnel particularly community health workers for Nepal. The Gossner Mission had asked us - the Gossner church to co-operate with it in the promotion of work in Nepal through United Mission to Nepal.

There are three levels of UMN organisations:-

- (1) Workers Conferences
- (2) Board of Directors
- (3) Executive Committee of the Board of Directors.

I have been appointed as the Executive Committee member for the year 1975 - 76 (March).

Respectfully submitted.


(Rev Dr N. Minz)
Representative of
Gossner Mission, in U.
Board of Director Meeting
1975.

Dear Brother,
Greetings to you and your family
and all the members of the Kuratorium in
the name of our Lord. I am sending this
report to you which was presented in the
KES also. Hope this will suffice. Hoping to
see you in the near future.

Sincerely yours,
Nirmal Minz

MINUTES OF
EXECUTIVE COMMITTEE MEETING
held in Kathmandu, Nepal
2-3 April, 1975

Zur Ablage	628
Aktenplan-Nr.	
Datum	5.5.1975
Handzeichen	

The Executive Committee Meeting was held at UMN Headquarters, Kathmandu, on 2nd and 3rd April, 1975. Sessions were held 9.00-12 noon and 1.30-6.00 p.m. Wednesday 2nd and 9.00-12 noon on Thursday, 3rd.

Roll Call: Members were present except as indicated below.

Chairman:	Rev. G. Ruff	
Vice Chairman:	Dr. R. Windsor (absent)	
Other members:	Rev. A. Berg (absent)	
	Mr. N. Janzen	
	Dr. C.L. Joshi (absent)	
	Miss J. Knapman	
	Rev. A. McCabe (absent)	
	Miss F. Priest	
	Miss Hester Quirk)
	Rev. P. Kniss) Thursday morning session only
	Mr. E. Andreasson)

EINGEGANGEN
24. APR. 1975
Erledigt

Ex-officio:

Rev. F. Wilcox, Executive Secretary
Mr. A. Voreland, Personnel Secretary
Mr. R. Havens, Treasurer
Mr. S. Ruohoniemi, Kathmandu Area Superintendent
Miss F. Swenson, Gorkha Area Superintendent
Dr. P. Dodson, Tansen Area Superintendent
Dr. T. Strong, Health Services Secretary
Miss M. McCombe, Education Secretary
Mr. F. Sauer, Technical Secretary

Since, by late Wednesday afternoon, only 4 members of Executive Committee were present, the Committee elected 3 alternate members from among members of the Board to serve for the balance of this meeting. Miss Hester Quirk, the Rev. Paul Kniss, the Rev. Erik Andreasson.

Devotions: Miss F. Priest opened the meetings with devotions, and Dr. T. Strong led devotions on the second morning.

Agenda and Schedule: The Agenda, as presented by the Executive Secretary, was adopted with a few minor additions.

EC(1)-1/75 Minutes of previous meeting. The Minutes of the Executive Committee Meeting held on 30th October and 1st November, 1974 were accepted as circulated and confirmed as correct.

EC(1)-2/75 Correspondence Votes. Two actions taken by correspondence vote since the time of the last meeting are recorded as follows:-

- (a) Mrs. Alice Wygant, Public Relations Officer, offered by the United Methodist Board, U.S.A. It was RESOLVED to accept the services of Mrs. Wygant, with thanks to God and to her sending Mission.
- (b) Mr. Duane Poppe, Structural Engineer, offered by the World Mission Prayer League. It was RESOLVED to accept the services of Mr. Poppe, with thanks to God and to his sending Mission.

ANNUAL REPORTS AND FINANCIAL STATEMENTS

EC(1)-3/75 Annual Reports. It was RESOLVED to accept the Annual Reports as received from the various projects of the Mission, and to present these to the Board for approval. These projects are listed in the following Minute.

EC(1)-4/75 Annual Financial Statements. The Financial Statements for the year 1974, together with the recommendations of the Finance Committee, were considered and studied, as follows:-

- a) Executive Secretary's report
- b) Headquarters report
- c) Special Projects report - Building Dept and Scholarship Program
- d) Community Health Office report
- e) Tansen Area report
- f) U.M.E.D.A. report
 - I. Butwal Project
 - II. Butwal Technical Institute
 - III. Division of Consulting Services
 - IV. Butwal Power Company
 - V. Butwal Plywood Factory
- g) Pokhara Boys' Boarding School report
- h) Gorkha Project report
- i) Shanta Bhawan Hospital report
- j) Girls' High School report, Kathmandu
- k) Bhaktapur Hospital report
- l) Okhaldhunga Dispensary report
- m) Anandaban Hospital report
- n) Treasurer's report
- o) Auditor's report

FINANCE COMMITTEE MINUTES AND SUPPLEMENTARY
PLANS FOR 1975

EC(1)-5/75 Finance Committee Minutes. The Minutes of the Finance Committee held on 1st April, 1975 were noted and carefully considered. It was RESOLVED to accept and approve them, with the following further resolutions, explanations and exceptions. The Minutes appear as Appendix A.

EC(1)-6/75 Request to Close Central Store for Drugs. It was RESOLVED, in response to a request made to close the Central Drug Store at Shanta Bhawan Hospital, although the Hospital Pharmacy would continue to supply Pharmacy needs of UMN Projects as before,

- 1) that Rs. 100,000 of the Store Fund balance be passed to the Treasurer and placed in the Undesignated Fund,
- 2) that the remaining cash and stocks are to be retained at Shanta Bhawan Hospital to assist in providing Pharmacy services to the other projects,
- 3) to instruct the Shanta Bhawan Administration to set up the total value of UMN Drug Stores and remaining cash, plus a total value of the Shanta Bhawan Hospital inventory in their balance sheet and to provide the necessary staff to maintain a perpetual inventory of the quantities and values of the total drug inventory, making appropriate charges on sales to cover any additional accounting expenses involved.

PERSONNEL MATTERS

EC(1)-7/75 Arrival of new Board Appointees, since the last meeting (for information)

Mr. and Mrs. James Tweeddale	Miss Marianne Puder
Miss Barbara Bowen	Miss Winifred Thuma
Mr. Douglas Curry	Mr. Duane Poppe
Mrs. Alice Wygant	Mr. and Mrs. Ed. Martin
Mr. and Mrs. Robert Helm	

Direct Appointees 1-2 years

Mr. and Mrs. Alpo Paaanen (Wood Technician - Butwal)	Dr. and Mrs. John Parker (Doctor - Shanta Bhawan)
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EC(1)-8/75 Return of Board Appointees since November (for information)

Miss Ingeborg Skjervheim	Mr. and Mrs. Bjørn Brekke
Miss Sylvia Slade	Dr. and Mrs. Bill Gould
Miss Tomoe Tawara	Mr. and Mrs. Ron Fox
Mr. and Mrs. Stan Kamp	Dr. and Mrs. Jonathan Yoder
Miss Stina Ullberg	

EC(1)-9/75 Departure of Board Appointees, who have left on furlough or resigned at the end of term, since last meeting (for information)

Dr. and Mrs. Noboru Iwamura	Miss Lilly Ammann
Miss Dulcie Ventham	Dr.(Mrs) Patricia Strong
Miss Barbara McLean	Miss Sheila Anderson
Mr. Andreas Vossberg	

EC(1)-10/75 Expected Return of Board Appointees before the next meeting (for information)

Miss Kirsti Kormu	Miss Dulcie Ventham
Miss Valerie Collett	Miss Margaret Kingsley
Miss Audrey Maw	Mr. Andreas Vossberg
Dr. and Mrs. Dick Harding	Miss Betty Young
Mr. and Mrs. Urho Rasanen	Mr. and Mrs. Jonathan Lindell
Dr. Helen Huston	

EC(1)-11/75 Expected arrival of new Board Appointees

Miss Betty Woodger, August 1975
Miss Jean Smucker, August 1975
Miss Jean Brown, August 1975
Mr. and Mrs. John Haughey, August 1975
Mr. and Mrs. Robert Helm, at present working
at Butwal, returning to August Language School.

Board Appointees due for furlough before next Executive Meeting

EC(1)-12/75 Dr. and Mrs. Rob Ferguson, General Physician, BMMF, England; due for furlough March 1975. It was RESOLVED to thank Dr. and Mrs. Ferguson for their service with the UMN, and it was noted that they are going on extended furlough. It was suggested that they reapply for further service with the UMN in the future, if they are interested.

EC(1)-13/75 Dr. and Mrs.(Dr.) Tom Hale, Surgeon, BMMF, USA; due for furlough July 1975. It was RESOLVED to thank Dr. and Mrs. (Dr.) Hale for their service with the UMN, and to welcome their return to Nepal after furlough if there is a suitable post available for them at that time.

EC(1)-14/75 Mr. and Mrs. Odd Hoftun, Elec. Engineer, WMPL, Norway; due for furlough May 1975. It was RESOLVED to thank Mr. and Mrs. Hoftun for their service with the UMN, and to welcome their return to Nepal after furlough if there is a suitable post available for them at that time.

EC(1)-15/75 Miss Margaret Kingsley, Teacher, BMS, England; due for furlough July 1975. It was RESOLVED to thank Miss Kingsley for her service with the UMN, and to welcome her return to Nepal after furlough if there is a suitable post available for her at that time.

EC(1)-16/75 Mr. and Mrs. Delos McCauley, Civil Engineer, United Meth. Bd., USA; due for furlough June 1975. It was RESOLVED to thank Mr. and Mrs. McCauley for their service with the UMN, and to welcome their return to Nepal after furlough if there is a suitable post available for them at that time.

EC(1)-17/75 Mr. and Mrs. Ron Mowll, Civil Engineer, CMS, England, due for furlough April 1975. It was RESOLVED to thank Mr. and Mrs. Mowll for their service with the UMN, and it was noted that they are going on extended furlough. It was suggested that they reapply for further service with the UMN in the future, if they are interested.

- EC(1)-18/75 Dr. and Mrs. Denis Roche, General Physician, BMMF, England; due for furlough June 1975. It was RESOLVED to thank Dr. and Mrs. Roche for their service with the UMN, and to welcome their return to Nepal after furlough if there is a suitable post available for them at that time.
- EC(1)-19/75 Mr. Andreas Vossberg, Orthopaedic Technologist, D.U, Germany; due for furlough April 1975. It was RESOLVED to thank Mr. Vossberg for his service with the UMN, and to welcome his return to Nepal after furlough if there is a suitable post available at that time.
- EC(1)-20/75 Miss Julie Willmette, Nurse/Midwifery Tutor, CMS, Australia; due for furlough August 1975. It was RESOLVED to thank Miss Willmette for her service with the UMN, and to welcome her return to Nepal after furlough if there is a suitable post available for her at that time.
- EC(1)-21/75 Miss Anna Liisa Jokinen, Bookkeeper, Free Church of Finland; due for furlough June 1975. It was RESOLVED to thank Miss Jokinen for her service with the UMN, and to welcome her return to Nepal after furlough if there is a suitable post available at that time.
- EC(1)-22/75 Mr. John Finlay, Engineer, BMMF, N. Ireland; due for furlough May 1975. It was RESOLVED to thank Mr. Finlay for his service with the UMN, and to welcome his return to Nepal with his future bride, after furlough if there is a suitable post available for them at that time.

Termination of Service and Resignations.

- EC(1)-23/75 Miss Judy Hayward, Office Secretary, BMMF, England, Direct Appointee, appointed to UMN Headquarters for a one year term, ending July 1975. It was RESOLVED to thank Miss Hayward for her service with the UMN.
- EC(1)-24/75 Mr. Eric Liechty, Technician, MCC, U.S.A., appointed to BTI and BPF for a three year term, ending July 1975. It was RESOLVED to thank Mr. Liechty for his service with the UMN.
- EC(1)-25/75 Miss Kathleen L. Lowry, Office Secretary, World Brotherhood Exchange, U.S.A., Direct Appointee, appointed to Shanta Bhawan Hospital for a one year term, ending July 1975. It was RESOLVED to thank Miss Lowry for her service with the UMN.
- EC(1)-26/75 Mr. and Mrs. Helmut Milcke, Wood Engineer, D.U. Germany, appointed to BTI for 5 years, during which time he was appointed Director of BTI, and then served for 18 months as Technical Advisor of the Butwal Plywood Factory, terminating April 1975. It was RESOLVED to thank Mr. and Mrs. Milcke for their service with the UMN.
- EC(1)-27/75 Mr. and Mrs. R. Newton, Building Maintenance, Hostess Guesthouse, Butwal, WMPL, appointed Supervisors of the Childrens' Hostel for a three year term, Mr. Newton being assigned as part-time Maintenance Supervisor for UMN rented housing in the Kathmandu Valley. Due to lack of children for the Hostel, the Newtons were assigned to Butwal, Mr. Newton being a Builder/Maintenance Supervisor at BTI and Mrs. Newton being Hostess at the Guesthouse in Butwal, terminating April 1975. It was RESOLVED to thank Mr. and Mrs. Newton for their service with the UMN.
- EC(1)-28/75 Dr. and Mrs. (Dr.) Trevor Strong, Surgeon/General Practitioner, REMU, Ireland. Appointed to Shanta Bhawan after serving 25 years in India, for a three year term. Appointed Medical Director and subsequently Executive Director and Medical Superintendent, terminating April 1975. It was RESOLVED to thank Dr. and Mrs. (Dr) Strong for their service with the UMN.
- EC(1)-29/75 Mr. Lloyd W. Schmucker, Mech. Engineer, MCC, U.S.A, appointed to BTI for a 3 year term, ending July 1975. It was RESOLVED to thank Mr. Schmucker for his service with the UMN.

- EC(1)-30/75 Miss Jennifer Simmons, Nurse/Midwife, BMMF, England - short term volunteer, appointed to Amp Pipal Hospital for a one year term, ending July, 1975. It was RESOLVED to thank Miss Simmons for her service with the UMN.
- EC(1)-31/75 Mr. Ken Roes, Civil Engineer, MCC, U.S.A, appointed to Butwal Power Company for a three year term, extended his term another year at Division of Consulting Services, ending September 1975. It was RESOLVED to thank Mr. Roes for his service with the UMN.

New Offers of Service.

- EC(1)-32/75 Dr. and Mrs. Carl and Betty Ann Friedericks. Doctor offered for service by the United Presbyterian Church, USA. It was RESOLVED to accept the services of Dr. and Mrs. Friedericks, subject to receipt of full papers, with thanks to God and their sending Mission.
- EC(1)-33/75 Dr. and Mrs. Delmer and Beverley Haug, General Practitioner/Surgeon offered for service by Bible and Medical Missionary Fellowship, Canada for a period of 3 years. It was RESOLVED to accept the services of Dr. and Mrs. Haug, with thanks to God and their sending Mission.
- EC(1)-34/75 Mr. Franz Sparr - Wood Technician, offered for service by Committee for Service Overseas for a period of 3 years, possibly 4 years. It was RESOLVED not to accept the services of Mr. Sparr until a statement of Christian commitment is received from him.
- EC(1)-35/75 Miss Charlotte Self, Registered Nurse/Midwife, Community Health offered for service by the United Presbyterian Church, U.S.A. It was RESOLVED to accept the services of Miss Self, with thanks to God and her sending Mission.
- EC(1)-36/75 Mr. and Mrs. Paul and Debbie Williams, Pharmacist, offered by the Bible and Medical Missionary Fellowship, U.S.A for a period of 6-12 months. It was RESOLVED to accept the services of Mr. and Mrs. Williams, with thanks to God and their sending Mission.
- EC(1)-37/75 Dr. and Mrs. Dudley Henderson, Dental Surgeon, offered for service by the Assemblies of God, U.S.A. It was RESOLVED to accept the services of Dr. and Mrs. Henderson, with thanks to God and their sending Mission.
- EC(1)-38/75 Mr. and Mrs. James and Pauline Miller, Builder, Teacher offered for service by the Mennonite Central Committee, U.S.A. It was RESOLVED to accept the services of Mr. and Mrs. Miller, subject to receipt of full screening papers and medical clearance, with thanks to God and their sending Mission.

Leadership Posts:

Executive Committee Appointments

- EC(1)-39/75 Executive Director & Medical Superintendent, Shanta Bhawan Hospital. The appointment of Dr. Mary Eldridge as Executive Director & Medical Superintendent, Shanta Bhawan Hospital, was reviewed and no further action was taken.
- EC(1)-40/75 Acting Assistant Medical Superintendent, Shanta Bhawan Hospital. It was RESOLVED that, according to the recommendation received from the Shanta Bhawan Hospital Board, Dr. John Dickinson be appointed Acting Assistant Medical Superintendent.
- EC(1)-41/75 Administrator, Shanta Bhawan Hospital. It was RESOLVED that, according to the recommendation received from the Shanta Bhawan Hospital Board, Mr. Bir Bahadur Khawas be appointed Administrator, from the date of the completion of his studies and exams.

- EC(1)-42/75 Director, Community Health Office. Ref. EC(2)-46/74. The appointment of Dr. M. Bomgaars in November to this post was retracted, as she is unable to serve, and it was RESOLVED that the Health Services Secretary should supervise CHO affairs, as this would seem to be the best arrangement until the return of Dr. Iwamura.
- EC(1)-43/75 Director, BTI. In view of pending amendments to the UMEDA Constitution & Bye-Laws, there is no recommendation for this appointment. If the proposed amendments are approved by the UMN Board of Directors an extraordinary meeting of the BTI Board will be convened shortly after the close of the UMN Board to appoint a Director for BTI.
- EC(1)-44/75 Butwal Project Director. It was RESOLVED that, according to the recommendation of the UMEDA Board, Mr. Tor Mogedal be reappointed Butwal Project Director for a one year term.
- EC(1)-45/75 Director, DCS. It was RESOLVED that, according to the recommendation of the UMEDA Board, Mr. Dan Jantzen be appointed Director, DCS for a one year term, with permission to take a short furlough and return to this post. Further, that during Mr. Jantzen's short furlough, the UMEDA Board be authorised to appoint Mr. Bob Yoder as Acting Director. (*as from 1st April 1975)
- EC(1)-46/75 Superintendent of Community Health, Palpa Area. It was RESOLVED that the ad hoc appointment of Dr. Pam Dodson to this post at the last Executive Committee meeting in November, be confirmed.
- EC(1)-47/75 Medical Director, Amp Pipal Hospital. It was RESOLVED that from the date of Dr. Tom Hale's departure on furlough late in June, Dr. Helen Huston be appointed to the post of Acting Medical Director, Amp Pipal Hospital.
- Board of Directors Appointments: For Information and Review
- Area Superintendent, Kathmandu. EC(2)-49/74 and WC-17/75 (a)
- Health Services Secretary. EC(2)-50/74 and WC-17/75 (b)
- Education Secretary. EC(2)-52/74 and WC-17/75 (d)
- EC(1)-48/75 Technical Secretary. EC(2)-51/74 and WC-17/75 (c). It was RESOLVED to recommend that Mr. F. Sauer be appointed for a one year term.
- EC(1)-49/75 Executive Secretary. EC(2)-53/74 and WC-17/75 (e). It was RESOLVED to nominate the Rev. Gordon Ruff as the new Executive Secretary, his appointment to begin early enough in 1976 to allow some overlapping time with the present Executive Secretary.

Other Matters

- EC(1)-50/75 Requests for Approval of New Posts, change of former posts.

UMEDA Posts - U 3/75 and EC(2)-7/74, a), i) and ii)

- (i) The post, "Vocational Teacher", to be changed to "Principal, Training Section"
- (ii) The post, "Advisor, Machineshop", to be eliminated.
- (iii) New post, "Consultant in Accounting", to advise and assist and train accountants, bookkeepers in the several UMEDA projects. A short term is envisaged, 6-12 months.
- (iv) Request for In-service Training Officer as Consultant.

Tansen Post

Request for Secretary for the Area Superintendents.

It was RESOLVED to approve the above listed posts.

EC(1)-51/75

UMN Scholarship Committee, to be elected. (BD-12/70 and Bye-Law XV) Members of this Committee are elected annually. The Executive Secretary and Functional Secretaries serve as ex-officio members. The following persons have been nominated.

Mrs. Robert Karthak	Mr. I.P. Sharma
Mr. P.B. Rai	Mrs. Florence Bond
Dr. Rita Thapa	Miss Norma Kehrberg

(Miss Kehrberg serves as Admin. Secretary of the Scholarship Committee)

It was RESOLVED to accept the above nominations.

EC(1)-52/75

Building Committee, Pokhara. The Boys' Boarding School Administration, through the Acting Headmaster, has requested the UMN to appoint a Project Building Committee to serve as long as the UMN continues to receive capital grants from foreign agencies for the building programme and supplies supervisory staff for the construction work. Suggested membership could be:

Headmaster of N.A.V	Representative, UMN Building Dept.
UMN Pokhara Project Dir.	" , UMN Administration
Site Engineer	I.N.F. Representative

It was RESOLVED to accept the above nominations and appoint them as the N.A.V. Project Building Committee.

EC(1)-53/75

Report on Renewal of the General Agreement with HMG/N. See WC-7/75
It was agreed to hear a full report with the Board of Directors.

EC(1)-54/75

Appointment of Personal Counsellor, report by the Executive Secretary. BD-26/74. Dr. and Mrs. Park Johnson, veteran missionaries of the United Presbyterian Church, USA, have volunteered to serve in this capacity for 1 year, beginning in July, 1975. It was RESOLVED to create and fill the post of Personal Counsellor, to deal with the spiritual and counselling needs of the UMN workers, and keep this post separate from any other administrative function, this post to be responsible to the Chairman of the Board.

EC(1)-55/75

UMN - INF relationships, report by Personnel Secretary, Executive Secretary. A report was received for information only regarding seconded workers, Mr. and Mrs. Asbjorn Holm, at Green Pastures Leprosy Hospital and Mr. and Mrs. Stan Kamp, INF Project at Ghorahi.

EC(1)-56/75

Report on the Concern of Dienste in Ubersee about their relationship to UMN. It was agreed that opportunity should be given to the two Dienste in Ubersee Board Members to express their concern at the Board Meeting.

EC(1)-57/75

Progress Report on Plans for a new UMN Film. Mr. A. Voreland, Administrative Advisory Committee. A short report was given by Mr. Voreland, and it was agreed to pass the matter on for fuller discussion at the Board Meeting.

EC(1)-58/75

Progress Report on UMN Offer of 6 Vocational Agriculture Teachers, 2 Boarding School Administrators to the Ministry of Education, HMG/N. EC(2)-69/74. Miss McCombe, the Education Secretary, reported that although the Ministry of Education would be interested in this offer, the Division of Foreign Aid, Ministry of Finance, HMG/N, did not approve the offer. It was RESOLVED to instruct the Education Secretary to continue negotiations with the Ministry of Education regarding secondment of Board Appointee teachers.

EC(1)-59/75

Progress Report on Possible New Programmes in West Nepal. EC(2)-62/74 and WC-11/75.

(a) Technical training/industrial development in the Surkhet area. UMEDA Board. This development is held up until our General Agreement has been signed with HMG/N.

- (b) Boarding High School possibilities in Mahendranagar. Margaret McCombe confirmed that the request for this Boarding High School has been received from Government.
- (c) Boarding High School possibilities in Tikapur. Margaret McCombe also confirmed that enquiries about a school in this area had been initiated from the local district authorities.

EC(1)-60/75 Report on Workers' Conference action on Report of Re-structuring
Committee WC-8/75 (For information, since the Workers' Conference
action must go on to the UMN Board)

EC(1)-61/75 Changes in Bank Account Signatories. Recommendations from the Finance Committee a) Tansen Hospital account; b) Butwal Project account; c) DCS account; d) Shanta Bhawan Hospital account; e) UMN Building Department., Tansen Account were received. It was RESOLVED to approve the signatories as recommended.

EC(1)-62/75 Amendments to UMN Constitution and Bye-Laws, and to other Institutional Constitutions: It was RESOLVED to recommend that the amendments to the UMN Constitutions & Bye-Laws and to the UMEDA Constitution and Bye-Laws be carried to the UMN Board. See EC(2)-70/74 and WC-16/75, and U 12/75, U 13/75. With regard to amendments to the Tansen Hospital Constitution and Bye-Laws, it was RESOLVED to recommend the Board approve the following actions until such time as the full Constitution and Bye-Laws have been approved, as follows:-

1. That the UMN Executive Secretary enter into a Letter of Exchange with HMG/N to set up Project Boards for the Health Projects in Palpa, Gorkha and Okhaldhunga districts and Shanta Bhawan Hospital along the lines of the Letter of Exchange included as an Appendix in the report received from the UMN Hospital in Tansen.
2. Further, that the Health Projects in Palpa district be authorised to implement the provisions in the proposed Bye-Laws for the United Mission Health Project, Palpa, until such time as the proposed Constitution and Bye-Laws can be circulated to members of the UMN Board as proposed amendments to the UMN Constitution and Bye-Laws, and acted upon.

EC(1)-63/75 Dates of next meetings:

Finance Committee: Wednesday, November 5th, 1975

Executive Committee: Thursday, November 6th and 7th, 1975

The meeting was closed with prayer.

MINUTES OF THE

UMN BOARD OF DIRECTORS MEETING

Held in Kathmandu, Nepal
3-4 April, 1975

The Annual Meeting of the Board of Directors was held at UMN Headquarters, Thapathali, Kathmandu, on 3rd and 4th April, 1975. Sessions lasted on Thursday, 3rd from 1.30 p.m. to 6.00 p.m.; and on Friday, 4th from 9.00 a.m. to 12 noon, and 1.30 to 6.00 p.m. with short breaks for morning and afternoon coffee.

Devotions: The Rev. Gordon Ruff opened the meeting with devotions on Thursday afternoon, and on Friday morning sessions began with devotions led by the Rev. Franklin Jonathan.

BD-1/75 Schedule of membership and Roll Call: The schedule of member bodies at the opening of the meeting was as follows, with delegates present except as indicated. (Note the action of BD-21/75, accepting two applicant bodies into full membership)

A. Member bodies and their representatives:

1. Assemblies of God - Rev. A. McCabe (absent)
2. Baptist Missionary Society - Miss J. Knapman
3. Bible & Medical Missionary Fellowship - Mr. M. Roemmele (absent), Miss H. Quirk.
4. Christian Church (Disciples) - The Rev. F. Jonathan
5. Church Missionary Society, Australia - Miss F. Priest
6. Church Missionary Society, U.K - Miss F. Priest
7. Church of North India - none
8. Committee for Service Overseas - Mr. H. Hertel, Mr. K. Kaiser
9. Darjeeling Diocesan Council & Church of Scotland - Rev. S.K. Moral
10. Free Church of Finland - Mr. O. Vasalainen
11. Gossner Mission - Dr. N. Minz
12. International Christian University Church, Tokyo - Dr. Y. Yuasa
13. Japan Overseas Christian Service - Mr. T. Nara
14. Mennonite Board of Missions & Charities - Miss M. Krantz, Rev. P. Kniss
15. Mennonite Central Committee - Mr. N. Janzer
16. Presbyterian Church in Canada - The Rev. E. Roberts
17. Regions Beyond Missionary Union - Miss A. Evans
18. Swedish Baptist Mission (Orebro) - Miss E. Cedarholm, Miss L. Arnshelm
19. Swedish Free Mission - Mr. E. Andreasson
20. Swiss Friends for Missions in India & Nepal - none
21. United Church of Canada - The Rev. E. Roberts
22. United Fellowship for Christian Service - Miss H. Quirk
23. United Methodist Church, USA - the Rev. J. Mizuno, Dr. J. Schaefer
24. United Presbyterian Church, USA - The Rev. G. Ruff, Dr. R. Seaton
25. The Wesleyan Church, USA - Miss R. Bibbee
26. World Mission Prayer League, Norway - Mr. A. Bjorøy
27. World Mission Prayer League, USA - Mr. A. Schmidt

B. Representatives of Nepal Christian Fellowship:

1. Pastor Debu Singh
2. Mr. Dil Bahadur Thapa

C. Delegates from Associate Member Bodies - co-opted members.

1. Episcopal Church, USA - none
2. Leprosy Mission - Bishop A.N. Luther

D. Ex-officio members:

1. Executive Secretary - Mr. F. Wilcox
2. Treasurer - Mr. R. Havens
3. Personnel Secretary - Mr. A. Voreland
4. Health Services Secretaries - Dr. T. Strong, Mr. F. Wilcox
5. Education Secretary - Miss M. McCombe
6. Technical Secretary - Mr. F. Sauer

7. Tansen Area Superintendent - Dr. P. Dodson
8. Gorkha Area Superintendent - Miss F. Swenson
9. Kathmandu Area Superintendent - Mr. S. Ruohoniemi
10. Workers' Conference Representative - Mr. D. Jantzen
11. UMEDA Board Representative - Mr. O. Hoftun
12. Shanta Bhawan Hospital Board Representative - Mr. P.B. Rai

E. Visitors and Observers:

1. Rev. G. Shaw - Methodist Missionary Society (Seated as voting member after BD-21/75)
2. Mr. V.J. Victor - Mennonite Church in India
3. The Rev. D. Lindell - Lutheran Church in America (absent because of accident)
4. Miss A. Cooper - Bible & Medical Missionary Fellowship

BD-2/75 Agenda: The Agenda, as presented by the Executive Secretary, was accepted with a few minor amendments.

BD-3/75 Confirmation of Minutes: The Minutes of the previous Board Meeting, held in Kathmandu April 4-5, 1974 had been sent to members of that Meeting, and these were approved and confirmed.

BD-4/75 Annual Reports. The annual reports for 1974 of the various projects of the UMN had been circulated to Board members prior to the meeting. It was RESOLVED to accept these, together with brief verbal reports given at the meeting, as follows:

- a) Executive Secretary - Appendix B to these Minutes
- b) Headquarters - Appendix C
- c) Special Projects - Appendix D
- d) Community Health Office - Appendix E
- e) Tansen Area - Appendix F
- f) UMEDA Projects - Appendix G
- g) Boys' Boarding School, Pokhara - Appendix H
- h) Gorkha Project - Appendix I
- i) Shanta Bhawan Hospital, Kathmandu - Appendix J
- j) Mahendra Bhawan Girls' High School - Appendix K.
- k) Bhaktapur Hospital - Appendix L
- l) Okhaldhunga Project - Appendix M
- m) Anandaban Leprosy Hospital - Appendix N
- n) Treasurer's and Provident Fund report - Appendix O
- o) Auditor's report

BD-5/75 Annual Financial Statements. The financial statements for 1974 of the projects of the UMN, included in the above listed appendices, were accepted as presented by the Executive Committee.

BD-6/75 Workers' Conference Report. The representative from the Worker's Conference to the Board, Mr. Dan Jantzen, reported on the Conference held January 11-16 in Pokhara. The Minutes of the Conference appear as Appendix P to these Minutes, and recommendations made to the Board were dealt with as these items appeared on the agenda of the Board Meeting.

BD-7/75 UMEDA Board Members. It was RESOLVED to appoint the following persons to serve as members of the UMEDA Board for the year 1975/76.

UMN Executive Secretary	Mr. Sanfrid Ruohoniemi
UMN Treasurer	UMN Technical Secretary

ED-8/75 Shanta Bhawan Board Members.

a) Community Representatives. It was RESOLVED to appoint the following persons to serve for a two year term on the Shanta Bhawan Hospital Managing Board:

Dr. J.S. Malla; The Rev. M. Moran; Col L.J. Thapa

b) UMN Board of Directors' Representative to the SBH Board. It was RESOLVED to appoint Dr. J. Schaefer to serve for a two year term on the Shanta Bhawan Hospital Managing Board.

- BD-9/75 Area Superintendent, Kathmandu. (Ref. EC(2)-49/74 & WC-17/75 a) It was RESOLVED to appoint Mr. S. Ruohoniemi to the post of Area Superintendent for a further 1 year term.
- BD-10/75 Health Services Secretary (Ref. EC(2)-50/74 and WC-17/75 b,) It was RESOLVED to appoint Mr. S. Ruohoniemi to the post of Health Services Secretary for a period of 1 year.
- BD-11/75 Technical Secretary. (Ref. EC(2)-51/74 and WC-17/75 c,) It was RESOLVED to appoint Mr. F. Sauer to the post of Technical Secretary for a further 1 year term.
- BD-12/75 Education Secretary. (Ref. EC(2)-52/74 and WC-17/75 d,) It was RESOLVED to appoint Mr. A. Voreland as Education Secretary from November 1975 until the next meeting of the Board of Directors in April 1976.
- BD-13/75 Executive Secretary. (Ref. EC(2)-53/74 and WC-17/75 e,). It was RESOLVED:

- 1) To record that the Board looks with favour on the nomination of the Rev. Gordon Ruff to the post of Executive Secretary;
- 2) That the Executive Secretary inform all Board Appointees of this nomination, and invite their comments, to be submitted to the Executive Secretary by May 1st, 1975;
- 3) That the Executive Committee is hereby authorised to act in behalf of the Board, and to make an appointment to the post of Executive Secretary if it deems such action wise and appropriate.

Other Matters

- BD-14/75 Power of Attorney. The Board, in its 1974 meeting, designated the Executive Secretary and the Treasurer, by name, to hold Power of Attorney for the Board of Directors, with authority to act singly. See BD-15/74. Since then, our lawyer has recommended that that Minute be re-drafted. It was RESOLVED to record the following:

"The Board of Directors, United Mission to Nepal hereby appoints Mr. Francis Earl Wilcox (Executive Secretary) and Mr. Ray Hall Havens (Treasurer) to hold the Power of Attorney for the Board of Directors of the United Mission to Nepal; and authorises each of the afore-mentioned persons, acting singly, to buy, sell, give in hire or take in hire any properties owned by the United Mission to Nepal; to transact general business in behalf of the United Mission to Nepal; to act in litigation in behalf of the United Mission to Nepal."

- BD-15/75 Agreement with HMG/N. See BD-16/74; EC(2)-55/74 and WC-7/75. A report was given by the Executive Secretary, and it is hoped that the General Agreement will be signed in the very near future.
- BD-16/75 Personal Counsellor. It was RESOLVED to confirm the appointment of Dr. Park Johnson, veteran missionary of the United Presbyterian Church, USA who has volunteered to serve for 1 year in this capacity, beginning July 1975, and noted that Dr. Johnson will be responsible to the Chairman of the Board.
- BD-17/75 UMN Film. (Ref. BD-23/74; EC(2)-65/74 and WC-12/75). It was RESOLVED to authorise administration to proceed with the film, and to work in cooperation with the other agencies, such as the Leprosy Mission which may be producing a film on Leprosy work this year also. It was also suggested that member bodies might like to make a contribution to such a film. The Finance Committee was authorised to investigate its resources and, if necessary, use funds out of Undesignated Capital, General Reserves or Valuation Reserves.
- BD-18/75 New Patan Hospital Project. BD-17/74. It was RESOLVED to receive the report and refer the matter to the Shanta Bhawan Hospital Board for further developments, and a report to be made again to the Executive Committee. It was agreed it should then be brought back again to the Board for approval.

BD-19/75 Report on Possible New Programmes in West Nepal. BD-20/74; EC(2)-62/74 and WC-11/75

- a) A report was given by Mr. O. Hoftun about Technical training/industrial development in the Surkhet area (UMEDA Board). The possibilities for such a project are being negotiated by the Division of Consulting Services.
- b) A report was given by Miss M. McCombe about Boarding School possibilities in Mahendranagar and Tikapur. Negotiations are in progress.

These reports were received for information.

BD-20/75 Withdrawal of the Episcopal Church (USA), associate member of the UMN. It was noted with regret that the Episcopal Church, USA was withdrawing from the United Mission, with thanks for their participation in the UMN. It was hoped that there may be further cooperation with the UMN in the future.

BD-21/75 Applications for membership in UMN. It was RESOLVED to accept the following two organisations for full membership in the United Mission to Nepal, with gratitude to God for their interest and partnership in the work of the UMN:

- a) Board of World Mission & Ecumenism of the Lutheran Church in America
- b) Methodist Missionary Society, U.K.

BD-22/75 Constitutional Changes. It was RESOLVED to approve the recommendations of the Executive Committee that the following amendments be made to the Constitution & Bye-Laws of the United Mission; the items marked ** to be ratified at the meeting of the Board of Directors in April 1976.

- a) UMN Constitution and Bye-Laws: EC(2)-70/74 & WC-16/75. Ratification, by the Board of Directors, of the Constitutional change making the Personnel Secretary an Ex-officio Member of the Board, the Executive Committee and the Administrative Advisory Committee of the United Mission to Nepal.
- b) UMEDA Constitution and Bye-Laws: EC(2)-70/74 e, 1 & 2; WC-16/75 e, 1 and 2. ** - Wherever an amendment to the UMEDA Constitution is involved it shall be ratified at the meeting of the UMN Board, 1976.
 - 1) to include the "Statement of Objectives & Working Rules" for BTI. (See Appendix A)
 - 2) to provide for such a "Statement" for BTI and other UMEDA projects, and to amend and alter duties of various officers of UMEDA projects as recommended by the UMEDA Board in meetings, 19-21 Nov, 1973 and 11-13 March, 1974 and 1975, with other amendments to UMEDA Constitutions and Bye-Laws. (See Appendix B.)
- c) RESOLVED to approve no change in the title, "Personnel Secretary" at this time, (Recommended by Board action, BD-27/74, 11, c).
- d) RESOLVED to approve the amendment in numbering and wording of Bye-Law VIII, B., the UMN Constitution and Bye-Laws "1, Heads of Institutions and Project Directors may appoint other workers within their approved budgetary limits, or self-supporting volunteers, as Direct Appointees for periods of up to three years; these appointments being renewable. 2. The appointment of personnel from overseas as Direct Appointees shall only be made after consultation with, and approval by the Area Superintendent, the Functional Secretary concerned, and with the Executive Secretary."
- e) Bye-Law IX, New I, d, be amended to include India, recommended by the Board (BD-27/74, 11, c).
- f) Amendment of Bye-Law V, A, 2, on the Appointment of Area Superintendents, recommended by Workers' Conference, (WC-18/74)

Add another paragraph reading, "The Executive Secretary shall consult with the Board Appointees assigned to a particular area before presenting to the Executive Committee his recommendation concerning the appointment of an Area Superintendent."

g) Amendment of Bye-Law XVII, recommended by UMEDA Board (BD-27/74, II,b)

Amend present para, and add another para, to read: "Amendments to the United Mission Bye-Laws shall be given to the Executive Secretary at least two months before the Annual Meeting, and he will immediately circulate them to the members of the Board. Provided the amendments are approved by at least two-thirds of the member bodies present and voting, they shall be effective from the meeting wherein they are approved.

However, amendments to such institutional Bye-Laws as are described in Bye-Law XVI may be made by any United Mission Board Meeting by simple majority vote and without prior notice if recommended by the concerned institutional board in accordance with the institution's own constitutional provisions regarding such amendments."

BD-23/75

Tansen Hospital Constitution and Bye-Laws. It was RESOLVED to approve the implementation of the following actions on an ad hoc basis until such time as the full Constitution and Bye-Laws are approved by the Board:

- 1) That the UMN Executive Secretary negotiate Letters of Exchange with HMG/N to set up Project Boards for the Health Projects in Palpa, Gorkha and Okhaldhunga districts and Shanta Bhawan Hospital, along the lines of the Letter of Exchange included as an Appendix in the annual report of the UMN Hospital in Tansen.
- 2) Further, that the Health Projects in Palpa district be authorised to implement the provisions in the proposed Bye-Laws for the United Mission Health Project, Palpa, until such time as the proposed Constitution and Bye-Laws can be circulated to members of the UMN Board as proposed amendments to the UMN Constitution and Bye-Laws, and acted upon.

BD-24/75

Report of the Workers' Conference Committee, Restructuring the UMN. Members of the Workers' Conference Committee present at the Board including the Workers' Conference Representative to the Board, presented their report, including amendments made in the Report by the Workers' Conference, 1975. (See WC-8/75). The Chairman referred to recommendations on the Report made by the Executive Committee in November, 1974. (See EC(2)-15/74). A time of questions and discussion followed, with members of the Workers' Conference Committee answering questions and clarifying the Proposal to Restructure the Administrative framework of the UMN.

Following discussion, it was RESOLVED:

- 1) To approve the Final Draft Constitution and Bye-Laws prepared by the Restructuring Committee, passed on to the Board by the Workers' Conference, with amendments made by Workers' Conference, using the action of the Executive Committee (EC(2)-15/74) as a basis for the action of approval, and making the following amendment to Bye-Law XIII, Finance:
 - i) The UMN shall keep accounts according to the Nepali calendar month;
 - ii) The UMN Fiscal Year shall end about January 15th;
 - iii) The projects of the UMN shall be permitted to set a Fiscal Year which is appropriate to their own work(N.B., The new Constitution and Bye-Laws will come before the Board of Directors, April 1976 for ratification)
- 2) To appoint as a Continuation Committee the Executive Secretary, the Treasurer, the three Functional Secretaries, with authority to co-opt other members as needed. This Committee will prepare necessary drafts of "Statements of Objectives and Working Rules" for each Functional Board, take any other preliminary steps required to prepare for implementation of the new Constitution and Bye-Laws in April, 1976, and make any minor editorial changes required in the Constitution and Bye-Laws.
- 3) Further discussion followed in consideration of the Workers Conference Committee's tentative proposals for a possible

restructuring of the Board of Directors and Executive Committee, with a new definition of the function of each of these bodies. Though the Board did not take action on these proposals, some suggestions came out of the discussion:

- i) The present structure, with an annual meeting of the Board of Directors as a meeting of representatives of the member bodies should be retained.
- ii) Every 2-3 years a General Conference of Area or Field Secretaries of member bodies might be convened in Nepal.
- iii) Regional conferences (such as the No. American Consultation on the UMN which has been held biennially since 1970) might be planned for member bodies in Europe and in Asia.

It was further RESOLVED to appoint the following committee to study these suggestions, with any others, and to report back to the Executive Committee in November, 1975:

Executive Secretary, convenor;
Rev. G. Ruff;
Dr. J. Schaefer.

BD-25/75

Election of Executive and Financial Committees. A Nominating Committee, consisting of Rev. Paul Kniss, Miss Joy Knapman and the Executive Secretary presented its recommendations to the Board. It was RESOLVED to elect the following persons to serve on the Executive Committee:

Mr. M. Roemmelle, Chairman
Rev. G. Ruff, Vice Chairman
Mr. N. Janzen
Rev. F. Jonathan
Dr. J. Schaeffer
Rev. P. Kniss
Dr. (Miss) M. Owen
Dr. N. Minz

It was RESOLVED to elect the following persons to serve on the Finance Committee:

Rev. G. Ruff, Chairman
Mr. N. Janzen
Dr. J. Schaefer (alternate)

BD-26/75

Dates of next meetings.

Finance Committee:	Wednesday, November 5th 1975
Executive Committee:	Thursday, Friday, November 6th & 7th 1975
Finance Committee:	Tuesday, April 6th 1976
Executive Committee:	Wednesday, Thursday, April 7th & 8th 1976
Board of Directors:	Thursday, Friday, Saturday, April 8th, 9th and 10th 1976

The meeting was closed with prayer by the Rev. G. Ruff.

UMEDA CONSTITUTION - AMENDMENTS

New Article

- **5.2 "When desirable the Board may decide to set up UMEDA projects as companies or firms in which UMEDA holds interests, or to establish separate managing boards for projects owned by UMEDA, and to appoint members of such Boards, and to request HMG or other Agencies to appoint their representatives to sit on such Boards."

Bye-Laws

- 1.1 To read: "Same as in Constitution". Delete rest.
- 2.54 Delete last sentence. Instead of "UMN workers" read "members" (3)
- 2.61 To read: "Officers shall be the Chairman and the Secretary. If and when a UMN Technical Secretary is appointed, he shall serve as Secretary of the Board for UMEDA General and UMN Project Affairs. Otherwise the Divisional Directors shall serve as Secretaries of the Board when it deals with business related to their respective divisions."
- 2.775 To add the end of the paragraph: "At least one of the UMEDA representatives in each such company or organisation shall be member of the UMEDA Board." (3)

Duties of Secretary (1)

- 3.22 To read: "In consultation with the Divisional Directors and the Project Director to prepare the Agenda for the meeting of the Board."
- 3.23 To read: "To serve as the Minute Clerk of the Board for general UMEDA and Project affairs and to have all minutes distributed to members of the Boards and others as prescribed in the Manual."
- 3.25 To read: "When available to serve as member at meetings of the UMEDA Coordinating Committee."
- 3.27 To read: "To act as consultant and advisor to the Divisional Director and the Project Director especially concerning policies and long term planning."
- 3.28 To insert: ".... to receive from the Divisional Directors and the Project Director"
- 3.30 To be deleted.

New 3.30 (Old 3.31) To read: "To call preside at the yearly planning meetings of the Divisions, and to arrange for their recommendation to be recorded and presented to the Board."

New 3.31 (Old 3.32) To insert: "..... in consultation with the Divisional Directors and the Project Director,.....".

4.60, 4.61 and 4.62 to be deleted: (Ref. 4.2 and 4.3) (4)

That Bye-Law 5.35 be divided into two parts and read: (1)

- 5.35 To delegate parts of his authority and duties to other members of the divisional staff while retaining the overall responsibility to the Board.
- 5.36 To appoint a senior member of the divisional staff to serve in his absence as Deputy Director.

Bye-Law 5.36 to be numbered 5.37 and 5.37 to be numbered 5.38.

Meeting of 19-21 Nov, 1973.

BM 160/73 Proposed amendments of UMEDA Constitution. RESOLVED unanimously A. to recommend to the UMN Board that in order to allow for the establishment of a separate BTI Managing Board, the UMEDA Bye-Laws be amended as follows:

Bye-Law:

2.72 New: "To set up separate Managing Boards for UMEDA projects when this is found practical, and to approve of Constitutions and Rules for such projects, provided that these Constitutions and Rules shall not supercede or invalidate the UMEDA Constitution and Bye-Laws."

Old 2.72 becomes new 2.73

" 2.73 " " 2.74

" 2.74 " " 2.75

2.76 New: "In the case of a Division consisting fully or partly of projects which have their own separate Managing Board, to receive from the Division Director plans, budgets and reports as mentioned above (2.73, 2.74 and 2.75) for information only."

Old 2.75 becomes new 2.77

" 2.76 " " 2.78

" 2.77 " " 2.79

2.795 Amendment of old 2.775:

"To appoint or nominate UMEDA Board Members or personnel, or other suitable Persons, who as Board Directors....."

2.796 New: "To appoint members to serve on Managing Boards of UMEDA projects which although separated organisationally still remain under the ownership of UMEDA. Such appointments shall be made in accordance with the provisions of the Constitution or Rules of the concerned project as these have been approved by the UMEDA Board. (2.72)

In cases where it appears desirable the UMEDA Board may delegate its right to name some of the Project Board members to Departments of HMG or to other cooperating Organisations, provided that as long as UMEDA continues to own such projects and be responsible for their management, directly or through seconded UMN personnel, the majority of the membership of these Boards shall be direct appointees of the UMEDA Board."

4.6 In the case of projects which operate under their own Managing Board (2.72), UMEDA shall maintain its influence and control through the UMEDA Board appointed members of the project Board - insofar as this Board according to the Constitution and Rules of the concerned project is authorised to make final decisions. In areas where UMN is involved (see 2.111 - 2.114) and otherwise when the project Board is not authorised to act, business shall be handled by the UMEDA Division concerned in accordance with the provisions of these Bye-Laws of UMEDA.

4.7 Amendment of old 4.61 to 4.62:

"The divisions of UMEDA shall be:

4.71 "The Division of BTI - operating the Butwal Technical Institute with its Industrial Section and its Training Section, in accordance with the 'Statement of Objectives and Working Rules for BTI approved by the UMEDA Board'."

4.72 "The Division of Consulting Services (DCS) operating consulting services, offering cooperative assistance in district development, and engaging in contract work on specific projects."

5.3 Amended: "In all other matters the Divisional Director shall be responsible to and report to the UMEDA Board or to the Project Board concerned (see 5.4) and his duties shall be:"

5.4

New: "In the case of a Division consisting fully or partly of Projects which have their own Managing Boards, and insofar as the Divisional Director holds an executive position in such Projects, he shall be responsible to and report to the Project Board in all matters which fall under the purview of the concerned Project Board; and he shall submit Plans, Budgets and Reports on such Projects to the UMEDA Board for information only."

In matters which do not, according to the UMEDA Board approved Constitution or Rules for such projects, fall under the authority of the concerned Project Board, the Divisional Director shall be accountable to the UMEDA Board and to the UMN Executive Secretary as defined above (5.1 to 5.36)

9.1

Amend end of last sentence: "... by having UMEDA Board members or other UMEDA or UMN personnel serving as Company Board Directors representing UMEDA."

B. RESOLVED to recommend to the UMN Board of Directors that UMEDA Bye-Laws 2.51 be amended to read as follows: "There shall be three ordinary meetings of the Board annually, and"

Meeting of 11-13 March, 1974.

U 9/74

Proposed amendments of UMEDA Constitution: RESOLVED unanimously to recommend to the UMN Board the following additions and changes in the UMEDA Bye-Laws:

A. Duties of staff representative (6.0)

To add the following new Bye-Laws:

- 6.1 The Staff Representative shall act as a link between the UMEDA staff and the Board by:
- 6.11 Informing UMEDA staff of coming Board meetings, and making a copy of the agenda available to UMEDA staff as desired.
- 6.12 Placing before the Board proposals, items, of concern, or other opinions as expressed by members of the UMEDA staff. However, after making such representation, he shall be free to express his own best judgment in the Board meeting.
- 6.12 Reporting back to UMEDA staff members on significant Board decisions and other items of interest to the staff.
- 6.2 The Staff Representative shall attempt to keep abreast developments in the various UMEDA projects, reporting items of interest to the Board.
- 6.3 He shall also act as a link between the various UMEDA projects and serve as a member of the UMEDA Coordinating Committee.
- 6.4 The Staff Representative shall be available to advise Divisional Directors and the UMN Butwal Project Director on personnel matters, etc. when such advice is requested.

The numbering of the following paragraphs of the Bye-Laws to be revised (Old 6.0 becomes 7.0, etc.)

B. Duties of Divisional Director.

In response to a request from the UMN Executive Committee (EC(2)-71/73) for clarification of the status of Assistant/Deputy Director, BTI, it was RESOLVED to recommend to the UMN Board the following amendments of UMEDA Bye-Laws:

That Bye-Law 5.35 be divided into two parts and read:

- 5.35 To delegate parts of his authority and duties to other members of the divisional staff while retaining the overall responsibility to the Board.
- 5.36 To appoint a senior member of the divisional staff to serve in his absence as Deputy Director.

Bye-Law 5.36 to be numbered 5.37, and 5.37 to be numbered 5.38

7.3 (Old 6.3) To read: "The Committee shall ordinarily meet monthly.
Additional meetings may be called by the Chairman at his discretion." (1)

8.0 is old 7.0
9.0 is old 8.0
10.0 is old 9.0
11.0 is old 10.0

6.2 "Managing Officers of private companies and other organisations in which UMEDA holds major interests shall be invited to send a representative to each meeting of the Coordinating Committee for the purpose of consulting together and correlating policies with regard to UMEDA interests and objectives."

D. Coordinating Committee.

7.1 (Old 6.1), to read: "Members of this Committee shall be the Project Director serving as Chairman, the Divisional Directors, the Technical Secretary (when available) and the UMEDA Staff Representative to the Board serving as Secretary."

Statement of Objectives
and Working Rules for Butwal Technical Institute

I : Objectives and Principles.

As amended
15 March 1974
and
Magh 2031
Feb, 1975

10. Definitions:

In the following articles these abbreviations are used:-

- BTI - Butwal Technical Institute (i.e. UMN Institute of Technology located at Butwal)
- ITID - UMN Institute of Technology and Industrial Development as defined by agreement between UMN and HMG.
- UMN - United Mission to Nepal.
- UMEDA - United Mission Economic Development Agency.
- HMGN - His Majesty's Government of Nepal.
- Board - the Managing Board of BTI.

2.0 Purpose:

- 2.1 BTI shall be a non-profit organisation which through the various activities in its Training and its Industrial Section shall contribute to the industrial and economic development in the Butwal area.
- 2.2 The Training Section shall provide technical and mercantile training in the following ways:-
- 2.21 By maintaining a program of apprenticeship or "on the job" training.
- 2.22 By offering compulsory theoretical teaching outside working hours for those participating in the apprenticeship training program.
- 2.23 By arranging pre-apprenticeship training courses for candidates interested in taking apprenticeship training at BTI.
- 2.24 By offering advanced training programs on full time or part time basis for tradesmen who wish to qualify themselves for supervisory positions in industry.
- 2.25 By offering short term courses in various technical fields for specialized training of skilled workers from BTI's own or from outside industries.
- 2.26 By endeavouring to plan its various training programs to meet the future needs of skilled manpower in local industry, and to operate a job-placement service for those who have completed their training at BTI.
- 2.27 By attempting to promote high ethical standards and good human relationships in the developing, industries of the area.
- 2.30 The BTI Industrial Section shall support the BTI Training Section and serve the industrial development of the Butwal area in the following ways:-
- 2.31 By establishing production workshops which shall be operated in accordance with sound business principles, aiming at surplus which will be used to subsidize the training activities etc. These production units shall provide opportunities for "on the job" training programs. They shall also as far as possible contribute to the industrial development of the area by offering needed services.
- 2.32 By owning and managing land, buildings and installations which are made available against payment of rent for use by the various enterprises located on the BTI Compound.
- 2.33 By offering on a selfcost basis various services needed by BTI related enterprises, such as maintenance of buildings and grounds; water supply; internal distribution of electric power and supply of standby diesel power; transport; clearing and forwarding; purchasing, sales and office services, etc.
- 2.34 By offering management assistance to BTI related enterprises, and coordinating activities for mutual benefit.
- 2.35 By offering office accommodation and use of other facilities to ITID Consulting Service on a selfcost basis when this is possible without hampering BTI's own operations, with the understanding that these facilities and services will be used by the Consulting Services in its non-profit promotional and advisory work for industrial development in the area.

3.0 Ownership and Legal Status:-

- 3.1 The legal status of ITID is presently defined by special agreement between UMN and HMGN. According to this agreement UMN will own and operate BTI as

part of its ITID project under the UMEDA Board during a period of approximately 15 years from the date of the original agreement (7.11.1963); whereafter the project will be handed over to HMGN or to any other body as decided by HMGN, without payment of any compensation to UMN.

4.0 Managing Board:

- 4.1. The BTI Managing Board shall exercise final authority in all matters concerning BTI excepting changes in this Statement of Objectives and Working Rules, and questions where UMN policy, UMN personnel and UMN finances are involved, in which cases decisions will be made by the UMEDA Board.
- 4.2 The members of the BTI Board shall be appointed by the UMEDA Board, provided that the UMEDA Board will request the related department of HMGN to appoint their representatives to sit on the BTI Board.

5.0 Termination:

This statement shall be valid as long as UMN continues to own and manage BTI unless otherwise decided by the UMEDA Board. If BTI can no longer function in accordance with the principles of this statement, the Authority of the BTI Board shall revert to the UMEDA Board, and eventually to the UMN Board of Directors through its Executive Secretary.

6.0 Amendments:

This statement can be amended by simple majority vote of the UMEDA Board of Directors, provided the proposed amendment has been approved by 2/3 of the regular voting members of the BTI Board, and has been circulated in writing to the UMEDA Board members two months in advance.

II : Working Rules

1.0 Managing Board:

- 1.10 The Authority of the Board shall be final in all matters concerning BTI except the following where final decisions will be made by the UMEDA Board.
- 1.11 Amendment of Statement of Objectives and Working Rules.
- 1.12 Personnel matters involving UMN Board appointees and other workers seconded to BTI by the UMN Executive Secretary.
- 1.13 Matters in which UMEDA general recurring or capital funds are involved.
- 1.14 Matters regarding policy which otherwise, immediately or in the future, may involve UMEDA.
- 1.2 The wish of UMEDA and its officers shall in matters covered by the authority of the BTI Board be expressed through the UMEDA appointed voting members of the BTI Board.
- 1.20 Membership:
- 1.21 The Board shall consist of 5 to 7 regular voting members as decided from time to time by the UMEDA Board.
- 1.22 Two of these members shall be appointed by HMGN's Department of Cottage Industries, serving at the pleasure of this Department.
- 1.23 One of these members shall be a representative of the BTI Supervisory Staff (Nepali or UMN personnel) who shall be elected for one year at a time by a meeting of BTI Supervisory Staff (as defined by the Board from time to time) This election shall take place in time for the new representative to attend the Falgun Meeting of the Board.
- 1.24 The other regular Board members shall be appointed by the UMEDA Board at its Falgun meeting for one year at a time, provided that they may be reappointed.
- 1.25 The BTI Director shall be ex-officio member of the Board.
- 1.26 Up to three members may be coopted for special meetings or sessions thereof, or for up to one year, and they may be coopted again.

1.3 Voting and Quorum.

- 1.31 Ex-officio and coopted members shall have voice but no vote.
- 1.32 In case of a tie, the Chairman shall have a casting vote.
- 1.33 Vacancies on the Board may be filled by the Chairman of the UMEDA Board for the time up to the next UMEDA Board meeting.

1.34 The quorum shall be a majority of the regular voting members.

1.40 Meetings:

1.41 There shall be three ordinary meetings of the Board yearly, of which at least one meeting shall be held in Butwal. These meetings shall ordinarily be held in the months of Jestha (Budget meeting); Aswin (Annual meeting) and Falgun (Planning meeting in Butwal).

1.42 For ordinary meetings the members shall be notified at least 15 days in advance with the agenda, the time and the place of the meeting.

1.43 With the permission of the Chairman, or of two regular voting members of the Board, meetings may be convened on shorter notice.

1.44 For attendance at Board meetings, UMN or BTI workers shall receive refund of travel and lodging expenses. Other members shall receive fee of Rs 40/- per meeting or per full day of attendance inclusive travel time, as well as refund of travel expenses (but not free lodging).

2.0 Officers of the Board:

2.1 Officers shall be the Chairman and the Secretary.

2.11 The Chairman shall be elected by the Board itself from among the regular voting members of the Board, provided that the staff representative cannot be elected Chairman. Elections for a one year term shall take place at the first meeting after the Falgun meeting of the UMEDA Board. If the Chairman is absent, the remaining members shall in the same way elect an Acting Chairman.

2.12 Likewise, the Board shall elect a Secretary from among its own members.

3.0 Duties of the Board:

The Board shall carry out the purposes and objectives of BTI as set forth in this Statement of Objectives, and its duties shall be:

3.1 To adopt a BTI Manual of Policies and Procedures and approve of changes in the same, subject to ratification by the UMEDA Board.

3.2 To receive from the BTI Director yearly budgets and plans for operations and development, and to discuss and approve of these.

3.3 To receive from the Director half yearly reports and financial statements, to scrutinize these and take necessary action.

3.4 At the Annual meeting to receive from the Director the annual reports and audited financial statements for the past year, and to scrutinize and make final decisions about these and report back to the UMEDA Board.

3.5 To consider and act on all other matters referred to the Board by the BTI Director and otherwise take such actions as it deems necessary to fulfil the objectives of BTI.

4.0 Duties of the Officers of the Board.

4.1 The Chairman shall preside at the meetings of the Board. Between the Board meetings he shall advise the BTI Director concerning urgent matters when requested, and if required make decisions which shall be confirmed by the Board when it meets. In the absence of the Secretary he shall call meetings of the Board.

4.2 The Secretary shall, in consultation with the Director, prepare the Agenda and call meetings of the Board as described in Rule 1.42. He shall serve as Minute Secretary of the Board, and arrange the distribution of minutes to Board members and others.

5.0 Management:

5.1 The Board shall appoint the Director of BTI and fix his salary and terms of employment.

5.20 The Director shall be responsible to the Board, and his duties shall be:

5.21 To serve as an ex-officio member of the Board.

5.22 To manage the day by day business of BTI so that the decisions and policies of the Board are implemented in accordance with the principles laid down in this statement and in the BTI Manual.

5.23 To act as the recognized correspondent of BTI; to deal with Government Authorities and any other parties on behalf of BTI; to manage Bank Accounts

as well as all other current and fixed assets of BTI; and to negotiate and sign all types of contracts and legal documents on behalf of BTI.

- 5.24 To employ and dismiss BTI employees, and to fix their remuneration in accordance with pay scales and guidelines laid down in the Manual.
- 5.25 To report to the Board on BTI's operations as stated in Rules 3.2 to 3.4, and to cooperate in the Audit of BTI's of BTI's accounts and submit the Auditor's report to the Board.
- 5.26 To represent BTI in the UMEDA Coordinating Committee, to deal directly with Directors and Managers of other UMEDA projects, to implement the policies and decisions of the UMEDA Board as far as these relate to BTI, and to do what he can to promote understanding and cooperation between UMEDA projects.
- 5.27 To delegate parts of his authority and duties to other members of the BTI staff while retaining the overall responsibility to the Board.
- 5.28 To call weekly meetings of the BTI Advisory Management Committee, preside at these meetings, and make necessary decisions after hearing the advice of the Committee.
- 5.29 To do all other things which are conducive to the fulfilment of the purpose of BTI.
- 5.30 The Board shall appoint a senior member of the BTI Staff as Deputy Director.
- 5.31 The duties of the Deputy Director shall be to serve as Acting Director of BTI during the absence of the Director.
- 5.4 The Board shall appoint the Manager of the BTI Industrial Section and the Principal of the BTI Training Section, and fix the salary and terms of employment and job descriptions for these posts.

6.0 Finances:

- 6.1 The BTI financial year shall follow the Nepal Government Financial Year (1 Shrawan to 31 Ashad)
- 6.2 The BTI accounts shall be audited by an Auditor appointed by the UMEDA Board. He shall submit his report to the UMEDA Board.

7.0 BTI Advisory Management Committee (AMC) etc.

- 7.1 Membership of the AMC shall be:

The BTI Director, Chairman
The Manager of the BTI Industrial Section
The Principal of the BTI Training Section
One staff representative of the BTI Industrial Section
One staff representative of the Training Section

The Staff Representatives shall be elected for one year at a time by, and from among the Supervisory Staff. The election shall take place before the Falgun meeting of the Board.

- 7.2 The responsibilities of AMC shall be to advise the Director in matters concerning the day by day management of BTI.
- 7.3 The AMC shall ordinarily meet weekly, and more frequently when called by the Director. The Director shall report to the AMC on all major matters related to the planning and day by day management of BTI, and the various members of the AMC may also take up other matter for discussion. Upon receiving the advice of the AMC the Director will make his decisions for which he is responsible to the Board.
- 7.4 Official minutes of the meetings shall not be made. For the sake of reference the Director shall keep a record of the discussions, in the AMC as well as of the decisions he has made on the basis of these, and through a weekly administrative bulletin he shall keep the staff and the Board informed of such decisions and other matters of interest.
- 7.5 Yearly staff planning meetings shall be called by the Director for discussing plans and budgets. Besides members of the AMC all BTI Supervisory Staff shall be invited to take part in these meetings, which will make recommendations to be presented to the Board for consideration at its Falgun meeting.
- 7.6 A monthly information meeting for all BTI Supervisory Staff, Workers Representatives and other BTI Staff who may be invited, shall be arranged by the Director. He shall at this meeting report on recent developments and

explain new plans and any major changes which are being considered. Those present shall be free to ask questions and express their opinions.

8.0 Appeals:

Any employees of BTI shall have the right to appeal to the Board in any matter affecting themselves or the department in which they are working. Such appeals shall be forwarded to the Chairman of the Board with copy to the Director.

9.0 Amendments:

These Byelaws may be amended by simple majority vote of the UMEDA Board.

Zur Ablage

Aktenplan-Nr. 628

Datum 5.5.

Handwritten: 10. April 1975

MINUTES OF THE UMN FINANCE COMMITTEE

1st April 1975.

The Finance Committee meeting was held in Kathmandu on 1st April 1975 at UMN Board Room. Mr. Neil Janzen opened the meeting with devotions. Members present were :

Rev. G. Ruff (Chairman)
Mr. S. Ruohoniemi (Representative from Administrative Conference)
Rev. F. Wilcox (Executive Secretary)
Mr. R. Havens (Treasurer)
Mr. Neil Janzen.

INGEGANGEN
24. APR. 1975
Erledigt

FC(1)1/75 CONFIRMATION OF MINUTES

The minutes of the meeting held on 29th October 1974 were accepted as circulated and confirmed.

FC(1)2/75 MATTERS ARISING

(a) Minute no. FC(2)14/74 - Rental Allowance at Pokhara and Tansen

There appeared to be some confusion in the right way to apply this. To be discussed later in the meeting under New Housing Policy.

(b) Minute no. FC(2)15/74 - Budget allocations.

A position paper regarding Worker Grants for 1976 would be presented later in the meeting.

FC(1)3/75 AUDIT REPORTS.

Mr. Havens reported on the audits completed and still remaining to be done, as follows :-

- (a) UMN Treasurer's accounts for 1974 - These had been audited by Messrs. Dakur Nath Sharma & Co. and it was agreed that they be asked to audit the accounts for the year 1975 but should be encouraged to do a running audit every quarter.
- (b) Audits have been completed and found to be satisfactory for 1973 for :
Shanta Bhawan Hospital and Bhaktapur Hospital.
- (c) Audits for 1973 remaining to be completed are :
Headquarters Project, Okhaldhunga Project, and the Communications Committee.
- (d) Audits have been completed and found to be satisfactory for 1974 for:
Bhaktapur Hospital and Butwal Technical Institute (the latter being for the year ended 15th July 1974).

FC(1)4/75 FINANCIAL STATEMENTS FOR THE YEAR 1974.

It was noted that no financial statements had been received from the Butwal Outreach Project, and Tibetan Work.

The financial statements of each of the other projects of the UMN for 1974 were scrutinised carefully, and accepted, with the following queries and recommendations:-

(a) Building Department

The Statement of General Fund Transactions was accepted but it was requested that the Statement of Capital Fund Transactions be re-cast to conform with the approved format, showing the designations of transactions.

(b) Tansen Area

(i) The tendency to exceed the budget was noted and it was requested that every effort be made to keep within the approved budget. Where rises in prices of drugs etc. were involved, more frequent inventories could reveal this trend earlier in the year.

(ii) It was also requested that the Tansen budget allocation for 1975 be reduced from Rs. 74,500 to Rs. 60,928, and that the Rs. 13,572 in the reserve fund be used to make up the difference.

(iii) Capital and Designated Fund Transactions - It was requested that an effort be made to reduce the number of separate accounts held.

(c) Pokhara Project

It was requested that the attention of the Auditor be drawn to the necessity for their contra accounts to be in agreement at the end of the year.

(d) Gorkha Project

Health Services: Hospital

The Committee specially commended the Project for keeping the Hospital expenses within the approved budget.

It was noted that a request should be made for capital funds to increase the reserve for drugs and medical stores.

(e) Shanta Bhawan Hospital

(i) Hospital

The considerable increase in medical fees received was noted.

(ii) School of Nursing

It was requested that an explanation be given for the non-appearance of UMN Budget Allocation of Rs. 65,000 as a receipt item in their statement.

(iii) Community Health Programme

It was noted that the budget figure for 1975 for "Panchayat contributed services" should read 32,640.

(f) Girls' High School, Kathmandu

It was requested that an explanation be received for the item of "Donations and approved items" under Statement of Capital Fund Transactions for 1974.

(g) Bhaktapur Hospital

It was noted that there was no statement of unexpended capital funds and these should be examined, with a view to ascertain whether they could be redesignated.

(h) Okhaldhunga Project

The Committee noted the unfinished character of the Okhaldhunga accounts and felt that the Project should make a special effort to keep within the budget figures for 1975. The deficit in the Dispensary should be checked. It was also noted that the Treasurer was hoping to visit Okhaldhunga in May to audit the accounts and give some training in book-keeping.

(i) Treasurer

(i) It was noted that (A) donations in respect of member grants were not expected for 1975 from the Episcopal Church nor the Leprosy Mission.

(B) the item in respect of 'United Presbyterian Church - Special Gift' could be increased by 14,000 Rs. to Rs. 55,400.

(C) the continuation of grants for those on furlough should be requested.

(ii) It was recommended that the item for Rent and Maintenance should be more clearly itemised in a separate statement.

(iii) It was noted that there were discrepancies in the Capital Fund Transactions for Community Health Office, Shanta Bhawan and Pokhara Projects as shown by the Treasurer's Statement and those of the Projects, and these should be examined by the Auditor.

(j) UMEDA

The omission of the capital fund transactions from the UMEDA Project accounts was noted.

FC(1)5/75 SUPPLEMENTARY GENERAL FUND BUDGET REQUESTS FOR 1975.

It was RESOLVED to recommend that the Executive Committee approve the following supplementary General Fund grants :

(a) Gorkha Area

(i) Hospital - Salary for chowkidar	Rs. 2,100
(ii) Area Administration - Salary for chowkidar for storeroom	2,100

(b) Community Health Office

Salary for full-time Health Assistant (difference between half-time and full-time salary to be added to budget)

2,600

FC(1)6/75 CAPITAL BUDGET ITEMS FOR APPROVAL

The following supplementary capital budget items were noted, and it was RESOLVED to recommend to the Executive Committee acceptance of them:

(a) Butwal Project - Fence

Estimate for Wire, Poles and Erection labour	6,000
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(b) Tansen Area

Additional capital for drugs and stores	100,000
Famine Relief Programme	40,000
ANM Complex (Tansen)	2,000,000
ANM Complex (Pokhara)	1,200,000
Station Furniture for Board Appointees	15,500

(c) Pokhara School

Additional building costs	361,378
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(d) Gorkha Project

Electronic Calculator	3,000
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(e) Okhaldhunga

Building extension	1,000
Two residential quarters	50,000

(f) Headquarters Project

Office furniture	5,000
Dictating machine and playback equipment	15,000

(g) Patan Hospital Project

Development Programme	210,000
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FC(1)7/75 GRANTS FROM CAPITAL DESIGNATED AND UNDESIGNATED FUNDS HELD WITH TREASURER.

It was RESOLVED to recommend that the Executive Committee sanction the following grants requested by projects at this time:

(a) From Medical work designated fund:

Medical Equipment account deficit	918
Shanta Bhawan Hospital - Beds	15,000
Shanta Bhawan Hospital - Physiotherapy Department	13,000
Tansen - drug store capital	35,000

(b) From School Equipment Designated Fund

Girls' High School - Adding Machine	1,282
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(c) From Undesignated Funds

Gorkha - Drug Store Capital	30,000
Tansen - Furniture	15,500
Tansen - Drug Store Capital	65,000
Butwal - Fence	6,000
Shanta Bhawan Hospital - Washing Machine	35,000
Headquarters - Office furniture	3,600

FC(1)8/75 COMMUNITY HEALTH PROGRAMME - PALPA DISTRICT

It was RESOLVED to recommend that the Executive Committee approve the programme prepared by the Tansen Area Administration. It was noted that to provide for compounding the inflation rate of 15% per year, the total amount of the recurring budget should be £36,814, the Health Posts' Budget for 5 years, £19,041, bringing a total recurring budget of £55,855. Capital requirements would be £160,000, making overall total programme costs of £215,855.

FC(1)9/75 WORKER GRANTS FOR 1976

The Committee examined the position paper in detail and confirmed that worker grants should be continued at Rs. 4,800 for 1976.

FC(1)10/75 BHAKTAPUR OLD LAND ROVER

The Committee noted the suggestions which had been received regarding the disposal of the old Bhaktapur Landrover, and recommend that the vehicle should be sold and the proceeds be placed in the Undesignated Fund with the Treasurer.

FC(1)11/75 JOB DESCRIPTIONS AND NEW EMPLOYMENT POSTS

The Committee examined and approved the following :-

(a) Job Description of Medical Director, Okhaldhunga.

(b) New posts for salary scale:

- Grade 7 - Assistant Food Services Supervisor
- Grade 8 - Senior Auxiliary Health Worker
- Grade 9 - Senior Pharmacy Assistant
- Grade 10- Pharmacy Assistant

FC(1)12/75 CLARIFICATION OF EMPLOYMENT POLICY - MATERNITY LEAVE

It was noted that there were problems of interpretation of the clause in the Employment Policy regarding maternity leave. It was agreed to recommend to the Executive Committee that this should be amended to read as follows :-

11 b) Maternity Leave.

A married lady whose appointment to the staff of the institution has been confirmed shall be entitled to forty-two days maternity leave with pay over and above annual and sick leaves, for up to three live births, provided there is at least 24 months interval between each live birth.

FC(1)13/75 REQUEST TO CLOSE CENTRAL DRUG STORE

A request was made to close the Central Drug Store at Shanta Bhawan Hospital although the Hospital Pharmacy would continue to supply Pharmacy needs of UMN Projects as before.

It was agreed to recommend that Rs. 100,000 of the Store Fund balance be passed to the Treasurer and placed in the undesignated fund.

The remaining cash and stocks to be retained at Shanta Bhawan Hospital to assist in providing Pharmacy services to the other projects.

FC(1)14/75 POKHARA VACATION HOUSE

As requested by Workers Conference (WC-18/75-1) the Committee considered the possibility of using the house previously occupied by Mr. Asbjorn Holm's family at Pokhara as a Vacation House. The rent would be Rs. 200 per month and there would be an additional sum involved for caretaking. A small amount of furniture would be needed.

The Committee agreed to recommend that the property be used as a Vacation House for a trial period of one year, a careful record being kept by Mr. Holm of the occupancy, etc., and this to be brought to the next Workers Conference. The charge should be Rs. 3 per person per night.

FC(1)15/75 UNITED METHODIST CHURCH GRANTS

It was RESOLVED to recommend approval of the United Methodist Church designated giving list for 1976, as follows, for items over and above the pledged normal grant to the UMN general fund:

	₹
Pokhara Special Projects	
Industrial Programme Equipment	2000
Scholarships for Pokhara students	3000
Audio visual equipment	500
Vehicle maintenance	1000
Physical Education Equipment	2000
Leadership Development - UMN Scholarship Committee	3000
Student Work - Padma Sadan	2000
Shanta Bhawan Hospital	
Dietary Equipment	1500
Maintenance Department	1000
Community Health Programme	2000
Community and Worldwide Informational Service	2000
Nursing School of Shanta Bhawan	2000
UMN On-going Administration (gifts to General Fund)	5000

School and Hospital Equipment	3000
Work Equipment for Missionaries	5000

The last item is approved with the request that the UMN Executive Secretary be kept informed concerning the implementation of this expenditure.

FC(1)16/75 PROBLEMS WITH THE LANDLORD

Following discussion regarding the Landlord's request for a further advance of rent to assist him in paying Land Tax, the Executive Secretary was authorised to negotiate with him with the full support of the Finance Committee.

FC(1)17/75 BANK ACCOUNTS

It was RESOLVED to recommend that the Executive Committee take action to authorise the following signatories to UMN Bank accounts, two persons signing in each case :-

- (a) UMN Butwal Project: UMN Treasurer, UMN Project Director, Mr. E. Martin, or Mr. Hom Bahadur Basal.
- (b) United Mission Consulting Service: UMN Treasurer, DCS Director, DCS Business Manager, or DCS Accountant.
- (c) United Mission Hospital, Tansen: Miss D.I.E. Ventham, Dr. W.R.F. Ferguson, Miss K.K. Petersen or Dr. W.M. Gould.
- (d) Shanta Bhawan Hospital: UMN Treasurer, SBH Executive Director (Dr. Mary Eldridge), Acting Assistant Medical Superintendent (Dr. J. Dickinson), Assistant Administrative Officer (Bir B. Khawas), Nursing Superintendent (Miss R. Judd), Superintendent of Nursing Education (Miss H. Asaoka), Superintendent of Community Health Project (Dr. M. Bomgaars).

It was RESOLVED to recommend that the Executive Committee take action to authorise the following signatories, signing singly :

- (e) United Mission Building Department, Tansen: UMN Treasurer, Mr. Duane Poppe, Dr. P.M. Dodson, Mr. Kari Punkkinen, or Dr. W.M. Gould.

FC(1)18/75 ADDITIONAL EXPENSES INCURRED WHILE TRAVELLING

Following a request from the UMEDA Board, the Committee considered the additional cost of food incurred by members when travelling to fulfil their duties. It was agreed to recommend that when any Board Appointee is required to travel on official Mission business he or she should be required to pay Rs. 12 a day of his food costs (Breakfast Rs. 2.50, Lunch Rs. 4.00, Dinner Rs. 5.50), and anything over this amount should be charged to travelling expenses, beginning on 1st April 1975, along with other actual travelling expenses paid.

FC(1)19/75 UMN HOUSING POLICY

The Committee examined and discussed the UMN Housing Policy together with suggested amendments, and a copy of the amended policy is attached hereto.

UMN HOUSING POLICY

1. The United Mission to Nepal shall be responsible for providing housing including adequate facilities for water, garbage disposal, latrines and minimum furniture for all Board Appointees.
2. Each Area Superintendent, Head of Institution or Project Director in consultation with the appropriate Housing Committee, shall be responsible for the housing of Board Appointees. If there are UMN owned or leased quarters available, the Board Appointee is expected to accept them if they are assigned to him, but if none are available then the Board Appointee shall be permitted to choose his housing.
3. To assist the responsible officers, there shall be one or two committees appointed, depending on the need in each respective area, which shall function as outlined below:
 - a. Project Housing Committee - This committee shall assist the head of the institution or Project Director to supervise those quarters assigned to or leased by the particular institution or project. Housing shall be provided to employees of the project and Board Appointees assigned to the project as quarters are available according to the priorities determined by project administration. (No rent allowance shall be paid for Board Appointees occupying Project Housing).
 - b. Area Housing Committee - This committee shall assist the Area Superintendent (or any other person designated by the Executive Secretary) to provide housing for all Board Appointees assigned to the area except for those occupying Project Housing.
4. Duties of the Area Housing Committees:
 - a. To suggest rules and regulations for the use of housing.
 - b. To recommend to the Finance Committee maximum rents to be paid for their area; rents to be reviewed from time to time.
 - c. To recommend furniture standards to be provided for all Board Appointees in their area.
 - d. To make recommendations to the Area Superintendent (or other responsible officer) regarding the obtaining and assigning of quarters in their area.
 - e. To recommend policy regarding maintenance and decoration of quarters.
5. Leasing of Non-Project Housing -
 - a. The Area Superintendent (or other person designated by the Executive Secretary) shall be responsible to negotiate and execute all lease contracts for non-project UMN quarters on behalf of the United Mission to Nepal.
 - b. Ordinarily such lease contracts should not exceed a period of one year.
 - c. If the rents to be paid exceed the approved maximum amount for the area, the Board Appointee shall be personally responsible and shall pay to the UMN the rent in excess of that allowed. Such payments to be made according to the terms of the lease.
 - d. In determining the maximum amount allowed, there shall be provision for children up to the 18th birthday, who are accompanying their parents to their assignment in Nepal, or who annually visit their parents in Nepal for extended holidays, without regard to how much time they spend with their parents.
 - e. (i) In the Kathmandu Valley, if it is necessary for the UMN to finance the cost of any renovations to make the quarters suitable, the Board Appointee concerned shall arrange to deposit with the UMN Treasurer prior to signing the contract, any amounts required in excess of one year's maximum amount allowed. In succeeding years of the lease if the quarters are occupied by the Board Appointee, the UMN Treasurer shall refund to the Board Appointee each year the maximum amount allowed until the deposit is repaid.

- (ii) Outside the Kathmandu Valley, if it is necessary for the UMN to finance cost of any renovations to make quarters suitable, the appropriate Housing Committee shall decide what renovations shall be done. If the Board Appointee wants renovations made in excess of these he shall provide the necessary finance.

6. Seconded Workers.

In negotiating contracts for the secondment of UMN Board Appointees, the Executive Secretary or his designee shall seek to include the provision by the non-UMN project of housing and furniture for the use of the Board Appointee. If this is not possible, this responsibility shall be assigned to the respective Area Superintendent (or person designated by the Executive Secretary).

7. Mission-wide coordination.

The UMN Treasurer shall be responsible to coordinate and supervise, on a mission-wide basis, the area housing policies, including rent allowances for Board Appointees' housing and furniture allowances, in the various areas.

8. Renting versus building of accommodation.

Rent allowance for Board Appointees' housing shall not be capitalized for the purpose of providing funds for building of UMN-owned accommodation.

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29. 11. 74
Done

MINUTES OF THE
EXECUTIVE COMMITTEE MEETINGS
HELD IN KATHMANDU, NEPAL
30th Nov - 1st Dec, 1974
Oct Nov

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21. NOV. 1974
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The meeting of the Executive Committee was held in the Board Room at UMN Headquarters, Thapathali, Kathmandu for three full days, 30th, 31st November and 1st December, 1974.
November October

Roll Call:

Chairman: The Rev. G. Ruff
Vice Chairman: Dr. R. Windsor
Other members: The Rev. A. Berg
Mr. N. Janzen
Dr. C.L. Joshi
Miss J. Knapman
The Rev. A. McCabe
Miss F. Priest

Ex-officio: The Rev. F. Wilcox, Executive Secretary
Mr. A. Voreland, Personnel Secretary
Mr. R. Havens, Treasurer
Mr. S. Ruchoniemi, Kathmandu Area Superintendent
Miss F. Swenson, Gorkha Area Superintendent
Dr. P. Dodson, Tansen Area Superintendent
Dr. T. Strong and Dr. N. Iwamura, Health Services Secretaries
Miss M. McCombe, Education Secretary
Mr. F. Sauer, Technical Secretary

Co-opted: Dr. M. Bomgaars
Mr. D. Jantzen
Miss M. McLean

Devotions: Each morning session began with devotions, led on Wednesday by Mr. F. Sauer, on Thursday by Miss J. Knapman and on Friday by The Rev. G. Ruff.

Agenda and Schedule: The Agenda, as presented by the Executive Secretary, was adopted with a few minor additions. Sessions lasted on Wednesday, 9-12 and 1.30-5.30 p.m Thursday, 9-12 and 1.30-5.30 p.m and Friday, 8.30-12.0 and 1.30-5.30 p.m.

EC(2)-1/74 Minutes of previous meeting. The Minutes of the Executive Committee Meeting held on 3-4th April, 1974 were accepted as circulated and confirmed as correct.

EC(2)-2/74 Correspondence Votes. Five actions taken by correspondence vote since the time of the last meeting are recorded as follows:-

- (a) It was RESOLVED that the change of dates for this meeting of Finance & Executive Committees, April, 1975 be approved.
(From Nov 4-8 to October 28 - Nov 1)
- (b) Mr. and Mrs. Stuart Amstutz, Engineer, offered by the Mennonite Central Committee, USA. It was RESOLVED to accept the services of Mr. and Mrs. Amstutz, with thanks to God and to their sending Committee.
- (c) Mr. and Mrs. Nick Peters, Carpenter, offered by the Mennonite Central Committee, Canada. It was RESOLVED to accept the services of Mr. and Mrs. Peters, with thanks to God and to their sending Committee.
- (d) Mr. Roger Fisher, Auto-Mechanic, offered by the Bible and Medical Missionary Fellowship. It was RESOLVED to accept the services of Mr. Fisher, with thanks to God and to his sending Mission.

- (e) Mr. and Mrs. Robert Helm, offered by the Bible and Medical Missionary Fellowship. It was RESOLVED to accept the services of Mr. and Mrs. Helm, with thanks to God and to their sending Mission.

PLANS AND BUDGETS FOR 1975

The plans and budgets proposed by each of the projects of the United Mission for the year 1975 were studied, together with the relevant recommendations of the Administrative Conference (Appendix A to these Minutes), and of the Finance Committee (Appendix B to these Minutes).

- EC(2)-3/74 UMN Headquarters. It was RESOLVED to accept the revised plans and budgets for 1975, with the deletion of Rs. 45,000 from the Proposed Capital Budget for 1975 in respect of Pokhara vacation house, building and equipment, and the insertion of this figure in the Mission Wide Capital Budget.
- EC(2)-4/74 Special Projects. It was RESOLVED to approve the plans and budgets of each of the projects included under this Appendix.
- EC(2)-5/74 Community Health Office. It was RESOLVED to approve the revised budget submitted.
- EC(2)-6/74 Tansen Area. It was RESOLVED to approve the plans and revised budgets for 1975, with the following notes and amendments:
- (a) Area Administration Removal of the Rs. 10,000 for Renovation of Bazaar Apartments which had been funded in 1974.
 - (b) Hospital Removal from the Capital Budget of the request for Rs. 40,000 for the Dharamshala and Rs. 20,000 for the Pump and Motor as these had been funded in 1974; also deletion of the Rs. 100,000 for the Road, due to its excessive cost.
 - (c) Community Health The Committee noted that Rs. 33,620 had been set aside for the Model MCH Clinic at Madan Pokhara, although this may not be fully operational at the beginning of 1975.
 - (d) ANM School
 - (i) The reduction of the Rs. 42,000 shown for furniture in the Midwifery Hostel at Pokhara to Rs. 17,000, the remainder having been funded in 1974.
 - (ii) The deletion of the following -

Rent for Midwifery Hostel in Pokhara -)	not now needed
Rs. 18,000)	
Furniture for rented ANM Hostel,)	
Pokhara Rs. 25,000)	Funded in '74
Furniture & equipment supplied to)	
ANM School, Tansen Rs. 15,000)	

The Committee expressed its concern that the Tansen Community Health programme and other Community Health programmes are based on the purchase and running of vehicles and feels that rising costs may cause these plans to be modified.

- EC(2)-7/74 UMEDA - Butwal. The plans and budgets for 1975 for each of the projects within the UMEDA were noted. It was RESOLVED to approve the following:
- (a) Butwal Project - Plans, including UMEDA personnel needs list; proposed budgets, noting the following changes in the personnel needs list, and in the recurring budget:
 1. The post "vocational teacher", to be changed to "Principal, training section."
 2. The post, "advisor, machinestop" to be eliminated.
 3. The items, "Rent outside quarters", "Repairs outside quarters" and "Water allowance outside quarters", totalling

Rs. 6,000.00, to be deleted from the recurring budget, and added to the UMN Treasurer's Mission-wide Expenses Budget.

- (b) Butwal Technical Institute - The action of the UMEDA Board to approve renewal of the ITID Agreement with HMG; the new Agreement to include provision for:

1. Consulting services to continue beyond the 15 year period originally established for UMN involvement in B.T.I.
2. An expanded geographical area of activity
3. The establishment of another training-cum-production centre in West Nepal

Capital Budget for BTI approved, noting the correction of the figure shown for Workers' housing to Rs. 152,500, making a total of Rs. 268,000.

- (c) Division of Consulting Services - Capital and Recurring Budgets approved.

EC(2)-8/74

Boys' Boarding School. It was RESOLVED to approve the Recurring Budget and the Capital Budget for School Development, with the following amendments, and noting that additional capital funds will be required for the purchase of land, requesting the administration to inform the Finance Committee as soon as figures are available.

- (1) The amendment of the figure of Rs. 96,900 shown as an additional budget request for the Agricultural Department to be amended to Rs. 166,900, making a revised total of Rs. 6,596,615 in the Capital Budget for School Development.
- (2) The correction of the figure of Rs. 50,000 shown for a Large Animal Building in connection with the Expansion of Agriculture Department to Rs. 150,000, making an amended total of Rs. 243,450.

EC(2)-9/74

Gorkha Project. It was RESOLVED to approve the plans and budgets for the year of 1975, with the following comments:

- (1) Hospital It was agreed that any deficit for 1974 would be covered and should not be carried forward into the 1975 budget. The purchase of de-ionizing equipment at Rs. 15,000 should be added to the Capital Budget.
- (2) Community Health Clinic Building Approved in principle, subject to approval of plans etc. when available.

EC(2)-10/74

Shanta Bhawan Hospital. It was RESOLVED to accept the plans the revised Recurring and Capital Budgets with the following amendments and comments:

- (1) Hospital - Capital items:
To note the increase in the price of the new autoclave from Rs. 50,000 to Rs. 70,000.
- (2) Nursing School:
It was RESOLVED that the Rs. 50,000 SBH Contribution shown under Receipts be added to the figure of Rs. 40,000 "Gift to Nursing Direct" making a total of Rs. 90,000 under this heading.
- (3) It was requested that the Board of Shanta Bhawan Hospital report to the Finance Committee on the possibility of Nursing Students making some contribution towards the cost of their education.
- (4) Community Health Programme:
Approved, with the insertion of the following Subsidy Account under capital projects -

Pharping Subsidy	Rs. 4,000
Essential Drugs (reserve)	2,000
Compounder Subsidy	5,000
	<u>11,000</u>

- EC(2)-11/74 Girls' High School, Kathmandu. It was RESOLVED to approve the Capital Budget for 1975, which appear as Appendix K to these Minutes. It was also RESOLVED to approve the post of "Arts and Crafts Teacher, with musical and swimming ability."
- EC(2)-12/74 Bhaktapur Hospital. It was RESOLVED to accept the report, and also to approve that UMN will inform the Directorate of Health Services, HMG, that when the transfer is made, UMN will retain the last, western-most house on the compound for UMN use.
- EC(2)-13/74 Okhaldhunga Project. It was RESOLVED to approve plans and revised budgets as submitted.
- EC(2)-14/74 Treasurer's Consolidated Budget. It was RESOLVED to approve the revised budget as submitted, noting that the Special Gift from the United Presbyterian Church for 1975 was expected to be Rs. 55,650, thereby increasing the total income to Rs. 1,258,850.

SPECIAL REPORT

- EC(2)-15/74 Report of the Workers' Conference Committee to Study the Administrative Structure of the UMN. This report was received with thanks by the Executive Committee and the following recommendations suggested:
1. RESOLVED to recommend acceptance of the general principle of organisational restructure along functional lines.
 2. RESOLVED to recommend that a Functional Secretary be appointed to be the executive officer of each Functional Board, responsible for carrying out Board decisions and policies.
 3. RESOLVED to recommend that each Functional Board develop and amend its own "Statement of Objectives and Working Rules" as a basis for its operation, within the provisions for the governing Functional Boards set forth in the UMN Bye-Laws.
 4. The Executive Committee is of the opinion that the post of Personnel Secretary should not be abolished.
 5. RESOLVED to recommend that the Coordinating Committee, consisting of the Functional Secretaries, the Treasurer and the Personnel Secretary, replace the Administrative Committee in advising the Executive Secretary, particularly in personnel matters.
 6. RESOLVED to recommend that the Executive Committee retain responsibility for accepting and terminating Board Appointees.
 7. RESOLVED to recommend creating and filling the post of Chaplain, to deal with the spiritual and counselling needs of the UMN workers, and keep this post separate from any other administrative function, with the addition of, "to be responsible to the Chairman of the Board."
 8. RESOLVED to recommend the election of a Chairman, Vice-Chairman and Secretary of Workers' Conference at the preceding conference, and to let this Committee be responsible for planning the conference.
 9. RESOLVED to recommend appointment of an Area Service Officer in each area, to be nominated by the Board Appointees of the area and appointed by the Executive Secretary, who shall be responsible for coordinating local affairs and looking after housing arrangements, etc.

10. (i) RESOLVED to recommend that the UMN keep accounts according to the Nepal calendar months.
- (ii) RESOLVED to recommend that the UMN Fiscal Year shall end about December 15th.
- (iii) RESOLVED to recommend that the projects of the UMN be permitted to set a Fiscal Year which is appropriate to their own work.
11. RESOLVED to recommend doing away with the provisions for Direct Appointees as members of the UMN, but allow individual projects to secure foreign volunteers with due consultation and approval.

RESOLVED to express appreciation to the Workers' Conference Committee for the evidence of their hard work and long hours spent in preparation of the report and to assure them that our purpose is, in good faith, to further the better administration of the UMN.

PERSONNEL MATTERS

EC(2)-16/74

New Board Appointees who have arrived since the last Executive Committee Meeting (for information only)

Mr. and Mrs. Gerald Hankins
Mr. and Mrs. Neil Solvik
Mr. and Mrs. Stuart Amstutz
Mr. and Mrs. Nick Peters
Mr. Roger Fisher
Miss Kishori Macwann
Miss Nicolette Waaning
Miss Ellen Muxfeldt
Miss Eileen Talbot
Mr. and Mrs. John Cooley

EC(2)-17/74

Miss Sheila Anderson, Bible and Medical Missionary Fellowship, England, is due for furlough, December, 1974. It was RESOLVED to thank Miss Anderson for her service with the United Mission to Nepal, and to welcome her return after furlough, if there is a suitable post available for her at that time.

EC(2)-18/74

Miss Barbara McLean, Baptist Missionary Society, England is due for furlough December, 1974. It was RESOLVED to thank Miss McLean for her service with the United Mission to Nepal, and to welcome her return after furlough, if there is a suitable post available for her at that time.

EC(2)-19/74

Miss Margaret Brass, Regions Beyond Missionary Union, England is due for furlough December, 1974. It was RESOLVED to thank Miss Brass for her service with the United Mission to Nepal, and to welcome her return after furlough, if there is a suitable post available for her at that time.

EC(2)-20/74

Dr. and Mrs. Noboru Iwamura, Japan Overseas Cooperative Service are due for furlough December, 1974. It was RESOLVED to thank Dr. and Mrs. Iwamura for their service with the United Mission to Nepal, and to welcome their return after furlough, if there is a suitable post available for them at that time.

EC(2)-21/74

Return of Board Appointees from furlough (for information only)

Dr. Pam Dodson	Miss Dorothy Broom
Miss Liane Nitschke	Dr. and Mrs. John Dickinson
Miss Edna Clydesdale	Miss Joy McConnell
Mr. Ken Roes	Mr. and Mrs. Asbjorn Holm
Mr. and Mrs. Larry Asher	Miss Ingegerd Karlsson
Miss Margaret Wright	Dr. and Mrs. K. Itoh
Miss Sheila Fulker	Miss Miriam Krantz
Dr. Mary Eldridge	Mr. and Mrs. Martyn Thomas

EC(2)-22/74 Departure of Board Appointees who have left on furlough or resigned at the end of term, since last Executive Committee Meeting (for information only)

Mr. and Mrs. Bjørn Brekke	Dr. and Mrs. Ralph Riseley
Miss Ingeborg Skjervheim	Mr. and Mrs. Asbjorn Holm
Miss Kirsti Kormu	Dr. Mary Eldridge
Miss Doris Bailey	Mr. and Mrs. Jonathan Lindell
Miss Valerie Collett	Miss Miriam Krantz
Miss Audrey Maw	Mr. and Mrs. Dennis Neumann
Miss Stina Ullberg	Dr. Helen Huston
Mr. Ken Roes	Mr. and Mrs. Ernst Braun
Mr. Darrell Ediger	Mr. and Mrs. Urho Rasanen
Miss Sylvia Slade	Mr. and Mrs. Dick Harding
Miss Betty Young	Mr. and Mrs. Roland Wittur
Miss Tomoki Tsukada	Dr. and Mrs. Bill Gould

EC(2)-23/74 Expected return of Board Appointees before the next Executive Committee Meeting (for information only)

Miss Tomoe Tawara	Miss Stina Ullberg
Miss Sylvia Slade	Miss Kirsti Kormu
Miss Audrey Maw	Miss Ingeborg Skjervheim
Mr. and Mrs. Ron Fox	Mr. and Mrs. Bjørn Brekke
Dr. Helen Huston?	Mr. and Mrs. Stan Kamp?
Dr. and Mrs. Bill Gould	Dr. and Mrs. Jonathan Yoder
Mr. and Mrs. Geoff Reid	

EC(2)-24/74 Expected arrival of new Board Appointees before the next Executive Meeting (for information only)

Mr. and Mrs. James Tweeddale
Mr. and Mrs. Alp Paaajanen
Miss Marianne Puder
Mr. and Mrs. Robert Helm

Termination of service, Resignations, requiring Executive action

EC(2)-25/74 Miss Lilly Ammann. It was RESOLVED to accept the resignation of Miss Ammann with regret; with sincere thanks for her excellent service for many years in Nepal, with the United Mission; and to pray God's continuing benediction on her in the years that lie ahead.

New offers of service.

EC(2)-26/74 Miss Winifred Thuma. Social Worker, offered by Bible and Medical Missionary Fellowship, USA. It was RESOLVED to accept the services of Miss Thuma, with thanks to God and to her sending Mission.

EC(2)-27/74 Miss Betty Woodger. Nursing Tutor offered by Bible and Medical Missionary Fellowship, USA. It was RESOLVED to accept the services of Miss Woodger subject to receipt of satisfactory medical papers, with thanks to God and her sending Mission.

EC(2)-28/74 Mr. Mark Curry. Physical Education Teacher, offered for service by Bible and Medical Missionary Fellowship, Canada. It was RESOLVED to accept the services of Mr. Curry, with thanks to God and his sending Mission.

EC(2)-29/74 Miss Jean Smucker. Nursing Tutor, offered for service by the Mennonite Board of Missions. It was RESOLVED to accept the services of Miss Smucker, with thanks to God and to her sending Mission.

- EC(2)-30/74 Mr. and Mrs. John Haughey. Business Administrator, offered for service by the United Church of Canada. It was RESOLVED to accept the services of Mr. and Mrs. Haughey, with thanks to God and to their sending Mission.
- EC(2)-31/74 Mrs. Alice Wygant. Public Relations Officer, offered for service by the Board of Global Ministries, the United Methodist Church. It was RESOLVED to defer action until March/April, 1975.
- EC(2)-32/74 Miss Susan Fry. Occupational Therapist - Health Educator, offered for service by the Church Missionary Society, Australia. It was RESOLVED to accept the services of Miss Fry, with thanks to God and to her sending Mission, subject to receipt of full screening papers.
- EC(2)-33/74 Mr. and Mrs. James Sandoz. Lab. Technician, offered for service for a period of 2 years, at present seeking a sponsoring mission. It was RESOLVED to accept Mr. and Mrs. Sandoz subject to completion of papers and full mission support. It was recommended that they again be presented in March/April, 1975 or the Executive Committee be furnished with a "Correspondence Vote" by circular letter.
- EC(2)-34/74 Dr. and Mrs. Eric Livingston. General Practitioner, offered for service by the Baptist Missionary Society, England for a period of 2 years. It was RESOLVED to accept the services of Dr. and Mrs. Livingston, with thanks to God and their sending Mission.
- EC(2)-35/74 Miss Rosanna Hester. Registered Nurse/Midwife, preliminary offer of service by the WMPL-USA. It was RESOLVED to accept the services of Miss Hester, subject to receipt of full screening papers and a possible "Correspondence Vote" by circular letter, with thanks to God and to her sending Mission.
- EC(2)-36/74 Mr. Duane Poppe. Structural Engineer, offered for service by the WMPL-USA. It was RESOLVED to accept the services of Mr. Poppe, subject to receipt of full screening papers and a possible "Correspondence Vote" by circular letter, with thanks to God and to his sending Mission.
- EC(2)-37/74 Miss Barbara E. Bowen. Medical Laboratory Technologist, offered for service by Bible and Medical Missionary Fellowship, New Zealand. It was RESOLVED to accept the services of Miss Bowen, with thanks to God and to her sending Mission.
- EC(2)-38/74 Mr. and Mrs. Ed. Martin. Electrical/Engineer/Teacher, offered for service by the Mennonite Central Committee. It was RESOLVED to accept the services of Mr. and Mrs. Martin, with thanks to God and to their sending Mission, and subject to receipt of full screening papers and medical reports.

LEADERSHIP POSTS.

- EC(2)-39/74 Executive Director and Medical Superintendent, Shanta Bhawan Hospital
It was RESOLVED:
1. That Dr. Mary Eldridge be appointed Executive Director and Medical Superintendent for Shanta Bhawan Hospital, for an interim period from 1st April, 1975 to 1st December, 1975.
 2. The Administrative Advisory Committee is urged to bring to the Executive Committee a recommendation for the post of Acting Assistant Medical Superintendent, until such time as Dr. Mary Eldridge is able to reassume this post.
 3. To request Dr. Bill Gould to accept the post of Executive Director and Medical Superintendent for Shanta Bhawan Hospital from 1st December, 1975.

- EC(2)-40/74 Administrator, Shanta Bhawan Hospital. It was RESOLVED to appoint Mr. Bir Bahadur Khawas as Assistant Administrator at this time.
- EC(2)-41/74 Superintendent of Nursing Services, Shanta Bhawan Hospital. It was RESOLVED to appoint Miss Ruth Judd to be appointed for a further 3-year term, but it was suggested that this matter be discussed at the next meeting in April, 1975.
- EC(2)-42/74 Director, B.T.I. The Acting Director, Mr. O. Hoftun, is due for furlough in April, 1975. The UMEDA Board will bring a recommendation to the next meeting of the Executive Committee.
- EC(2)-43/74 Director, D.C.S. It was RESOLVED to accept the recommendation of the UMEDA Board and the Administrative Advisory Committee that Mr. O. Hoftun be reappointed to the time of his furlough in 1975.
- EC(2)-44/74 Butwal Project Director. Mr. Møgedal's term expires in April, 1975. The UMEDA Board will forward a recommendation to the next meeting of Executive Committee.
- EC(2)-45/74 Medical Director, Amp Pipal Hospital. It was RESOLVED to approve Dr. Tom Hale's appointment as Medical Director, to extend until his furlough in June, 1975.
- EC(2)-46/74 Director, Community Health Office. It was RESOLVED to appoint Dr. Mona Bomgaars as Acting Director, to be reviewed at the next meeting of the Executive Committee, April, 1975.
- EC(2)-47/74 Okhaldhunga Project Director. It was RESOLVED to appoint Dr. K. Itoh as Medical Director for the usual term.
- EC(2)-48/74 Superintendent of Community Health, Palpa Area. It was RESOLVED to approve the adhoc appointment of a Superintendent for Community Health, and it was recommended that this be reviewed at the next meeting of the Executive Committee. It was further RESOLVED that Dr. Pam Dodson be appointed as Superintendent, until the next meeting of Executive Committee.

BOARD OF DIRECTORS' ACTION REQUIRED.

- EC(2)-49/74 Area Superintendent, Kathmandu. Mr. S. Ruohoniemi's 1-year term expires April, 1975. It was RESOLVED to recommend that he be re-appointed for a further 1-year term.
- EC(2)-50/74 Health Services Secretaries. It was RESOLVED to recommend that Mr. S. Ruohoniemi be appointed to this post in the meeting of April, 1975, for a 1-year term.
- EC(2)-51/74 Technical Secretary. It was RESOLVED to recommend that Mr. F. Sauer be appointed for a regular 3-year term.
- EC(2)-52/74 Education Secretary. Miss M. McCombe is due for furlough in November, 1975. It was RESOLVED to recommend that Mr. A. Voreland be appointed from November, 1975, to continue in office until the meeting of the Board, March or April, 1976.
- EC(2)-53/74 Executive Secretary. It was noted that the Rev. and Mrs. Frank Wilcox will leave on furlough in July, 1976 and do not plan to return to service with the UMN. It was RESOLVED:
1. That the President of the Board be requested to inform Member Bodies and Board Appointees of this decision;
 2. That the present Board be requested to ask for suggestions for persons to fill this post;
 3. That the Board be requested to gather opinions as to whether this person should be one of the Board Appointees of the UMN or a new Appointee from outside;

4. If the person is to be from outside the UMN, it would be advisable for that person to be in language study from August, 1975.

OTHER MATTERS

- EC(2)-54/74 Policy Statement on Priorities in Health Services. A statement setting out guidelines for planning, financing, administration and Health Services was presented by the Executive Secretary. RESOLVED to approve this statement for UMN use, with clarification of wording suggested by members of Executive.
- EC(2)-55/74 Renewal of the General Agreement with HMG/N. The Executive Secretary reported that considerable progress had been made on the Agreement, but nothing has been finalised as yet.
- EC(2)-56/74 "Power of Attorney" for the UMN. It was RESOLVED to receive this report as information.
- EC(2)-57/74 Meeting the Health Needs for the next 5 years. RESOLVED to adopt the paper, "Meeting Health Needs in UMN Project Areas in the next Five Years", indicating that it may become a basis for future strategy and planning for Health Services.
- EC(2)-58/74 Refresher Course for Paramedicals. It was RESOLVED to support Dr. Iwamura in these plans for a Refresher Course for Paramedicals, suggesting that he consult further with the other Health Service Secretaries as the plans progress and involve local leadership in each UMN Health Project.
- EC(2)-59/74 Participation in Rupandehi District C.H.P. It was RESOLVED to approve continued participation in this seconded post, and the capital budget as submitted.
- EC(2)-60/74 S.T.A.R. Group. RESOLVED to accept establishment of this Group with the following modifications:-
Us int des?
1. "Proposal: To set up a special project in Kathmandu with the approval of the United Mission to Nepal, to provide etc., etc."
 2. "Supervisors: The governing body shall seek a Supervisor for the STAR group. It may approach the UMN to seek a Supervisor to be seconded as a BOARD APPOINTEE. The Supervisor shall etc., etc."
 10. Omit from the Payments side of the proposed budget the bracketed items, "(provided by a UMN member body)" and "(plus UMN housing allowance)".
- EC(2)-61/74 Procedures for Accepting New Board Appointees. It was RESOLVED to accept the papers submitted by Mr. Roemmele and Mr. Wilcox for information.
was start dis?
- EC(2)-62/74 Reports on Surkhet and Mahendranagar. RESOLVED to approve in principle, a proposal to initiate a training-cum-production centre to be located in West Nepal or other location acceptable to the HMG/N authorities concerned. It was further RESOLVED to:
- (a) Recommend acceptance of Miss M. McCombe's report on a request to the UMN to open a Boarding School in the Far West (Mahendranagar, Kanchanpur District) as information, and to
 - (b) Instruct the UMN Administration, if a firm request from HMG/N should come, to prepare plans for action to be presented to the Executive Committee and Board.

- EC(2)-63/74 Future of the Nepal Orthopaedic Appliances Centre. RESOLVED to approve plans and operating budget of R.81,000 for the years 1975 through 1977, and a Capital Budget of R.159,000, a total of R.240,000 to be requested from a donor agency.
- EC(2)-64/74 Applications for Membership. It was RESOLVED to recommend to the Board the acceptance of these two new Member Bodies, with great appreciation:
- a) The Lutheran Church in America, Division of World Mission/ Ecumenism.
 - b) The Methodist Missionary Society (U.K)
- EC(2)-65/74 Report on Plans for a new UMN Film. RESOLVED to receive this report. Continued exploration was suggested and administration was asked to try and find ways to meet the financial need, which could be in the region of \$20,000.
- EC(2)-66/74 Personal Counsellor for the UMN. RESOLVED to accept this report as information, with encouragement to UMN Administration in seeking a counsellor. The Executive Secretary reported that although no person had yet been found for this post, efforts were continuing to fill the post.
- EC(2)-67/74 Building Committees. It was RESOLVED to accept that the designation of members of the Building Committees (EC(1)-62/74) be changed from designation by name to designation by position or office; further that the title, "H.Q. representative" be changed to "representative of UMN Administration"; further, that building committees of educational projects be composed to conform with Rules of the New Educational Plan.
- EC(2)-68/74 Medical Insurance. It was RESOLVED to drop this matter since UMN Health Services Projects at present propose no changes.
- EC(2)-69/74 Need for Educational Workers in Nepal. RESOLVED that the Education Secretary, with UMN Administration, be asked to take up this matter further with the Ministry of Education and other authorities; further, that UMN offer 6 Vocational Agricultural teachers and 2 Administrators for Boarding Schools to the Ministry of Education, and then seek to recruit appropriate candidates for such seconded posts. It was requested that this matter be brought again before the next meeting of the Executive Committee.
- EC(2)-70/74 Constitutional Changes. It was RESOLVED to recommend acceptance of the proposed amendments to the UMN Constitution and Bye-Laws, as follows:
- (a) Ratification, by the Board of Directors, of the constitutional change making the Personnel Secretary an ex-officio member of the Board and the Executive Committee, initially approved by the Board this year. (BL-27/74, I, 3)
 - (b) Bye-Law IX, new I, d, be amended to include India, recommended by the Board (BD-27/74, II, c),
 - (c) Amendment of Bye-Law V, A, 2, on the Appointment of Area Superintendents recommended by Workers' Conference, (WC-18/74)
 - (d) Amendment of Bye-Law XVII, recommended by UMEDA Board (BD-27/74, II, b)
 - (e) Amendment of the Bye-Laws of the UMEDA Constitution:
 - (1) to include the "Statement of Objectives & Working Rules" for BTI
 - (2) to provide for such a "Statement" for BTI and other UMEDA projects, and to amend and alter duties of various officers of UMEDA projects as recommended by the UMEDA Board in meetings, 19-21 Nov, 1973, and 11-13 March, 1974.

Further RESOLVED to recommend no change in the title, "Personnel Secretary," at this time, (Recommended by Board action, BD-27/74, 11, c), in view of possible major changes arising out of the report of the Workers' Conference Committee.

Further RESOLVED to recommend to Executive Committee and the Board the following amendment in numbering and wording of Bye-Law VIII, B., the UMN Constitution & Bye-Laws "1. Heads of Institutions and Project Directors may appoint other workers within their approved budgetary limits, or self-supporting volunteers, as Direct Appointees for periods of up to three years; these appointments being renewable. 2. The appointment of personnel from overseas as Direct Appointees shall only be made after consultation with, and approval by the Area Superintendent, the Functional Secretary concerned, and with the Executive Secretary."

EC(2)-71/74 Study of Children's Hostel Guidelines. The Executive Committee RESOLVED that no further action be taken in this matter.

EC(2)-72/74 Dates of next meetings:

Finance Committee:	April 1st, 1975
Executive Committee:	April 2-3, 1975
Board of Directors	April 3-4, 1975

A vote of sincere appreciation was expressed to the Chairman for his able leadership of the Executive Committee sessions. The meeting was closed with prayer led by The Rev. Gordon Ruff.

November, 1974 (Revised in wording)

SETTING PRIORITIES IN PLANNING/BUDGETING
FOR U.M.N. HEALTH PROJECTS

Since UMN Hospitals, Hospital-Dispensaries and Community Health Programmes must eventually be transferred from UMN ownership and administration to ownership and administration by His Majesty's Government, private, or semi-private Nepali associations, the following guidelines for planning, financing and administration are suggested:-

1. Only that combination of the UMN Treasurer's grant plus the estimated value of the services of foreign, unsalaried personnel, which does not exceed the total operating budget His Majesty's Government (or other Nepali association) provides for a Hospital of similar size and function, shall be allocated to a UMN Hospital.
2. There shall be, in each UMN Health Project, continued, strong, positive emphasis upon planning for, and implementation of, nationalization of all staff.
3. Only that expansion, renovation, or modification of existing physical plant shall be undertaken which is consistent with the role of teaching nurses, paramedicals, and serving as a fully-adequate base for community health outreach.
4. All planning for new facilities, or for continuation or change in physical plant or programme, including increase or decrease in staff or operations, shall be done in co-operation and co-ordination with the concerned governmental authorities.
5. These guidelines assume that the prevailing UMN policy governing charges for drugs and medical services will continue throughout the period of UMN operation.

UMN Health Services Secretaries.

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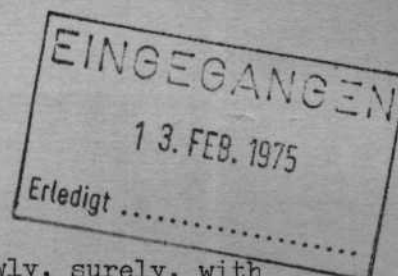
LEITZ

1656 Trennblatt
zum Selbstausschneiden
von Registertasten

Zur Ablage
Aktenplan-Nr. 228
Datum 13.2.75
Handzeichen *Doine*

APPENDIX B

EXECUTIVE SECRETARY'S REPORT
FOR 1974



NEPAL

Progress in this mountain kingdom continued slowly, surely, with King Birendra again visiting several sections of the country to observe forward steps being taken in the development of his country by his people.

Progress with the National Education Plan, a very ambitious, forward-looking plan, has continued through 1974. Now all the School in which UMN has been involved in the past have been taken up into the new Education Plan. In the Gorkha district, all the Schools are a part of the new plan, including the former Mission Schools although our teachers are serving as seconded workers under the District Education Office. The same is true here in the Kathmandu district, where the Girls' High School is now a part of the new education system and our missionary teachers are serving as seconded workers under the District Education Office.

His Majesty's Government continues to pursue new and very helpful programmes in the field of Health Services, with a stress on the training of paramedical workers such as Assistant Nurse/Midwives, Auxiliary Health Workers and Health Assistants. The concept of integrated Health Services at the local level at which all immunisation programmes, sanitation, public hygiene and simple treatment of childhood diseases etc. is all integrated into one programme, has been tried out in two pilot programmes in the Bara and Kaski districts. UMN now is working with Government in the Lalitpur district, southern half of Kathmandu Valley, to initiate such a programme there in conjunction with the Community Health programmes of the Lalitpur district and Shanta Bhawan Hospital.

Road building goes on apace and the East-West Highway moving out west of Butwal is now receiving attention from Aid programmes, and in the next few years will link all parts of the southern strip of the country, the Terai, with this great highway from the eastern to the western border.

A new, innovative, programme for transportation has been initiated here in the Kathmandu Valley through the assistance and aid of the Republic of China. This is a plan to build an electric trolley-bus system, linking Kathmandu with Bhaktapur, ten miles east here in the valley. It is hoped that this electric trolley-bus system will be ready for operation early in 1975. It will, of course, be a great help to the people of the valley and the rather heavy commuter traffic which moves between Kathmandu and Bhaktaaur.

Although some of the neighbouring countries here in the Indian Sub-continent including Bangladesh and parts of India have suffered in late 1974 from food shortages, the kingdom of Nepal is still self-sufficient in food grains and even exports some good grains to India. We thank God for the fact that the people among whom we live and work do have enough to eat, even though poverty is still widespread among the majority of our people.

UNITED MISSION TO NEPAL

I have already mentioned the United Mission Schools which have become a part of the new education system. This includes our eight Schools in the Gorkha district, originally a part of the UMN community service project in that district. Mahendra Bhawan Girls' High School has also been taken over by the District Education Office. Our Education Secretary, Miss McCombe, and other members of the Girls' High School staff, as well as teachers and leaders in the Gorkha district, have had many opportunities for good contacts with their counterparts in Government who are also deeply involved in education. We are heartily in favour of the philosophy behind the new education system, with its great stress on vocational education. We sympathise with the Ministry of Education which has been hard pressed to find enough teachers to man the old Schools and all the new Schools which are being opened. But we hope to help them in every possible way with staff and with the training of teachers as well.

A major change in the work of the UMN this past year 1974 has been the preparation to close down and transfer to the Ministry of Health of His Majesty's Government our Bhaktapur Hospital. This Hospital and health ministry has been an open door for us in the Bhaktapur area, 10 miles east of Kathmandu, for nearly 20 years. Government now is building a larger newer Government Hospital in Bhaktapur and it is their plan that there should only be one such Hospital in each district. We heartily agree with this concept and even though we have been requested to continue our work by people in the area we have tried to transfer their interest and their attendance for medical assistance to the Government Hospital. The UMN Hospital was turned over to Government officially on the 17th December. Both missionary and national staff have been reassigned to other projects, except for a few of national staff, some of whom prefer to remain in Bhaktapur seeking their own employment, or who have as yet still not found a place. We of the UMN thank God for these nearly 20 years of rich opportunities for Christian service and witness in Bhaktapur and the community in the surrounding villages. We now leave for other areas of service in Nepal, thankful that a small, but growing Church remains to sustain and extend that Christian witness.

In Shanta Bhawan Hospital the Nurses Training Programme which is now integrated with the Mahaboudha Campus continues to grow and produce the needed Nurses for Hospitals and Health Services around the country. The Community Health programme has received a large grant from an overseas agency to enter into an integrated Community Health Service in the Lalitpur district, the southern part of the Kathmandu Valley, beginning early in 1975. Progress has been made also with the new Hospital project in Patan. His Majesty's Government is now engaged in acquiring the necessary land on the southern edge of Patan, a suburb of Kathmandu. It is hoped that plans can be drawn and preparations made for actual construction some time before the end of 1975. Shanta Bhawan Hospital has again enjoyed a record year as far as volume of patients and work done is concerned. In the Gorkha district His Majesty's Government has drawn up a special agreement which will govern the relationship of our UMN Hospital to the District Hospital, which is about 6 hours walk across the mountains and through the valleys east of Amp Pipal. We hope this new agreement may be finalised and signed early in 1975, it will extend our opportunity for medical service and witness in that area for several years to come.

Further west in Pokhara we continue our very heavy involvement in the Boys' Boarding School on the outskirts of that central Nepali city. The student body continues to grow and there will perhaps be 300 students or so in 1975. Building progress continues steadily, but has been hampered by highly inflated costs of building materials as well as scarcity of those materials. We are grateful for the kind cooperation of the District Education Office in matters educational. There has also been opportunity to work with the U.S. Peace Corps in helping to train some of their new volunteers for vocational agricultural teaching in other Schools across Nepal. The work among Tibetan Refugees has been temporarily closed to us and the Red Cross of Nepal is carrying on that work by itself at this time. We do still have Mr. and Mrs. Asbjorn Holm in the area, now seconded to work in the Leprosy Hospital of the International Nepal Fellowship. They also have opportunities to contact some of the Tibetan people among whom they formally worked.

In Tansen Hospital and area there are many exciting things going on. The building programme continues to make good progress for the extension of the Hospital. There are now 60 students in the Assistant Nurse/Midwives School and the last nine months of their training will be spent in Pokhara beginning 1975. There they will in small groups do their midwifery training at the Government Hospital, under the leadership and instruction of the staff of the ANM School. The Community Health programme continues to expand in the West Palpa area and also in East Palpa in the area around Bojha out in the mountains.

In Butwal a new BTI Board has been set up to prepare for transfer of the whole Technical Institute operation into Nepali leadership and Nepali administration, in the next three or four years. The Butwal Plywood Factory has been in operation now for the past few months and is engaged in trial production. It has been thrilling to see that major industrial project shape up and come into its own. There are many problems ahead, but certainly there are promises as well. There are possibilities for further consulting work in parts farther west in Nepal, where the Division of Consulting

Services may have new opportunities. It has been rewarding to see Nepali leadership develop for shops and office in the Butwal Technical Institute and to see many young men coming up through the ranks into leadership posts.

On my most recent visit to Okhaldhunga it was heartening to see our new staff, now enlarged, working well together and preparing for further service to the people of the village and the whole surrounding district. Our team has been augmented by new Nurses and a Business Manager, and we look forward to further fruitful service in that area.

Workers' Conference in 1974 appointed a special Committee of five to study the structure of the United Mission to Nepal. They have met several times throughout the year, have done excellent work and prepared a report embodying recommendations for several major changes in the administrative structure of the Mission. The basic underlying philosophy of these recommendations is the conviction that now is the time to reorganise the Mission along functional, rather than the old geographic lines, which prevailed in times past. This matter will come before Workers Conference in 1975, and very possibly go on to the Board of Directors for further action.

The Language School of UMN has been very busy through 1974 with large numbers of new workers coming from several member bodies. New member bodies accepted into the United Mission in 1974, include the Mennonite Central Committee, Akron, Pennsylvania; the Presbyterian Church in Canada; and the Swedish Free Mission. We regret that the Protestant Episcopal Church in the USA feels it can no longer continue as an associate member of the UMN and they have withdrawn from participating membership this year. Plans are being made with the encouragement of the Board of Directors to produce a new United Mission to Nepal film some time in 1975. We will let you know when more definite plans have been completed and when we can give you some target date for release of that film.

A major item of business for the United Mission through 1974 have been negotiations to renew our General Agreement with His Majesty's Government. At this writing, the Agreement has not yet been renewed, but all signs point in the direction of a certain renewal of the Agreement, and we have nothing but favourable response from all the Ministries of Government concerned. We hope to be able to report that the Agreement for another five year term of service has been signed in the near future.

Christ's Church in Nepal - We have noted before in several reports that the UMN has no official ties with the Church, but we are happy to continue our very active fellowship in local congregations. There have been significant movements of the Spirit among Nepali people in three or four different parts of the land, and the annual Bible Conference of the N.C.F. held in Kathmandu in October revealed several new Christians and leadership being taken up by young men in several parts of the land.

General - At the close of 1974 about a hundred and eighty-eight workers, including wives, were on the roster of the Mission. This includes workers on furlough, leave of absence, and workers accepted for service in Nepal preparing to come for our February 1st Language School.

The Treasurers's report will once again reveal the story of God's faithfulness to care for all the needs of our work here in Nepal. That report spells out just exactly how the Mission used the received from its member bodies and other friends for its operating or recurring budget. Detailed expenditures of in capital grants received from a number of donor agencies and individuals are also included.

The brief report surveying the land in which we live and work, this beautiful mountain kingdom of Nepal, and events which have taken place throughout the year, plus the more detailed specific words about the United Mission to Nepal, comprise a report of the faithfulness of our God to us and to all men within the boundaries of this kingdom throughout 1974. We of the United Mission to Nepal thank our gracious God and Father who has called us into this ministry, opened this door of opportunity, and granted us strength for our task, poured out his gracious forgiveness upon our failures and renewed in us vision and

inspiration for the years which lie ahead. All praise be to Him!

Mr. F. Wilcox
Executive Secretary

APPENDIX C

UMN HEADQUARTERS REPORT FOR 1974

UMN Headquarters, through its various offices and departments continued a variety of services to the projects of the Mission, the details of which are found in the following paragraph. We were happy to receive the appointment of Mr. Ray Havens as Treasurer of United Mission to Nepal. Ray has entered with enthusiasm and with dedication, this very vital post and we are thankful to have him as a part of our staff. Also, added to the staff was a full-time Technical Secretary, Mr. Francis Sauer and he has filled a very valuable role in this post as the first Technical Secretary in the history of the UMN. Asbjorn Voreland as Personnel Secretary and Director of the United Mission Language School, filling in also as Acting Executive Secretary during the absence of the Executive Secretary in May and June, has again carried out his duties fruitfully. We have been happy for Mr. Jim Roane to carry on his work as head of the Central Services Department and look forward to further expansion in this field in the year that lies ahead. This year has marked the retirement of our congenial Hostess at the Guest House, Miss Lilly Ammann, and we are deeply grateful to God for the years which He has allowed her to serve with us. We pray God's rich blessing upon Lilly in her retirement and trust she will have many years of fruitful witness and service for her Lord, even in Switzerland. Lilly's replacement came through the offering of Mrs. Ernestine Sauer to serve in this post and we thank God for raising up Ernestine, an experienced and dedicated missionary who has known what it is to live and serve both in India and Nepal and who takes upon herself the heavy burden of serving as Hostess here at the very heart of things.

The Headquarters staff down through the year (7 Board Appointees and 2 Volunteer Direct Appointees, including Miss Judy Hayward serving as furlough replacement for Miss Betty Young) and carried on their work in the offices, for the projects, the Headquarter's Guest House, the Language School, with the assistance of 10 regular employees. Office or department reports follow.

- (A) Executive Office. The duties of this office again are born by Mr. Frank Wilcox and by the Personnel Secretary, Mr. Asbjorn Voreland, who also serves as Assistant to the Executive Secretary. Miss Betty Young served through the first week of July as Office Secretary, and then departed on her regular furlough in the U.K. Miss Judy Hayward, a Direct Appointee Volunteer sent out under the START programme of BMF, has served since that time in the Executive Office and we are grateful to her for her good work. Area Supts. across the country were Dr. B. Gould, Miss F. Swenson & Mr. San Ruohoniemi, who serves Kathmandu Valley. Dr. Bill Gould departed from Tansen on furlough in mid summer and Dr. Pam Dodson returning from furlough was again appointed to serve in this capacity. The "Troika arrangement" consisting of Dr. Noboru Iwamura, Dr. Trevor Strong and the Executive Secretary was again set up by the UMN Board of Directors to fill the office of Health Services Secretaries. Miss Margaret McCombe continued to serve as Education Secretary. As mentioned above, Mr. Francis Sauer is our first Technical Secretary. Central Services continued to expand its work and we also were greatly blessed by the continuing devoted service of Miss Connie Sutcliffe in reception of visitors, transmission of mail, clerical work etc.

Mr. Frank Wilcox
Executive Secretary

- B) Personnel Office. Working at the UMN Headquarters is an ever challenging and manifold experience. Sometimes rushing to meet people at the airport, carrying luggage for people coming and going at the H.Q. Guesthouse, giving a hand moving furniture or loading trucks for our outlying projects, keeping an ever increasing correspondence up-to-date, having time to meet people coming for business, personal matters or fellowship, dealing with language students and teachers in between coming from or going to a committee meeting.

With a large percentage of the Mission personnel constantly on the move, leaving on-or returning from furlough, our work sometimes relates more to that of a travel agent or a conductor at a railway station!

The trend of shorter terms on the field and also of more short-term workers involved, certainly creates problems in keeping institutions running and finding suitable personnel and furlough replacements. Another important aspect of the same matter is how we maintain good standards, keeping good working relationships with National staff and the confidence of the local people as well as with HMG officials in the various Depts. concerned.

We are grateful for the good response from UMN Member Bodies in regard to various personnel needs. Several needy posts and areas of work are now being filled with able and dedicated workers, both Nationals and foreigners.

We have reasons to believe that the existing UMN projects will continue and that new areas of work may be opened up. We have, therefore, with more long range planning in mind, sought to recruit overseas personnel for various posts, where we still are not able to get competent National workers to fill the needs.

Several of our UMN personnel have already been seconded to HMG institutions under their leadership and management. In spite of many problems and shortcomings in the work and admin. these secondments give unique opportunities for closer cooperations, relationships, teaching and training of young people and also being "Living Epistles" where God has put each one. This will be the trend of more and more of our future work and ministry in this land.

The Board Appointees figures in 1974 were:

New arrivals	...	27	Retirements	...	1
Furlough departures		44	Returned from furlough		39
Sick leave	...	4	Termination of service		20

Mr. A. Voreland
Personnel Secretary

- C) Language School. H.Q. Language School and Orientation Programme has been running smoothly during the past year. The regular staff of Nepali teachers have gained considerable experience and efficiency during several years of language teaching with the UMN. Besides teaching language most of them also study various degree courses, and three of them are finishing their M.A. course.

Teachers have also taken conducted tours to various places of interest for orientation and language practice.

Shorter "crash courses" to give short-term workers and volunteers a basic knowledge and understanding of Nepali language, culture and society, have proved helpful to several people. We hope to be able to fit in short-term people according to working situations and needs.

More teaching staff was added for the August Language School to take care of one of the biggest language groups we have had so far. H.Q. facilities have also been used for refresher courses and language exam preparations for a number of people, including a couple of students from other related Mission/Aid Organisations in Nepal. Effort has been made to help and encourage students to continue language study in their projects, by training local teachers, using H.Q. teachers for shorter periods in between language schools, or even private "correspondence courses" for

corrections and help between H.Q. Language School and students in outlying projects where sufficient help was not available.

Statistics are:

February - May term	:	9	Passed Nepali I exam	:	12
August - November	:	20	Passed Nepali II exam	:	2

Mr. A. Voreland
Language Supervisor

- D) Central Services Department. This is the first full year that the Central Services Department has been open and it has proved an eventful one. This year approximately 250,000 rupees worth of airline tickets have been channelled through our offices and we have shipped about 57,000 Kgs. of goods to the various projects. In addition we have initiated an attempt to have weekly financial statements from our offices to the various projects. Miss Connie Sutcliffe has proved to be a valuable and willing assistant in seeing that mail services are carried out as efficiently as humanly possible.

We have been able to (we believe) streamline our import/export efficiency and are presently in the process, together with BTI, of establishing a permanent BTI employee in Calcutta to handle our C.S.D. services there.

The Director of Central Services also serves as Chairman of Valley Wide Housing Committee and the Bus Committee, and is a member of the Headquarters staff.

Jim Roane
Central Services Director.

- E) Mission Guesthouse. "Something new has been added" at the UMN Guesthouse in Thapathali - a new wing, first and second floor, which provides the first real parlor or "sitting room" we've had at the Guesthouse. (This is a great help in finding enough room for dining facilities, too, as you know if you've been at the Guesthouse late in 1974!) The second floor addition provides extra sleeping accommodation, for which we're grateful. The UMN Building Dept. has done a fine job, and we were very happy to be able to call on them for both design and construction.

Lilly Ammann has had her house full for most of 1974, and her successor, Mrs. Ernestine Sauer expects a full year through 1975. Nepali house staff have done excellent work through the year, and help to make the Guesthouse the warm, inviting place it is, both for short-term and for the longer-term guests, stationed here for initial language study/orientation.

- F) Treasurer's Office. The past year has been characterized by change. Beginning the year with an Acting Treasurer, the office was filled when the Board elected a new Treasurer in April. He was able to visit every station during the year to work on the audits for the previous year and to consult regarding various problems. The heavy work load in the office continued to be done by the qualified Mr. Suresh Sharma and Mr. Krishna Devkota. They were able to keep an expanding work load up to date until September when Suresh left to enter Government service with the Agricultural Commodity Corporation. It has been a continuing problem since then trying to get all the work done in the manner that we would like to have it done. But this too offers a challenge for the new year as we look for ways to be of service to the financial and accounting needs of the various projects.

Ray H. Havens
Treasurer

APPENDIX D

SPECIAL PROJECTS' REPORTS FOR 1974

BUILDING DEPARTMENT

The Department has five missionary personnel working in various projects throughout the Mission. These include Four Professional Chartered Engineers and one Building Engineer. We have tried to serve the Mission in accordance with our aim by employing as many Nepalis as possible and training wherever possible both Draughtsmen and Site Supervisors. Many difficulties have been encountered with the shortage of materials, the rapid rise in cost of all building materials and many problems with transporting of goods, but work has continued in Kathmandu, Pokhara and Tansen.

TANSEN Under the leadership of Mr. Ron S. Mowll a lot of work has been done on the Hospital Extension during the last year. Stage One is completed and has been handed over, most of the concrete framework of Stage Two is completed, including an underground water tank and three floors. Walls are being built, but extra money is needed to complete the budget. Plans and preliminary work have already been done on a new ANM Complex, but the building of this is held up, awaiting further permission to continue. A young Site Engineer was taken on in order to give him more experience and training in more advanced Building Work and the site now has two Site Supervisors, one Accountant/Book-keeper on the permanent Staff. Also employed on the building are 11 Carpenters, 6 Masons, 33 Labourers and Watchmen, together with 5 Steelfixers and Machinists. Work is also found for 30 other people on contract making aggregate, surkhi and carrying materials to site. This year over Rs. 4½ Lakhs of Building Work has been done.

POKHARA Mr. E. Delos McCauley, aided by Mr. Robert L. Buckner, has guided the work on the School Building Complex. This year another hostel has been completed and the final one started; staff houses are also approaching completion and it is hoped to have them ready for the new school year. The Science Wing of the Educational Buildings is in the finishing stages and work has started on an Agricultural Building designed as a feed store and mixing unit. At last an extra pipeline has been approved for the water supply and a 2" pipe has been laid up to the main supply, although only a ½" connection is permitted at present. Rising costs have meant that the original estimate will be exceeded and new funds will be needed to complete the present programme. A young trainee Site Supervisor has been taken on and it is hoped that as he gets more experience he will be able to handle more of the work. With this Site Engineer there is an Accountant/Book-keeper on a monthly salary, and the site employs 14 Carpenters, 53 Masons, 72 Labourers and Watchmen and three other skilled men. As in Tansen 25 other people are employed on contract work on site. Over Rs. 4½ Lakhs of Building Work has been done during the last year.

KATHMANDU Mr. Kari Punkkinen joined us earlier this year and took over the work at Mahendra Bhawan Girls' School. Apart from finishing off some of the small jobs around the existing building, he has started work on the New Vocational Building and this is now well under way. Kari has advised and helped out on other small jobs on that side of the Valley, including some work at the British Primary School. On site he has a Book-keeper, but no Supervisor, and employs 12 Carpenters, 5 Masons, 18 Labourers etc and 1 Machinist. Over Rs. 2 Lakhs of work has been done so far this year.

The main office in Lalitpur was run by Mr. Francis Sauer prior to Mr. Martyn Thomas' return in June. There are three Nepali Draughtsmen employed in this office and most of the detail and design for the various projects is done here. The jobs have been many and various throughout the year, both in advice, detailing and site work. Our jobs include H.Q. Building, V.W.H.C. inspections, details for work at Anandaban, B.P.F., Okhaldunga, Kalimati Leprosy Hospital. We have also done the Structural Drawings for S.I.L. Administration and Study Buildings at Kirtipur. At present we are acting as Consultants and general site supervision is being given on work that has so far exceeded Rs. 2 Lakhs.

We hope to continue to serve the Mission during the coming year to the best of our ability.

Respectfully submitted,
Martyn Thomas.

SPECIAL PROJECTS' REPORTS FOR 1974

SCHOLARSHIP PROGRAM

The Scholarship Committee of the UMN continued to administer a leadership training program in 1974 according to the following goals:

To provide leadership training and educational opportunities by awarding scholarships.

To seek and administer funds for this program.

During 1974, twenty-three students successfully completed their educational program in the following areas of study.

Intermediate Certificate in Education, Nepal (5)
Bachelor of Education, Nepal (1)
Intermediate Science, Nepal (3)
Bachelor of Science in Agriculture, India (2)
Bachelor of Science in Nursing, India (1)
Diploma in Catering and Technology, India (1)
Bachelor of Civil Engineering, India (1)
Certificate in Engineering, Nepal (2)
Auxiliary Health Worker, Nepal (3)
Refresher Auxiliary Health Worker, Nepal (1)
Nurses Training Course, Nepal (2)
School Leaving Certificate, Nepal (1)

Currently fifty-two students are receiving general scholarship help for their study and eight have been approved and are waiting for admission into their courses. In 1974, funds for the program were given by the following: the United Church of Canada, the United Methodist Crusade Scholarship Program, the United Methodist Advance Support Fund Program, and the Gossner Mission. In addition, a few individuals have donated specific amounts for scholarship students who were already approved under the general selection process. The cost of a general scholarship has increased during the past year to approximately Rs. 3,300 per year.

The Scholarship Committee also acts as an administrator for four students who are receiving scholarship grants from the German Ecumenical Scholarship Program, for four students who are receiving grants from the Sherpa Scholarship Fund, and for fifteen students who are receiving grants from the Action in Distress Society of England.

The Scholarship Committee is composed of three Nepalese leaders and two UMN Board Appointees. In addition, UMN administrative leaders serve as ex-officio members of the Committee. The decisions of the Committee are administered by a part-time administrative secretary who is also a member of the Committee.

Respectfully submitted,
Norma Kehrberg, Secretary.

APPENDIX E

COMMUNITY HEALTH OFFICE REPORT FOR 1974

During the year the Community Health Committee met twice with the representatives from all UMN Health Projects, who shared the experiences of Community Health practices. But we did not reach the goal of mission-wide policy and decided to continue the work according to the local situation for this year.

Even though we did not have the mission-wide policy, we found that all UMN Community Health programmes worked in the same way, i.e. emphasizing MCH Clinics and TB control, and supporting HMG's Health Post activities. Accordingly, we prepared a position paper "Meeting Health Needs in UMN Project Areas in the next Five years", which was approved by the UMN Executive Committee as a strategy paper to improve the UMN Health Services.

In November, we joined the Seminar on Maternal and Child Health, "The Road to Health - Delivering the Services", with the guest speaker Dr. David C. Morley. It was a great occasion for us to see the initiative of HMG and cooperation of U.S. Aid people for the Seminar, which was organised by the joint effort of HMG Family Planning and MCH Project/Nepal Medical Association/British Council/U.S. Aid/UMN. We are grateful to the UMN participants who played the great role of motivation for such a joint programme.

We received the money for the special project "The latrine and drinking water scheme" from "Break for the World". The money was distributed to each UMN Community Health programme according to their plans, and several schemes have been worked out with the initiative of local people, particularly for drinking water.

Health leaflets and health posters on latrines and TB were drafted and revised through the field trials and are ready to be published.

The manual of the refresher course for UMN local staff to be upgraded for Auxiliary Health Workers was prepared and ready to be distributed.

We are very grateful to Miss Eileen Talbot who has joined us and has been rendering an excellent contribution already.

Dr. Noboru Iwamura
Community Health Secretary

APPENDIX F

TANSEN AREA REPORT FOR 1974

1974 has been another interesting year with much change and development of various kinds. There have been frustrations over the ANM School building both in Tansen and in Pokhara, disappointment that the AHW school has not materialised, and delay over the amalgamation of the UMN and Government hospitals in Tansen. But at the end of the year we can look back and thank God for all He has done, and for the numerous opportunities for service in His Name. Although some things have moved slowly, at last we can see progress. 'Letters of Exchange' concerning the Government Hospital (the latest is appended) are being considered and it seems that this may materialise in the foreseeable future and the MCH and other clinics be held there sometime during 1975. The first ANM students have gone to Pokhara to do 'normal deliveries' and the new medical wards in the Hospital have just been opened. We have a stronger team than ever before in the Community Health Programs and plans for opening a chain of MCH clinics in the district are materialising. It seems that in the last few years numbers of patients attending the Hospital have not greatly increased, which is probably a good thing. We can reach far more people and give a more effective service in the community by going 'out' to them. Statistics for this year have been taken up to December 15th only as we will be using the Nepali months more in the future. The new year started on 1st of Pus.

There have been various changes in the missionary team, with people coming and going, but as usual there has been marvellous co-operation and hard work from everybody, for which I am very grateful.

P. M. Dodson Area Superintendent

1. HOSPITAL

- A) General As Dr. Gould left for home leave in June and Dr. Ferguson was appointed to act as Medical Director, the opportunity was taken to clarify the responsibilities of the different senior members of the Hospital. This is depicted in the diagram:

Area Superintendent
(Dr. Dodson)

Hospital Med. Director (Dr. Ferguson, acting)	Nursing Director (Miss K. Pederson)	Administrator (Miss Ventham)	ANM School In-charge (Miss McLean)	Community Health Doctor (Dr. Dodson)
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Building and extension: We have started to use the first part of the extension produced by the building department i.e. 2 x 5 bed wards (on Dec. 20th) 1 large classroom and 3 offices (earlier in the year).

Visitors: We have welcomed 5 medical students for periods of up to 6 weeks, and a British Consultant Surgeon, Mr. Self, who came to help for 3 weeks.

Medical Work: Nearly 2,000 in-patients have passed through our 75 beds (which often expand to 90). Deliveries in the year have only reached 120, of which nearly 50% were abnormal. This is a disappointment in the ANM training program. Out-patient attendances have been high, reaching 32,000, but with improved layout and staffing the standard of care and the speed with which patients are seen has improved.

Laboratory: Bacteriological cultures have been restarted. Leprosy: A leprosy para-medical is being trained for this work. The Leprosy Mission grant has been cancelled but is being applied for again.

Medical Staff: Dr. Peter Lucas joined us in May as a Physician. Shambu Rana having returned from the AHW/HA training is acting as a doctor's assistant in OPD and theatre.

Training: One Lab technician is doing the government course in Kathmandu. One Nurse Aid is doing the family planning course. One X-Ray technician is taking the B. Ed. course, specialising in Health Education, and one male nurse is taking the HA course.

Other new Staff: We have welcomed Neil Solvik as Pharmacist, Kishori McWann as theatre in charge and Nurse Anaesthetist, and Nicky Waaning as Ward Sister before her final move to East Palpa. We have also welcomed Ingegerd Karlsson

Statistics: (Up to Dec. 15th 1974)

	<u>1972</u>	<u>1973</u>	<u>1974</u>
In-patients	1944	1919	1964
Out-patients	33171	32806	32366
Major Operations	658	629	603
Minor Operations	794	929	963
Deliveries	107	123	119
Deaths	129	119	143
X-Rays	1459	2437	2683
Miniature X-Rays	4904	7054	6885
Fluoroscopies	531	310	224

Laboratory Tests: (1974 only)

Haematology	12609
Stool	5457
Urinalysis	2811
Body Fluids	892
Sputum	2411
Biochemistry	633
Serology & Blood Transfusion	1449
Bacteriology	541
<u>Grand Total</u>	<u>26803</u>

B) Rehabilitation Department

<u>Physiotherapy:</u>	In-patients visits	1349
	Out-patients visits	219
	Daily average	6.7

Of the number of patients seen, 79.8% are treated for orthopaedic conditions. Twenty patients were lower limb amputees and five patients with leprosy are referred for physiotherapy. Literacy work was done with three long-term patients and several patients were occupied in making plaster of paris bandages for use in the Hospital.

<u>Prosthetics and Orthopaedics:</u>	In-patient visits	404
	Out-patient visits	481
	BK Prosthesis	21 (Alcathene type 4)
	AK Prosthesis	4 (Alcathene type 2)
	Alcathene spinal brace	31
	" hand splint	12
	" leg splint	15
	" cervical collar	16
	" minerva jacket	3
	" hip spica	1
	Collar and cuff	143
	WCR insoles	14
	Foot drop splint	13
	Crutches	200

Over the past year our Nepali prosthetist, when not giving anaesthetics, has worked in developing various splints, braces and prostheses. Due to the inavailability of resins, much experimental work has been done in using alcathene and metal for the production of prostheses. At present two local people are effectively ambulatory using the inexpensive and easily produced alcathene type prostheses, and therefore we are encouraged to develop further in this area.

On occasions alcathene has proved a useful substitute for plaster of paris and it has the advantage of being reusable and therefore experimentation is going on to expand its usefulness. Throughout the year working with patients with major disabilities, we have been made aware of the need for a sheltered workshop or training centre for the disabled. At present this project is only in the preliminary stages of planning.

C) Building Department

We are thankful to God who has enabled work on the Hospital Extensions to continue steadily over the past year.

Stage 1 of the extensions - which includes two wards with toilets, sluices and bathrooms - is being completed and handed over to the Hospital this month. On Stage 2 a 50,000 gallon underground water tank has been constructed and the reinforced concrete frame is now up to the top floor level, the ground floor and middle floor slab having been made up. Much work remains to be done, but it is hoped to finish the work before the end of 1975 and within the budget revised 1973. We still need £8,000 to realise this budget figure.

The outline plans and some of the detailed plans for the ANM Hostel in Tansen were prepared and approved. Preliminary work on earth levelling, retaining walls, buying materials etc. was started, but in August instructions were received to stop work until further notice. Because of the delay and the inflation rate, it will be necessary to revise the estimate when the job starts again.

II COMMUNITY HEALTH

a) West Palpa Program:

The work of West Palpa program has more or less continued as previous years, but it is getting more stabilised. It is always hard to measure public health work by statistics only, because so much time is spent in office visits and to build up good relationships out in the panchayats. The team has been busy anyhow and covered a lot of work. Audrey Maw was in charge of the department until June 1974 when she went for furlough and was replaced by Pat Wright. The last two months of the year, Rut Peterson has relieved Pat for holiday and language studies.

T.B. Control program: This continues to be a large part of the program. The follow-up stage in the bazaar includes home visits to new cases, contact case finding, defaulters follow-up, tuberculin testing and BCG giving to all contacts and to all new-born babies. Every home has been visited in 3/4 panchayats for the purpose of giving BCG and case finding. The team of 10 student nurses and 3 P.H. boys headed by the sister-in-charge have stayed for 3 to 5 days right in the panchayats. This gives an excellent contact and opportunity to teach and demonstrate P.H. in every aspect. Total BCG = 4538; PPD = 996 (December not included).

Tuberculosis Registration: Case registration continues as before. Total first-time of old and new TB cases for 1974 was 2,233. We now have a full-time registration clerk, which greatly facilitates the record keeping. Patients from the Terai and India are referred whenever possible to the Government hospitals in Butwal and Bhairawa.

Public Health Training program: The three male students have now finished their ANPH course and graduated in April 1974. They are now working full-time in the P.H. department. P.H. lectures and teaching with demonstrations are given regularly in the wards, OPD, outside in the teashops in the vicinity of the hospital and also in the bazaar and villages. Various other types of vaccinations have also been given e.g. TABC -851; Small pox -470.

Home Visit program: This program has continued as before with visits to TB families and also to other patients referred from the hospital for supervision, nursing care and health education. Total home visits for the year were 2171, and for nursing care 450.

Village Health Care service: An MCH clinic was opened in Dhobaghat, a village close to the Hospital early in the year, and on December 16th another MCH clinic was very ceremoniously opened in one of the wards of Madhan Pokhra, the panchayat chosen long before to be the site of a Model Village project. After many months of very slow progress in that project, things seem to have begun to move a bit now and we hope that in 1975 we will be able to develop some of our program there. When the permanent building is constructed Rut Peterson will move out and live there with a staff nurse and assistant nurse midwife students. A plan is being developed for the opening of new MCH clinics in the district. This plan has been approved in principle by the CDO and panchayat officials and is beginning to be implemented. A copy is appended.

Assistant Nurse Midwife Course: The students of the ANM school have taken a very active part in all these activities mentioned above, and seem to have a keen interest in public health work. The panchayat trips, although they offer

a real tough life and hard work, seem perhaps to be the most challenging and happy time for them. That is a good omen for the future.

Rut Peterson.

MCH Clinic, Tansen: During this year there has been a great change in the MCH clinic in Tansen. On the 1st April, S. Ingeborg left the clinic for furlough and that meant she left the clinic for good, in order to enter new work on her return to Nepal. S. Britt is now in charge of the clinic. It was a good inheritance to take over the clinic, which is so well established in Tansen. It is also a great responsibility to fulfil the work that was started many years ago. There are some changes in the clinic. It is now limited to children under 5 years and ante and post-natal women only. This means that the number of women attending has decreased, as we now are referring other cases to the Hospital. We have changed the filing system and are now using patient retained cards. The clinic has been held as before, twice weekly. On several occasions we have gathered mothers in a home in the bazaar for health education and cooking of nutritious partridge (pito). ANM students are attached to the clinic. They also take part in educating the patients. On clinic days we teach prevention of disease and also pito cooking. Miriam Raj, our Nepali midwife, has been transferred to East Palpa 1st December. Unfortunately we have not got anybody instead of her. Since April we are keeping more detailed statistics, which we hope will be useful for the future, especially in connection with our work together with the Government.

District Midwifery: Home deliveries are connected to this clinic. As far as possible we try to assist. Those living far away we cannot go to for deliveries, but at retention of placentas, we make every effort to go out, even if it is far away. For deliveries we first of all attend to those who have come for antenatal care. The staff in the clinic is now one missionary midwife who is relieved for her time-off by another missionary midwife who is working at the ANM School. Two ANM students are always on night duty and sleep in the clinic house. Staff Nurse Manamit will be joining the staff on January 1st until the permanent clinic is built in Madan Pokhara.

Home Visits: In connection with deliveries we do home visits. It is mainly post-natal visits, but sometimes ante-natal. These visits give good opportunities for teaching. For the future we are praying for more Nepali staff, and that new ways should be opened for us to give a better service for health of body and soul.

Humin: The general clinic near Humin village has continued every 4th week. The total number of out-patients seen in 1974 was 400. There was also one delivery. This year has been a great year in some ways and a hard time in others. After 14 years of walking out to this place, there is now a harvest, for which we thank the Lord. The problem has been with the house where we have the clinic. S. Ingeborg will now continue the work in Humin.

Statistics: MCH Clinic, Tansen

Clinic Visits	Children	2764	Triple I	240
	Women	2300	Triple II	110
			Triple III	85
		5064	Smallpox	208
			PPD	65
			BCG	334
Home Visits	Postnatal	429	Midwifery cases	110
	Antenatal	83	Normal deliveries	91
		532	Breech	5
			Retention of placenta	9
			Twins	4
			Uterus inversion	1

b) East Palpa Program

Staff: 1974 has seen a succession of visitors to Bojha, to help in the work here. Deidre Banks and Heather Telfer came from Australia to help for one and four months respectively. Doctors Dodson, Hook, Harding and Ferguson from

Tansen have given valuable help when they come for short visits to see patients we had called for examination. In December we welcomed Judy Nicholls, who expects to be here for three months. Mariam Rai also joined us in December, and will be working chiefly in MCH/FP clinics. Mr. and Mrs. Prabhu Dan Gurung continue to be a great help in the work - Jyoti in the dispensary and Prabhu Dan mostly engaged in teaching health and hygiene in schools, BCG trips, and TB patient follow-up. The help of all these people, short and long-term has been greatly appreciated. Three local young people are away doing AHW, ANM and FP training. They all hope to join us in the work here on completion of training in 1975.

Surgical Camp: We had our largest yet surgical camp in December. Dr. Ferguson came for eight days and operated on 32 patients who had been called for surgery. Many of the patients went home the day after operation and were treated as out-patients. Others who lived too far away or who needed post-operative care remained here. Patients were accommodated in our deras, and in a neighbour's goth. This was cleaned out temporarily, enclosed on three sides, and the floor remudded. Patients and relatives slept on gandries. The cost of getting the goth ready for occupation was Rs. 21.00. The average cost of surgery to the patient was Rs. 18.50.

Bojha Clinic: We continue to have good numbers attending the clinic, held six days a week. 7794 people were treated during 1974. In 1969, in house-to-house visiting, we found that 55% of all children born in this panchayat died before they reached the age of five. We have just commenced a survey, and in three villages visited so far ($\frac{1}{2}$ hour, 1 hour and $1\frac{1}{2}$ hour's walk from Bojha) we found that of 61 children born in the last 5 years, 6 have died. Three children died within the first 2 weeks of life, and we did not see them. Of the other three, two were brought for treatment before they died. Most people, children and adults, within four hours walk, come for treatment when they are ill.

MCH/FP Clinics: These were commenced in four villages this year - in our own village and in villages $\frac{1}{2}$ hour's, one hour's and one and a half hour's walk away. These are the first of 16 MCH/FP clinics we hope to have functioning early in 1975. They have proved very popular and all children under five and all women requiring ante-natal care, attend each month for examination. There is also the opportunity to talk with the women regarding F.P. and most are willing to come to the Dispensary in Bojha for I.U.D. These clinics are held on the verandah of either the Mukhia or the Panchayat member's house, and it is a real village affair. Most of the people in the village come to watch the children being weighed, etc. and consequently everyone also learns simple health teaching given each visit. These monthly visits give a good contact with all the people in the village, and as a result of this contact, other people in the village requiring medical help are willing to come to the dispensary for treatment.

Health Teaching in Schools: 1974 also saw the commencement of regular health teaching in the schools in Darajheri and Bulung Panchayats (3 Primary schools, 1 middle school and 1 high school). We teach one class per week to each class in each school.

BCG: Vaccination was given to all children under 5 in Darajheri and Bulung Panchayats i.e. to all children born after the initial BCG campaign in these panchayats 5 years ago.

The follow-up: There has been more follow-up of TB patients this year, which has resulted in a drop in the defaulter rate. Also the availability of free TB drugs has meant that people are more willing to stay on treatment for the required length of time.

TABC and UHW: TABC injections were again given in 5 panchayats. We gave the injections in 2 panchayats, and in the other 3 panchayats they were given by voluntary workers. These voluntary health workers in Arakhala and Joubari panchayats continue to do good work treating people for minor ailments and in helping follow up TB and leprosy patients.

Water Supplies: Work is being commenced in December, on helping four villages to get clean water supplies. Japanese young people are providing the materials and technical help and labour is to be provided by village people. UNICEF are providing materials and technical help for a bigger water scheme which will provide water for 5 villages, including our own. We are being given a tap from this water supply.

We give thanks to God for His enabling in this past year. With only three permanent staff, and a very busy program, we have been more conscious than ever before of His goodness and many blessings to us.

Statistics:

Out-patients	7794	
In-patients	169	
Goitres treated	424	
Minor surgery	197	(and 36 operations by Doctors)
Home visits	69	(the follow-up)
I.U.D.	33	
Deliveries	2	
Ante-natal exams.	102	

III. THE A.N.M. SCHOOL

At the end of January we admitted a second group of 35 students. In the first two weeks, for varied reasons, six of these left or were transferred to another campus, and since then we have maintained a complement of 29, making a total of 48 students in the School. They represent Lumbini, Gandaki, Daulagiri and Bagmati zones; their educational standards range from 8th Class to S.L.C. and the age grouping is between 16 and 28 years. We have continued to follow the ANM syllabus guide, but with a greater emphasis on community health. Miss Tuladhar continued as counter-part in charge during the year, but was transferred to Kathmandu in October. Her replacement is Miss D. Manandhar who has been working in hospital administration for some years. Mrs. Shanti Adhikari is a good stable help in clinical supervision and also participates in classroom teaching. Miss Clysdale resumed a busy program of teaching and supervision with extra duties added after her return from a short furlough, and Miss Tomoe Tawara joined the staff in early November and has continued the midwifery teaching, combining it with domiciliary midwifery supervision.

There has been delay in the Pokhara arrangements for the midwifery part of the program, but on December 11th, with the co-operation of the Gandaki Zonal Hospital staff, we were able to establish two students there for experience, and we trust that at the beginning of the year it will be possible for a few more students to join them. Plans have been made both for Tansen and Pokhara hostels but due to land agreement, and permission not being finalised, there has been delay in actually starting the building work. We have been assured that these matters will soon be cleared up.

We continue to thank God for the spiritual contacts and opportunities we have with students and staff.

M. McLean.

Appendix A.

Plan for Mobile Village M.C.H. Clinics in the Vicinity of Tansen

Objectives:

- 1) To improve the health and nutrition of as many children under 5 as possible in six villages within 4 hours' travelling distance of Tansen.
- 2) To reduce the perinatal mortality by giving routine health care to expectant mothers in the same villages.

Method:

- 1) Regular M.C.H. clinics will be held in Pokhara Thok, Arebanjang and Rumin. These will initially be held monthly, but may later be held more frequently.
- 2) Weekly M.C.H. clinics will be held in temporary premises in Madan Pokhara while a permanent centre is being built there as a 'Model M.C.H. Clinic' for the practice of the students of Tribhuvan University A.N.M. School, Tansen Campus.
- 3) Investigations will be made west of Tansen in the Kusum Khola direction to discover the possibility of starting 2 more clinics.
- 4) These clinics will make use of patient retained weight cards for under-fives and ante-natal cards. Nutritional and health teaching demonstrations will be emphasised, and simple drugs dispensed when necessary. Family Planning will be encouraged and made available. Loops and coils will be inserted by the Sister, and vasectomy camps arranged from time to time. Immunisations for smallpox, D.P.T., and B.C.G. will be given to all children under five, and Tetanus Toxoid to expectant mothers. If adequate supplies are not received from H.M.G., a small charge will be made for medicines.

Participation:

- 1) The program will operate under the auspices of HMG/FP District Office, Tansen. The D.O. will make occasional visits and the MCH/FP drugs and family planning materials will be supplied through him.
- 2) U.M.N. will provide one sister and one Nepali assistant nurse to run the clinics, and the transport to and from the villages.
- 3) The local village panchayat will provide the premises for the clinic and one local helper to assist at the clinic times.

Plan of Action:

- 1) During the month of December Madi Pokhara Thok, Arebhanjang and Humin will be visited, premises decided upon and the local population educated as to the purposes of the clinic. A start will be made on regular clinics to these places during December or the beginning of January, if supplies are available.
- 2) Premises already offered in Madan Pokhara will be prepared and weekly clinics started during December.
- 3) Investigations will be made in the Kusum Khola direction with a view to opening two more clinics within the next six months.

Appendix B.

PROPOSED LETTER OF EXCHANGE BETWEEN THE
UNITED MISSION TO NEPAL AND HIS MAJESTY'S GOVERNMENT
OF NEPAL FOR THE RUNNING OF PALPA HOSPITAL, NEPAL
(HEALTH PROJECT)

- 1) For the running of the Palpa Hospital (Health Project) a Board will be constituted as follows:-
 - a) Civil Surgeon, Lumbini Zonal Hospital, Butwal -chairman
 - b) Project Director, Palpa Mission Hospital -vice chairman
 - c) Administrator, Palpa Mission Hospital -secretary
 - d) Chief District Officer, Palpa District -member
 - e) One other officer of the United Mission Health Project, Palpa -member
 - f) UMN Health Services Secretary, or his designee -member
 - g) Local Community Representative (chosen by Board) -member
- 2) The Board will frame rules regarding Board procedures, accounts and audit, decide on holidays to be observed, fix charges of the hospital beds, define job descriptions and pass the budget for the hospital and community health project. The concurrence of HMG/N shall be obtained for such rules and regulations.
- 3) HMG/N pay scale will be applicable for the staff of the Hospital and Community Health Program. The Board shall be free to provide such allowances as may be decided by it.
- 4) HMG/N Contribution
 - a) HMG/N shall close its present institution at Palpa and shall make available the land and buildings of it to the Board.
 - b) HMG/N shall provide annually the usual budget granted to a 15 bed HMG Hospital. All hospital facilities for 15 beds shall be free. (Palpa Hospital administration and Board will decide which beds are to be designated 'free').
 - c) One medical officer (GIII) will be deputed from HMG Health Service.
 - d) Continue the existing budget to existing Health Posts and provide 50% of the budget for new health posts in Palpa District.
- 5) UMN Contribution
 - a) The recurring budget for the running of 85 beds of the Hospital, including out-patients, shall be provided by the UMN.
 - b) All the facilities of the present 100 bed Hospital will be provided by UMN.
 - c) The recurring budget and staff for the Community Health program, extra budget for upgrading existing health posts, and 50% of the budget required for new health posts in Palpa District will be provided by UMN.
- 6) The Board shall submit annually to the Department of Health Services the audited annual Statement of Accounts.
- 7) HMG/N shall have the right to inspect the Hospital and its functioning, and to hold enquiry about its working and the behaviour of Hospital Staff.
- 8) The Hospital shall serve as the district Health Office and base for the Community Health Program in Palpa District.
- 9) Any alteration and/or addition in these arrangements shall be made by the concurrence of both parties.
- 10) The arrangements of this Letter of Exchange will continue for 5 years from the date of signing of this Letter of Exchange and will be extendable for a further period.

APPENDIX G

UMEDA REPORT FOR 1974

- I. UMEDA is the UMN administrative tool for dealing with the various projects which have been started under the agreement with HMG concerning the ITID (Institute of Technology and Industrial Development). It is governed by the UMEDA Board whose members are appointed by the UMN Board for one year terms. Presently the Board consists of the following members:

Mr. F. Wilcox, Chairman
Mr. F. Sauer, Secretary
Mr. R. Havens
Mr. S. Ruohoniemi
Mr. B. Yoder, UMEDA Staff Representative

The Directors of the two UMEDA divisions are ex-officio members. The Board meets ordinarily three times a year. The Board functions in accordance with the UMEDA Constitution approved by the UMN Board.

The UMN Technical Secretary is serving as an officer of the UMEDA Board on a part-time basis. UMEDA has its separate accounts through which all UMN financial involvement in the various projects is handled. The accounts are managed by the UMEDA accounting office in Butwal with a staff of one Accountant and one assistant. This office also deals with UMN Butwal Project accounts and DCS accounts.

The ITID agreement is up for renewal at the same time as the UMN General Agreement with HMG on the 18th January 1975. During the year there has been close contact with Department of Cottage Industries concerning the renewal and revision of the ITID Agreement. From the UMN side the proposal is that the scope of the Agreement be expanded to allow for new projects to be taken up outside of the Butwal area, and that the time limit of the agreement (up to November 1978) be removed as far as new projects are concerned.

II. UMN Butwal Project

The administration of UMN personnel and their housing, the Guesthouse operation, etc. has from April 1974 been set up apart from the various development activities in Butwal, under the supervision of a Project Director, Mr. Tor Mogedal. The UMN Butwal Project has its separate recurring budget paid for by the UMN Treasurer.

During the year the following UMN personnel left UMEDA:

Mr. and Mrs. Braun in April
Mr. and Mrs. Neuman in May
Mr. D. Ediger in July
Mr. and Mrs. Wittur in October
Mr. Ken Roes left in June on furlough and returned in October.

The following have joined the team during the year:

Mr. and Mrs. Newton in January
Mr. and Mrs. Bull in June
Mr. and Mrs. Amstutz in December
Mr. and Mrs. Peters in December
Mr. R. Fischer in December

By the end of 1974 the UMN personnel in Butwal consists of 9 families and 7 single persons, altogether 25 adults and 9 children. One family and three single persons live outside the compound, all the rest within the Butwal Project

residential area. The BPF General Manager, the BPC Manager and the BTI Business Manager live with their families in quarters belonging to the Project, besides a varying number of single persons employed in BTI and DCS, all paying rent for their quarters.

Mr. R. Newton has since he arrived in January been looking after maintenance etc. within the residential area, while Mrs. Newton has functioned as Hostess for the Guesthouse. During the winter months the Guesthouse is crowded beyond capacity, while the number of visitors and guests is considerably less in the hot season. Most of the UMN single staff have their meals in the Guesthouse.

III. Butwal Technical Institute

BTI makes up one of UMEDA's two divisions. UMEDA's involvement in the management of BTI has, however, been drastically reduced by the setting up of a separate managing board for BTI, functioning under a 'Statement of Objectives and Working Principles', which on a provisional basis was approved by the UMN Board in its April meeting.

The BTI Board has met two times during the year, with the following serving as Directors (all appointed by UMEDA):

The Director, Department of Cottage Industries, Chairman

The Dean, Institute of Engineering of Tribhuvan University

Mr. S. Ruohoniemi, UMN

Mr. R. Wittur, UMN - replaced by Mr. F. Sauer.

Mr. C. K. Sahi, representative of BTI staff

The BTI Director serves as ex-officio member and secretary of the Board.

The establishment of a managing board for BTI marks the beginning of UMN's phasing out of this project. During the year a drastic reorganisation of BTI has taken place in order to prepare the Institute for full Nepali management. Certain functions which are not related to the production-cum-training activities of BTI have been transferred to the new UMN Butwal Project and to DCS. And the remaining activities have been organized in a Production Section and a Training Section. The Production Section operates in every respect as a commercial enterprise, aiming at maximum profit. It pays interest on invested capital and rent for buildings etc. This is income for the Institute being used to pay the operating costs of the Training Section.

The Production Section consists of service departments and production units. The idea is that the production units eventually will be turned into separate companies, while the service departments (building maintenance, clearing/forwarding, transport, personnel office, dispensary, central secretariat, etc.) render their service to the production units along the lines of industrial district. BTI as such will own shares in the production companies, and receive income in the form of rent etc., to be used to pay for the training. So far two production units have been organized with their own management and finance: the Mechanical Unit (machine and welding shop with supporting activities) under a Production Manager, and the Wood Unit under a Supervisor.

The Training Section, managed by the Principal of training, handles all teaching and training activities. After the first half year of pre-training course the trainees will work in the production units. From the second through the fourth year the trainees receive a salary from the production unit in which they work. Otherwise all expenses related to trainees and training are carried by the Training Section.

From 1st January 1974 the former BTI accounts were split into four separate accounting systems: UMEDA (including UMN Butwal Project) accounts, BTI General accounts, Wood Unit accounts and Mechanical Unit accounts, each handled by a separate Accountant. Later on also the autoshop and the electric shop may be set up as separate production and accounting units.

A new wood storage shed with a wood cutting area has also been completed, along with an extensive remodelling of the mechanical workshop block. These additions have temporarily been financed from accumulated surplus on operations. Total investment in BTI buildings, equipment and inventories of stock will with this be nearly Rs. 2,500,000 (not including living quarters).

Relations with Cottage Industries Department have been excellent, and also local public relations have improved markedly during the past year. One cause of confusion and uncertainty appears to have been cleared away: the relationship of BTI to the Tribhuvan University. It now seems that the University has decided that BTI does not represent a type of training which fits into any institute of the University, mainly because BTI is accepting trainees with less than SLC level. Probably, BTI will in the future relate to the Department of Cottage Industries only. Anyhow, throughout this long period of uncertainty, the University let BTI carry on its work without any interference, and we have enjoyed an excellent relationship with the Institute of Engineering.

IV. Division of Consulting Services

DCS is a division of UMEDA in the full sense, being entirely managed by the UMEDA Board. The day by day administration is handled as a part time assignment by the DCS Director, O. Hoftun, with the help of an accountant. The newly established post of business manager has not yet been filled.

After having been at a standstill since established as a separate division three years ago, DCS has in 1974 got some new blood through the increase of its staff. By the end of the year the DCS staff consists of the following:

Consultant Civil Engineering: Ken Roes

Site Engineer Tinau Project: Bob Yoder

Builder Tinau Project: Nick Peters (arrived in December)

Consultant Rural Equipment Development: John Finlay (since June)

Field Worker: Tor Mogedal (since September)

Besides these, the following Nepali staff are employed by DCS:

Assistant Site Engineer: Dil Bahadur Shrestha (BTI tradesman)

Assistant Engineer: Soma Sekar Adega (Mech. Eng. trained in India)

Public Relations Officer: K.S. Joshi

Accountant: Hom Bahadur Basel

Further, two BTI tradesmen and three BTI trainees are engaged in DCS work.

The main activity of DCS continues to be the supervision of the Tinau Hydro Project, on the basis of a contract with BPC. Also, DCS owns and maintains the 225 kW diesel power house which has been rented to BPC, and which was supplying a good part of BPC's power until the second stage of the hydro project was commissioned in July, 1974.

However, after many years of construction work, the Tinau Hydro Project will in a year or two come to an end. And if DCS is to continue its activity in this field, it is essential that new projects are initiated soon. For this purpose DCS has been keeping in touch with HMG's Department of Electricity. The question of setting up new construction company specializing in hydro power development is being studied.

The activities in the field of power and civil engineering is financed by local income in the form of rent and consulting fees. DCS does also receive a recurring grant from the UMN Treasurer which is supposed to be used for financing new economic development activities which cannot be self-financed. Up to now, this grant has largely been unspent because of lack of staff.

It has been quite an undertaking to carry out this reorganization of BTI, at the same time as a number of posts previously filled by foreign staff have been taken over by Nepali employees. Among posts taken over by Nepali staff during the past year are the following:

Production Manager Mechanical Unit: Chandra Kumar Shahi

Supervisor Wood Unit: Pushmakhar Dhakal

Assistant Director BTI: Dinesh Prashad Upakhya

The latter is a mechanical engineer trained in Russia, who has for the past three years served in the positions of Design Engineer and Principal of the Training Section. The other two are BTI tradesmen.

Only six foreign workers are still filling positions in BTI:

Acting Director: O. Hoftun - terminating April 1975

Principal of Training Section: S. Bull - terminating February 1976

Design Engineer: D. Jantzen - terminating July 1975

Product Development Engineer: H. Scheuer - terminating July 1976

Supervisor Electric Shop: D. Werner - terminating February 1976

Supervisor Autoshop: R. Fischer - terminating November 1978

By the end of December 8 new tradesmen passed their tests, bringing the total output of tradesmen so far up to 67. Among more than 200 candidates who appeared at the admission test for new trainees in December, 20 will be finally selected early next year. The number of trainees during 1975 will then be about 50, as compared with 40 during the past year.

The total number of employees in BTI by the end of 1974 (excluding trainees, but including new tradesmen) is as follows:

Supervisors and skilled workers	50
Semi-skilled workers	20
Unskilled workers, approximately	50
	<hr/>
	120
	<hr/>

All the workshops have been kept busy throughout the year, and mostly operated with surplus. The training costs have been covered by rents and charges and surplus on operation of the production units. The Wood Shop has made furniture against orders, and produced Jiri-furniture for sale from stock and for export. This article has potential to become a money-earner for BTI, but production volume is still too low. The welding shop shows the best return on investment, especially from fabrication of suspension bridges. BTI's largest order so far, a 200 m. long suspension bridge across the Gandak river at a total cost of Rs. 1.4 million, is under work by the end of the year. The Autoshop has been running at a low level, mainly maintaining own equipment, but is expected to expand in 1975 with the arrival of a full-time supervisor. The electric shop has difficulties in getting enough wiring jobs in the Butwal area, and has had to find work in Pokhara and Kathmandu.

As from 16th July 1974 BTI has changed to the Nepali Government financial year. Financial statements for 1974 are therefore not available. The last accounting period covered only 6½ months. The estimated turnover for 12 months based on actuals for 6½ months is Rs. 1,750,000.00 for all BTI production units, with a net surplus after paying rents and charges for facilities and capital investment (covering all training expenses) as well as depreciation, amounted to about Rs. 100,000.00.

The biggest item of construction undertaken during 1974 has been the new classroom block which is being finished just in time for starting the teaching of new trainees on January 5th. This block will give us 5 small classrooms plus office for the Principal and his assistant, and a large workshop for pre-apprenticeship training. Here new trainees will get 6 months of practical training in basic skills before being allowed into the production shops.

However, in 1974 the first start has been made in community-oriented development work: Mr. J. Finlay began during the summer to work as a consultant in Rural Equipment Development. By this is meant development and introduction of equipment which possibly can be produced in BTI workshops, and which will be of use in improving and expanding the rural economy in the area. So far he has mainly been engaged in surveys and research. The most interesting possibilities appear to be "gowar gas" and farming implements. A grant of about Rs. 10,000 has been received for financing a couple "gowar gas" plants for demonstration purposes.

Another project which is under study is establishment of small scale industry for employment of people with physical handicaps. The idea is to use waste leather and wood, initially from BTI Woodshop, as raw material for small products which may be sold in the tourist market in Kathmandu, and perhaps also for export. Sub-contracting production of Jiri-furniture is another possibility. This project would be undertaken by the Nepal Leprosy Trust, and DCS's role is as a technical and financial consultant.

An important activity of DCS is the public relations work done by Mr. Joshi. This was formerly managed by BTI, but since Mr. Joshi serves all UMEDA projects on equal terms, it was found more practical to transfer the Public Relation Officer to DCS.

Although the level of activity in DCS has increased somewhat during 1974, there is still a long way to go before DCS becomes what it was intended to be. The further development of DCS will depend on whether the new ITID agreement with HMG is to give DCS a status independent of the established work in Butwal, and the other important question is whether qualified and suitable personnel will become available.

V. Butwal Power Company Pvt. Ltd.

BPC is managed by a Company Board with the following five members:

Mr. M.B. Chhettri, NIDC

Mr. S. Ruohoniemi, UMN, Secretary

Mr. K.S. Joshi, UMN

Mr. O. Hoftun, UMN

Chief Engineer, NMC Electricity Department - Chairman

The day by day management is handled by the Manager, Mr. Balaram Pradhan (Electrical Engineer trained in India), with Mr. Hoftun as advisor. Otherwise, no UMN personnel works in BPC. Supervisory posts are filled by BTI tradesmen. BPC has now 25 employees, not counting the construction workers on the Tinau hydro project. Production and sales are increasing rapidly. This year sales are more than double of last year's. Practically all parts of Butwal-Khasauli town area are now supplied with a total of more than 700 consumers, among which about 25 are industrial and the rest domestic. The tariffs are by the Government fixed so low that the company runs at a loss if it has to depend on diesel power to any significant degree. That was the case last year. This year the company will be lucky if it breaks even.

In July the first 350 kW unit of the second stage power house of the Tinau hydro project was commissioned, and has since been running well, but with reduced output due to low head. A similar unit is under installation. Construction work continues on the third stage, which by adding a short tunnel with new intake at the head end, and an 800 m long tailrace tunnel, will increase the working pressure to obtain the full output of the two turbines already installed, as well as of a third unit which is also part of the third stage. This will bring the total capacity to 1000 kW as compared with 200 - 250 kW now.

The total investment in BPC (distribution net as well as hydro plant) will be as follows:

UMN share investment:	Presently	Rs. 1,977,000 plus Rs. 2,400,000 pledged
HMG " "	" "	" 1,400,000 " " 600,000 "
Other " "	" "	" 82,000
Loan from NIDC		" 800,000
Total		Rs. <u>4,259,000</u> plus Rs. <u>3,000,000</u> pledged

The additional share capital pledged by UMN and HMG is towards the third stage of Tinau. In view of the drastically increased cost of cement, steel and explosives for blasting, it is doubtful whether it will be enough. The additional investment from HMG is included in the current budget. UMN's investment is all in hand - in cash or in kind. The total cash grant from UMN equivalent to US\$315,000, at current rate of exchange comes from NORAD (Norwegian Development Aid Agency) and the balance of approximately Rs. 2,800,000 is the estimated value of donated equipment and services.

VI. Butwal Plywood Factory P. Ltd.

The Butwal Plywood Factory is in its second year of existence as a Nepali Private Limited Company with UMN and NIDC as shareholders.

During the last year the first stage of construction work was completed with the installation of the boilerplant, enabling the company to produce commercial and decorative plywoods of various sizes and standards, the first plant of its kind in the kingdom of Nepal.

In August the training period and trial production started with 3 workers (BTI tradesmen, who were sent for 3 months special training to India). Ups and downs followed each other in high frequencies and only in retrospect the ups clearly outweigh the downs. Especially after Dasain, after the visit of His Majesty to Butwal, who expressed the necessity to get this factory into operation, a turning point towards the positive took place.

By the end of the year 123 people were employed, the forest work being mainly done by local contractors, and the monthly output raised already to 7500 sq.m. (80,000 sq. ft.) of 4 mm plywood and 5,000 cu.ft. sawn timber (the sawmill is now working in 2 shifts). Mr. Nagendra Prakash Shrestha took over the leadership of the company by 1st Poush, 2031, after Mr. D.B. Thapa returned to NIDC in June last year.

Many hurdles are still before us in the coming years until the company stands on a sound footing. While the (since four years pending) timber agreement with the Ministry of Forests is finally on the verge of being signed, the need for experienced technicians, working capital (Rs. 2,000,000) and additional share capital (Rs. 1,000,000) for the coming year are the heaviest burdens to be taken into the next year.

The training of operators, foremen and supervisors, the putting life into this undertaking is an exciting and challenging experience for all participants.

By the end of the year the following UMN-seconded personnel were working in the factory (all of them leaving the company during the coming year with only one replacement being in sight!):

Advisor to the Company: Mr. Sverre Skjelsback
 Technical Manager: Mr. Helmut Milcke
 Sawmill and Woodwork Supervisor: Mr. Eric Liechty
 Engineering services Supervisor: Mr. Lloyd Schmucker
 Logging Supervisor: Mr. Stu Amstutz

Messrs. San Ruohoniemi and Dan Jantzen serve as Directors on the Managing Board of the Company, representing UMN's interests.

The issued and paid-up share capital by the end of the year amount to:

UMN investment:	Rs. 3,200,000
NIDC investment:	1,600,000
Total	<u>Rs. 4,800,000</u>

Looking forward to 1975 with hope for new opportunities of service and continuing good relations with HMG and the people in Nepal; we feel thankful for all the progress we have seen and all the help we have received during the past year.

The Butwal Team

BOYS' BOARDING SCHOOL, POKHARA

REPORT FOR 1974

Our third year into the New Education System has drawn to a close and many plans are already shaped for the fourth year, though much work is left to be done. During this past year the school has continued to grow in size and the original building plans are coming closer to completion. The year has not been one without difficulties, but as we look back after the difficulties have been surmounted we can see that they are the 'growing pains' which are slowly bringing the School to maturity. The work of developing the Boys' Boarding School continues to be one of joint effort in which the United Mission to Nepal is one of three parties. The other parties are the International Nepal Fellowship (INF) and His Majesty's Government. The role of the UMN in the school continues to be that of providing capital for building the school, and the secondment of personnel for building and developing the school.

School Life

This year we have moved one more step closer to becoming a full high school by adding Class 9. Each time a class is added there is growth in the school. After having finished the year in 1973 with just over 200 students, 1974 was finished with just over 250 students. We are anticipating about 325 students at the beginning of the school year in 1975 and this will include Class 10, which will make the school a full High School. In terms of hostel space and classroom space we always seem to be bulging at the seams!

Domestic Life

The domestic side of student life has experienced ups and downs. The hostels always seem to be jam-packed to overflowing and there seems to be a perpetual shortage of persons to help keep the boys occupied and out of mischief (and sometimes real trouble). We seem to have particular difficulty in finding Nepali people that can really handle the hostel situation. Another person in the domestic department who doesn't find many dull moments is the school nurse. There seems to be plenty of day-to-day medical work with the boys to keep busy plus, this year, we have had quite a large number of broken bones. Her standard comment is 'Why doesn't someone teach the boys how to fall without hurting themselves?'

Three highlights in this year's life outside of the classroom have been programs put on by the students in the large dining-hall which, although we say will feed 250 to 300 boys at one time, seems to be capable of holding nearly 1,000 people for one of these programs. Several numbers presented in these shows were practised very hard for about 24 hours and then presented before the King and Queen while they were in Pokhara. Another highlight was the puppet show, 'Cinderella', put on by the students of one hostel during the last week of the school year. For this program the students had been working for about 5 months and they had done all of the work themselves. This included making and sewing the puppets, making the stage and backdrops, making the lighting system, etc. Our receiving a 16mm movie projector and a public address system which can be used both indoors and outdoors has also added to the life of the school.

Library

Although not always used properly, this seems to be one of the busier places on the school campus, particularly outside of school hours, but sometimes during school hours. The number of books (Nepali and English) is continually growing, as is the library usage.

Teaching Staff

Our teaching staff has numbered 15 or 16 teachers throughout most of the school year. Of this number, only 2 teaching positions have been filled by Westerners, so we feel that we are definitely moving towards indigenization. There have been blessings and hardships in the area of teaching staff this year. Maichang Gautam and Tanka Nath Sharma have been a real blessing as they have returned to the teaching staff this year after gaining further training. Both of them and several others on the staff seem quite dedicated to the school and really put their hearts into things. Krishna Adhikari and Chandra Devkota, who have been away to Allahabad Agricultural Institute, both returned to Nepal and joined our school staff for the remaining part of the school year, after having both graduated 1st Division. These two young men were on UMN Scholarships. Amongst these blessings have come a number of hardships as six of our teaching staff left the school at one time or another during the school year, thus weakening the teaching program by leaving empty classes until replacements could be found, causing changes in classroom routines and introducing inexperienced teachers (to our way of thinking) into the teaching staff.

School Administration

In the administration of the school, indigenization is also beginning to take place. One of the older N.A.V. staff members, Bhoj Raj Naupani, has been a tremendous help on the administrative side, particularly in the second half of the school year. He has had a very heavy role in the day-to-day running of the school and handling applicants for the coming school year. It is anticipated that the administrative staff will become even stronger this next year, with Tanka Nath Sharma sharing in some of the work, particularly in the area of student guidance, discipline, etc. Another landmark has been the formation of an all-Nepali (except the Headmaster) Advisory Committee to help give guidance in the planning and running of the school. This committee has been formed only recently and has met only once, but seems really interested in the school and trying to help make it better. Out of that meeting came recommendations to increase the fees so that more facilities and supervision could be offered to the students, particularly on the domestic side. This fee increase will also allow us to indigenize and strengthen our school administration, as mentioned above. The other major recommendation was to create 'Sections' in the high school part of the school in order to increase student numbers enough to add at least two more vocational subjects. If and when this is carried out it is going to involve extra building, even though the necessary vocational facilities are already completed.

Building Program

Because we always seem to be bursting at the seams, the Building Department seems to be under continual pressure to get something else done. At the beginning of the school year this year it was to get the Administrative Block and two classrooms finished. For the coming school year it is a staff house, another hostel and the Science classroom block. The building program has suffered difficulties both in the procurement of materials for building and through the loss of key personnel in the Building Department, but things seem to be moving ahead well at the present time. One wing of three classrooms, another hostel, an agricultural building, a gymnasium and a set of non-teaching staff quarters remain to be built in the future according to the original plans of the school. It seems almost certain that this will not be the end, but that more will be added to it as the future is mapped out for the school during the next year or so.

Agricultural Department

Though an integral part of the school as far as vocational education is concerned, the Agricultural Department is a separate department within the school because of its size. It currently has a staff of 7 or 8 full-time salaried workers, as well as many day labourers. This past year has not been an easy year for the Agricultural Department. For sometime it was rather short-staffed, but now with the addition of the men from Allahabad Agricultural Institute to the teaching staff and farm staff, there has been some relief. Financially it has been a difficult year because prices for feeds and fertilizers, etc. have risen a great deal, but the prices for the products sold have not risen as much. The building and development of the Agricultural Department is starting to move ahead again with a new building going up and more land clearing etc. taking place as capital money has been received.

The Agricultural Department facilities and personnel are again being used this year by Peace Corps to train another group of Vocational Agriculture Teachers. Ten of fifteen trainees finished the training program last year and are located in various areas of the country now teaching vocational agriculture. The reports that we have received about them seems to say that these men are able to make a real contribution. There are 24 trainees in this year's Peace Corps Group. When they are finished with training this year it will be Peace Corps men and a woman!

APPENDIX I

GORKHA PROJECT REPORT FOR 1974

1. ADMINISTRATION

With all praise and thanks to God the Gorkha Project continues its community service through the work of the Hospital and Community Health work and, to some degree, in education. Though all the former Mission-operated schools are under HMG/N Education Plan, we still have had four teachers working in three of the schools. Sheila Anderson and Barbara McLean have recently finished the school year in the Jaubari School and have gone on furlough, leaving this school without Mission aid for the first time since 1966.

Anna Llisa Jokinen was transferred to the Okhaldunga Project in April. We have surely missed her help in the office, in hostess work and many other ways.

The effects of inflation have hit us, especially in the price of kerosene, as well as in local produce, but we have not suffered any shortage. We probably feel these shortages and high prices less than in the bigger centres.

We have sent a runner by motor road to Kathmandu weekly to deliver and to receive mail. All our freight has also come by road, with the help of the BTI and Tansen delivery service. We hopefully wait for the day when a branch of the road might come closer to our Project, thus eliminating the long day's walk for heavily burdened porters.

F. Swenson.

2. HEALTH SERVICES

- a) Hospital: The year 1974 has seen the end of almost all capital building projects and the completion of the main hospital building program. Under the Dr. Helen Huston and capable management of Anneli Talso, the Hospital is operating smoothly and effectively in giving medical care to approximately 13,000 patients yearly, including most types of major surgery. Financially, our perennial problem remains the extreme poverty of the majority of our clientele, who can't begin to pay for the cost of modern medicine. Realistically speaking, it is unlikely that the Amp Pipal Hospital can ever be fully self-supporting unless services to the poor are further drastically curtailed. As it is, treatment for the poor is limited to bare essentials, and many poor people stay away because of our firm financial policies. Our relatively low charity figure (10%) is a reflection of this, as well as the fact that our prices have been kept as low as possible.

The Hospital continues to serve as a base for an ever-expanding Community Health Program (the subject of a separate Community Health Report). Hospital staff assist in the training of Community Health workers. In addition to this training, a new class of nurse assistants (3 girls, 4 boys) is being taught, primarily to provide minimally qualified staff to assist in the daily operation of the Hospital. It is unlikely in the near future that our Hospital will be able to obtain sufficient numbers of government certified health personnel, thus making it essential that we continue to train our own local people.

Twice weekly the Community Health staff run a Maternal-Child Health Clinic on the Hospital premises. There is a possibility that this clinic will soon be run in close co-operation with the government MCH-Family Planning Department. This would provide a tangible demonstration of our willingness and ability to join hands in government programs.

A new venture the Hospital and Community Health teams have recently embarked upon is the informal training and medical supervision of panchayat health 'agents' in the two neighbouring panchayats of Khoplang and Choprak. These are panchayat-initiated projects, with the Mission staff merely providing professional guidance. This panchayat health agent's job will involve primarily preventive medicine and health education with a secondary role in the treatment of minor illnesses. It is expected that other nearby panchayats, seeing the advantage from this program, will start their own health projects, in which we will be ready to give similar assistance.

The Hospital has also assisted in the opening of a 'drug store' in Jaubari, which is the site of a government Health Post. The government health worker there is frustrated by a lack of medicine for much of the year. Therefore the local panchayat has chosen a reliable shopkeeper to purchase a limited number of drugs from Amp Pipal Hospital at a discount and to sell them in Jaubari by prescription of the government health worker. It is possible that this same arrangement can be duplicated in one or two other localities where government health workers are stationed.

The major question in the future of Amp Pipal Hospital lies in what the Government plans to do with it. It is idle to speculate at this writing, except to say that we have reason to be optimistic that the Hospital will not be shut down or significantly down-graded. Various reasonable proposals for continued operation are circulating in the Health Ministry. What will come of them we can safely leave in God's hands.

Board Appointees during 1974:

Dr. Helen Huston - Medical Director (Dec. '73 - July '74, now on furlough)
Dr. Thomas Hale Jr. - Surgeon
Dr. Eleanor Knox - Pediatrician (July - Dec. '74)
Dr. Cynthia Hale - MCH Clinic & Consulting Pediatrician
Miss Anneli Talso - Nursing Superintendent
Miss Anna Weir - Staff Nurse (Jan. - May '74, now in Okhaldunga)
Miss Rigmor Hildershavn - Staff Nurse (June - Dec. '74)
Miss Kishori McWann - Staff Nurse (March - July '74, now in Tansen)

Direct Appointees during 1974:

Mr. Tony Bouverie-Brine - Administrative Assistant
Miss Jennifer Simmons - Staff Nurse (Sept. - Dec. '74)

Statistics for 1974:

Out-patients: New - 4247; Old - 8835
In-patient admissions - 956
Midwifery - 45
Major Operations - 130
Minor Operations - 224 (Incomplete records - number probably double)
Average In-patient Census daily - 20.82

b) Community Health:

T.B. Control: House-to-house visiting for BCGs has been continued. Palungtar and Koplang panchayat have been completed this year. We are about to start Choprak panchayat in the next few days. At the moment 7 patients are receiving treatment by the Madras Scheme.

The battery-operated projector is being used constantly in these villages for teaching in the evenings. One of the boys has obtained some training in Leprosy, and we hope to do Leprosy Survey work along with the T.B. control.

The main event of the year was the C.S.M. (Corn, Soyabean and Milk) feeding program in Amp Pipal and Nawalpur School. The children were weighed and measured before, and all have greatly improved. It's quite a rush at 4.00 p.m. to get served. Vaccinations and teaching programs in different schools have been carried out throughout the year.

M.C.H.: Attendance at M.C.H. clinics continues to grow, and we have appreciated the co-operation in some villages in giving us a building or other help. Harmi has especially benefitted with the Anstad family moving there. Dr. Amy Anstad helps quite a lot in the clinic. Nutrition demonstrations have been carried out in all the clinics. We also have been going out to several villages in the area, giving D.P.T. and having Nutrition demonstrations right on the spot.

The F.P. and M.C.H. District Office has continued to supply us with some medicines and F.P. devices. Plans are that there will be a Government M.C.H.

Clinic in Amp Pipal in the next year. One member of staff will be supplied by HMG to work with us. Jaubari has no Health Assistant at the moment, so our regular trips to there have been postponed for the time being.

Other Activities: We still have some cement to help with improving springs in the area. There are many requests for this kind of help. The Community Health gardens are doing very well under the supervision of Mr. Seppo Kostamo. We have been able to supply hospital patients and others with the produce of the gardens. The Seminar held in April for Health Workers in the Gorkha area was arranged by the local Panchayat. It was run by HMG personnel and was very worthwhile.

Staff: Miss Wendy Moore returned from furlough in February to take up her work again in the M.C.H. clinics. Miss Heidi Froelicher also returned from furlough in March to join the C.H. team. We have missed Miss Valerie Collett a lot after her leaving for furlough in June. The Nepali staff are the same in number. One of the girls went to the Shining Hospital for practical midwifery experience, as we still hope to increase service in this realm. In-service training for all the staff has been continued throughout the year. This month we had a further addition to our team, Miss Ellen Muxfeldt, a Nurse, and Miss Masai Sakurai, a Nutritionist. There have been many encouragements with the staff and working together with the Panchayats. We are thankful to the Lord for all that we have been able to do.

Statistics:

	1973	1974
B.C.G.	2720	3189
M.C.H.	2884	3516
D.P.T.	1030	863
Ante-natal	89	81
Loops	51	65
Vasectomy	52	38

Miss Heidi Froelicher.

SHANTA BHAWAN HOSPITAL

Report for 1974

A. HOSPITAL

The New Patan Hospital - In April, the agreement between the Department of Health Services (HMG) and the UMN for the new Patan Hospital was finally signed. Mr. Ruohoniemi, the Project Director for the new Patan Hospital, reports that progress has been made in defining the site for the new hospital. HMG are in process of acquiring the land but it may take a considerable time to carry this through because of the reluctance of people to part with their land and because compensation has to be arranged for the loss of property already constructed within the site area. The Government authorities anticipate that it would take a year to acquire the land, and it seems that at least this amount of time will be required. In the meantime, Mr. Ruohoniemi has, in consultation with the present hospital staff, prepared a brief for the new hospital.

The Present Shanta Bhawan Hospital - During 1974 the hospital has been busier than ever and almost all departments report an increased patient turnover. The staff in all departments have worked well to carry this increased load. Out-patient attendances have increased another 10,000 from 62,000 in 1973. Because of the daily clinics that operate Monday through Saturday, the pressures that formerly built up on Mondays and Saturdays are now less severe. Private patient consultation sessions also have been heavily booked up.

The new Physiotherapy Department has been in use for the past six months and the Laboratory is working more smoothly and comfortably in the expanded premises available through use of the old physiotherapy room.

Staffing - We have been without an adequate number of doctors for most of the year. We have been able to recruit only one Nepali resident doctor in the latter part of the year and we have greatly appreciated his help and that of several short-term expatriate doctors who have worked with us during the year. Without their help we could never have managed to carry the heavy programme of work. Dr. Eleanor Knox, Dr. and Mrs. Noble, Dr. Graeme Clugston, Dr. David Innes, Dr. Rod Hall, Dr. David Fricke and Dr. Graham Norton have all helped during 1974.

In January we welcomed the return of Mr. Paul Spivey and his family after their furlough. In April we were glad to have Dr. John Dickinson and his family back again after their furlough and in July, Dr. Liane Nitschke. Dr. Eldridge was away on a six months' furlough between April and October. Dr. Patricia Strong who had covered Dr. Eldridge's furlough left Nepal in November to return home.

In April, Doris Bailey went on furlough but we were thankful for Helena Herlevi's good help through the summer months and following her leaving in October, that of Sylvia Watkins who now looks after the Social Service Department.

In August we had many changes in staff including the departure of Dorothy Cox who, as hostess, had also given such good secretarial help and the arrival of Kathy Lowry for secretarial work. In the same month, we were sorry to lose the services of Dr. Riseley who had worked so hard, both as anaesthetist in addition to contributing so well as a physician. He and his family returned to New Zealand. We welcomed the arrival of Dr. Tim Jack at the end of August and are grateful for all he has been doing as anaesthetist and physician. In December,

Dr. Hankins joined the staff as a surgeon and we are very grateful for his coming to work with us.

The Nursing Service has been very pressed also due to the volume of work in the ward and due to the serious nature of the patient's illnesses for which we have had to care. However, the staff have done an excellent job and have given the best possible service to our patients.

The Dietary Department, Out Patients' Department, Laboratory, X-ray, Dental, Social Service and Physiotherapy Departments have all given good service during the year. We are extremely grateful, also, for all the good help given by various expatriate staff in these departments as well as in the nursing service and administration.

From time to time we have faced a good deal of frustration and some unhappiness in our efforts to give the best possible service to members of the foreign community, both resident and those passing through Kathmandu. Many of these patients and their relatives expect more of us than it is possible to give in this setting and with the facilities and staff available. Language and communication difficulties do not make it any easier to satisfy their demands. On the other hand, we have had many expressions of real appreciation by some of these patients for the care given to them.

Finances - The cost of running this type of medical service has increased enormously during this past year and expenditure is between 4 and 5 lakhs more than anticipated. It has been possible to bridge most of this gap due to the augmented income from the greatly increased patient load. This rise of running costs is all the more alarming because we seem to have reached the peak of patient turnover, at least in the in-patient area. A further judicious expansion in out-patient services with good use of x-ray and laboratory facilities can help to further increase income to offset expected enhanced running expenses. It is hoped that the proposed alteration in the Out-Patients' Department may assist in this endeavour and facilitate the running of the department.

We are grateful to God for the privilege of serving Him through another year and we thank Him for His touch of healing upon so many people who have come here for care and help. Many of these patients are from this country but a considerable number are from other countries all around the world. Great numbers of people have helped forward the work of the hospital through another year:

Great numbers of people have helped forward the work of the hospital through another year: the members of the Hospital Board, staff members who have given faithful service, helpers who have rendered a multitude of services, donors whose gifts have supported the work, faithful partners in prayer who have helped to sustain those engaged in the actual service of the hospital.

Above all, we render thanks to the Lord, Himself, who has called us, each one, to His service and who has given us His blessing and help through this past year and beckons us forward to serve Him better in the coming days.

Dr. Trevor Strong
Executive Director

TS:kl

B. SCHOOL OF NURSING

The new system of Internal Assessments for each course has proven to be an effective method of encouraging students to study for unless they pass the assessments, they are not allowed to take the Final Semester Examination.

This year in July, the University Entrance Examination was held at 5 different campuses for all students interested in the courses offered by the Institute of Medicine. All the candidates took the same examination and many received less than 40%. We accepted 22 new students, keeping in mind the yearly attrition rate of 25%. With the new class, we had 67 students in July but lost 3 after Dassain. We tried something different this year with the new group and offered a 6-week condensed English course which has helped not only the students but the teachers who teach other courses in English!

The Midwifery clinical experience for the fourth year students was reduced from 35 weeks to 25 weeks in order to give the students courses in the general subjects so that they may meet the requirements for an Intermediate Certificate from the University. The third and fourth year students again utilized the facilities of Anandaban, C.H.P., Bhaktapur and Mahankal for their community health field experience. For Eye, Ear, Nose and Throat experience, the third year students spent a few days of observation at the Bit Hospital clinics and Operation Theatre unit.

Final Examinations for the four groups were very hectic with the fourth year students giving 7 written papers and 7 oral examinations. The third year students wrote 5 papers and were given oral examinations in 7 subjects also. The second year students wrote 4 papers and the first year students wrote 7 papers. The results have not been published yet.

Changes in the teaching personnel included the departure of Miss Julie Wilmette to C.H.P. in May, the return of Mrs. Bishnu Rai with B.Sc. in Nursing from the College of Nursing, Amedabad (who stood first in her class of 10 students) in June, Miss Susan Kaneshiro, a Canadian nurse who came in July for 4½ months and filled an important gap supervising students in the Paediatric unit. Miss Margaret Wright returned after two years of study leave with her Masters in M.C.H. Miss Bal Kumari Rajkarnikar has taken leave from November to study for her I.A. Examination.

This year, I was asked by the Institute to attend 2 seminars at the University Kirtipur Campus on curriculum development, entrance examinations, teaching methodology and evaluation. I was impressed by the dedication and sincerity of the Nepali educators, especially from the Institute of Education. They are adapting only those ideas from the West which would fit into the new national education system and help to meet the national goals of Nepal.

Hisa Asaoka
Superintendent of Nursing Education

C. COMMUNITY HEALTH PROGRAMME

The community health programme as reorganized in 1972 continued to assist the health programmes of the district panchayats of Lalitpur and Kathmandu. The structure of the programme includes the advisory mobile team, providing advisory services in sanitation, nutrition, and clean water; consultative and training services to local compounders, supply and communication services between resident staff and Shanta Bhawan-based offices; and sputum examination services. Resident staff are involved in maternal & child health, health education, volunteer support and training, and the T.B. control programme in the four to six villages in their areas. Weekly panchayat house MCH-FP clinics are offered in 22 village panchayats. Supplies and services of HMG's public health programmes are distributed via CHP to the area.

Special new or completed projects in 1974 have included the following:

- a. The field training of the second group of indigenous midwives under the auspices of MCH-FP and the Panchayat Ministry's Women's Training Center.
- b. Participation in the community health orientation of nursing students from Shanta Bhawan and Mahaboudha Campuses.
- c. Organization of a three day seminar for Lalitpur indigenous midwives.
- d. Implementation of a 6 month nutrition unit trial in Chapagaon and it's evaluation.
- e. Introduction to the community & other agencies of an infant supplementary food "sarbottan pitho" which is being produced at home with local products.
- f. Organized monthly in-service teaching sessions for volunteers and compounders.
- f. Participation in various seminars and community health orientation activities.
- h. Publication of the Symptom-Treatment manual in Nepali and English.
- i. Writing of the paper concerning the 18 month study of nutrition and child growth in two villages.

The plan of action for the next five year period will integrate community health services and concepts into the Health Department's integrated health post scheme. Funds for the programme have been requested from and approved by the Central Agency of Germany. Implementation of the programme is anticipated in 1975.

Personnel Changes:

Miss Kristi Kormu and Miss Stina Ulberg went on furlough in late spring. Miss Julie Wilmette filled the Bungmati resident staff position for six months until Miss Sylvia Slade arrived in November. Miss Miriam Krantz spent six months of 1974 on furlough in the United States. Miss Masae Sakurai supervised the Nutrition Unit programme in Chapagaon and then was transferred to Amp Pipal in December. Miss Monika Schutzka who joined CHP in January 1974 has supervisory responsibility for eleven village panchayats in Sanagaon and Bandegaon area. Mrs. Nim Kumari Thapa left for family reasons in February, but rejoined the project in November. Mr. & Mrs. Peter Chetri transferred from the Bhaktapur Hospital in November and now are posted in Chapagaon. Mr. Dayanand Prasad Sharma joined Central office staff in March as typist and secretary. Miss Norma Kehrberg began part-time duties with community health programme staff as health educator from November 1st. CHP central offices moved from Surendra Bhawan to Kiran Bhawan at the end of May.

Panchayat leaders, women health volunteers, local compounders, and other village leaders continue to act and respond with enthusiasm as they lead in improving the health in their villages. More detailed 1974 yearly reports will be available in the CHP offices later.

We are grateful for the opportunities we have to work together with people living in the villages of this valley and we are reminded daily that he has been there before us.

Mona Bomgaars, M.D.
Director of CHP.

STATISTICS

HOSPITAL

	1972	1973	1974
O.P.D. Total No. of Visits	58,041	62,438	75,400
Admissions (In-Patients)	2,746	3,832	4,400
X-Rays	10,049	13,326	16,647
Operations Total: Minor Intermetiate and Major	1382	1474	1865
Deliveries	257	344	436
Inpatient Average Perday	83.5	99.7	110.4
Bed Occupancy	61.9%	73.8%	81.7%

SHANTHA BHAWAN HOSPITAL
COMMUNITY HEALTH PROGRAMME

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Personnel Changes:

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M. Bomgaars.

APPENDIX K

GIRLS' HIGH SCHOOL, KATHMANDU REPORT FOR 1974

The United Mission Girls' High School is now officially known as Mahendra Bhawan Girls' High School. We entered into the New Education Plan in mid-February, 1974 under our Nepali Headmistress Mrs. Martha Mukhia. We had 550 students in 12 classes; 180 of these lived in the hostel. The transition has been reasonably smooth although there are still unsolved problems about salaries. This is true of many other schools also.

We are happy with the curriculum implemented in Classes I, IV and VIII under the new system. There is a very enthusiastic, cooperative spirit among the children in the school and hostel. We are grateful to God for this and for His continued blessing and protection. We have many new opportunities to learn, share and consult with other headmasters, teachers and supervisors.

Our Headmistress has asked for another UMN volunteer to enrich the life of school and hostel with Arts & Crafts and more music teaching. We are still being shaped and moulded not only for the future of the school but in leadership and team work. We have had some success but look forward to making a deeper impact on staff and students. An improved pattern of teaching is needed to prepare the girls to take up responsibilities as educated citizens, also to warrant the increased fees we are taking. Preparation of good citizens of the Kingdom of God is an ever present concern. We look forward to achieving some of these aims in 1975.

M. McCombe

APPENDIX L
UNITED MISSION BHAKTAPUR HOSPITAL
ANNUAL REPORT FOR 1974

At 3.00 p.m. on December 17th Mr. Asbjorn Voreland handed over to the Bhaktapur Senior Medical Officer of His Majesty's Government, Dr. T. N. Vaidhya, a brass plate containing the key of the Hospital, and so ended 14½ years of service to the local people, and a year of escalating preparations for the hand-over. Of this, the previous two weeks had proved difficult, with increasing appeals from the community both to us and to His Majesty's Government that the Hospital be allowed to continue, but at that stage, whatever views and feelings we may have held, it was clearly impossible to continue for purely practical reasons, particularly the re-allocation of all the senior staff. By mid-December the staff position was as follows:

	Nepali Staff:			Overseas Staff:
	Nursing	Office Maintenance & Technical	Cleaners & Laundry	
Already transferred	5	1		1
Re-allocated, not yet transferred	1			3
Unemployed, seeking employment	3	5	6	
Not seeking employment	2	3		
Returned to home country				3

My thanks are due to all the staff who have worked faithfully and well over the years, and especially to those who continued through the difficulties of this past year. Miss Dorothy Broom came to us in April as Business Manager, and her help in the many problems of closing down cannot be overestimated. We were also glad to have Miss Pat Pooler from June to help with the nursing.

The statistics below reflect a continuing increase in demand for the hospital's services. I feel a special tribute should be paid to Miss Rut Peterson and her Community Health team whose Children's Health Clubs and teaching in schools have been increasingly popular and appreciated. The budget shows a large surplus, mainly because the medicine stock was allowed to run down over the year. The year-end balance and all capital fund balances have been returned to the U.M.N. treasury for re-allocation. While our policy was to hand over the Hospital with its buildings, equipment and supplies entirely to the Government, in view of the uncertainty of the future of the buildings, a certain amount of equipment was transferred to other U.M.N. Projects, with the consent of H.M.G. Similarly, furniture from the residences was delivered to United Mission Headquarters for re-allocation.

The closure of the work has also involved the closure of the Kwatantole clinic in the bazaar in early November when Miss Margaret Brass, whose particular responsibility it was, left for home leave.

The local Church has had a year of unprecedented growth, encouragement and blessing, but the departure of many of the Hospital staff from the area has stripped the congregation of most of its senior members, and so we prayerfully look to the Holy Spirit to guide and guard and keep this Church in the coming months and years.

In closing, I must pay tribute to all who, from the very beginning, have made possible this work; those who have prayed, who have given, who have devoted

time and energy, both here in Nepal and in other lands, and particularly to the United Mission Headquarters Staff and Administration who have supported and advised us so willingly.

Statistics:

<u>Out-patients</u>	<u>1972</u>	<u>1973</u>	<u>1974</u>
New Patients	2,990	3,176	3,479
Return visits	12,963	13,460	15,211
Bazaar Clinic	4,472	5,520	4,979
TOTAL	<u>20,425</u>	<u>22,156</u>	<u>23,669</u>

In-patients

Admissions	981	1,063	1,072
Total I.P. days	8,315	7,464	13,515
Average daily I.P.	23	20.4	37
Average length of stay in days	8.5	7	12.6

NOTE: The bazaar clinic was discontinued in mid-November, I.P. admissions end of November and all work by mid-December.

Public Health Program: January - November 1974

- A) Area of P.H. Work - Bhaktapur
- B) Number of clinic patients seen during the '74
- C) No. of treatments:
- | | |
|----------|------------|
| B.C.G. | 503 |
| T.A.B.C. | 1015 |
| D.P.T. | 1546 |
| Smallpox | <u>186</u> |
- D) Teaching in schools 11
 Number of Classes 13
 Number of school children 795
- E) Child Welfare clinics 3/month
 Number of children seen during year 7559
- F) Other activities: Health teaching O.P.D. and wards
 Demonstration cooking
 T.B. follow-up and home visiting

Personnel

Miss Lalita Dhaudel - Child clinic, school teaching, staff nurse
 Miss Rashmira Joshi - taught in hospital clinic, child clinic & school clinic
 Mr. Attan Thsering - Dresser, Health Education
 Mr. Ganga Bahadur Basneth - T.B. follow-up
 Miss R. Peterson - Project Leader
 Miss P. Pooler - Nurse

APPENDIX M

OKHALDHUNGA PROJECT REPORT FOR 1974

During the year we have had no definite instructions from Central Government about the site for the joint hospital. Therefore, we could not proceed with the new hospital, but continued the curative services at the dispensary and community health programme in the surrounding villages.

We had closer liaison with Okhaldhunga District Government officials and medical personnel for the Health Posts programme. HMG has established a new Health Post in the district this year, and will have another two new Health Posts in 1975. We visited the newly established Health Post to assist the HMG health workers improve their health service and encourage the local people to support the new HMG Health Post. We also visited the area of the future Health Posts which might be the HMG-UMN joint ones, to motivate the local people for such a cooperative programme.

The work in the OPD increased by some 10% during the year. The number of inpatients showed an increase of nearly 20% from the last year. Most of the new patients were from 2-3 days walk away, and the majority were TB cases who were very ready to stay in the dera of our dispensary for one month's intensive treatment. From their comments, we realised that our dispensary was well known by the remote village people as a curative centre, particularly for TB. This is the result of the hard work of our staff for many years. We appreciate their dedicated service.

Dr. Ishida left in January. Sister Hanna Vitzthum finished her term of service in March and Sister Sylvia Slade went on furlough in July. Sister Anna Weir replaced Sylvia and Miss Anna Liisa Jokinen joined us as a Business Manager.

We had no resident Doctor since Dr. Ishida left until the Drs. Noble joined us on a short-term basis from July to October.

We welcomed Dr. Itoh and his family's return from furlough in October.

Running expenses in the dispensary increased at quite an alarming rate, because fuel and foods were not adequately available in the local market and we had to get supplies with the charter plane for which freight charges become nearly double of the last year. We are grateful for all the funds received through the UMN for both running expenses and capital items.

We want to record here our appreciation for the great devotion and energy with which Sister Hanna Vitzthum served as Community Health Sister.

We are thankful for God's good blessing and help in maintaining the work of the dispensary and community health programme through this past year, and we render thanks to the Lord Himself who beckons us forward to serve Him better in the coming days.

ANNUAL STATISTICS

O.P.D. Patients:

Old	-	3630
New	-	3068

Patients admitted - 501

Surgery:

Minor	-	82
Major	-	20

Deliveries - 16

Deaths - 23

Vasectomies - 11

Loops - 3

Dr. Noboru Iwamura
Project Director.

APPENDIX N

ANANDABAN LEPROSY HOSPITAL REPORT FOR 1ST SEP, 1973 TO 31ST AUG. 1974

This being the Centenary Year of The Leprosy Mission, a celebration at Anandaban was planned to coincide with the Mission's Presidential Tour, which included Nepal. Due to unavoidable circumstances, the party which actually arrived at Kathmandu in late January, 1974 consisted only of Mr. A.D. Askew and Rev. Morgan Derham, the Promotional Secretary.

A modest celebration was held on Monday, 28th January in the afternoon, as a kind of family affair of the staff members and the patients of Anandaban, with a few invited guests, all of them either fellow missionaries in this country or Nepali Christians. In addition to Mr. Askew's main speech and Rev. Morgan Derham's message, Mr. Wilcox, the Executive Secretary of the United Mission to Nepal, and Dr. Scott-Brown of the International Nepal Fellowship, gave us warm greetings and words of encouragement. The meeting was conducted, and excellent English to Nepali translations were given, by one of the Nepali Christian Leaders who is also our patient. The guests included some key members of UMN such as Dr. Strong and Dr. Iwamura, as well as our Christian friends and colleagues such as Miss Eileen Lodge of Nepal Trust and Mrs. Hagen.

By the kindness, and under the sponsorship of the UMN, a public meeting was held at Rabi Bhawan in Kathmandu itself on Tuesday, 29th January in the evening, and both Mr. Askew and Rev. Morgan Derham addressed the audience, which mainly consisted of members of UMN. Dr. and Mrs. Pedley, on their way to Bhutan happened to be in town and were present at the meeting.

During these few days, we enjoyed having a team of a three member film crew from New Zealand, who took some shots of our activities which have been included in the special film of the Centenary Year of The Leprosy Mission. The absence of the President in the party necessitated cancellations of more formal engagements, including an audience with H.R.H. Princess Shanti Singh, the Chairman of the Nepal Leprosy Relief Association, and a courtesy call on the Minister of Health of His Majesty's Government of Nepal.

The last years report began by mentioning the departure of two key missionary families from Anandaban, thus possibly suggesting an end of an era in the not so long history of our works in Nepal. We are happy, in this report, to announce the addition of new members to our team. Miss Joyce Ledger from England, who has had more than ten years of experience as a Nursing Sister and then as a Physiotherapist at our excellently run Hospital in Hong Kong, Hay Ling Chau, joined us in December, 1973. After her language study at headquarters of UMN she established herself as the Sister in Charge of Nursing at Anandaban at the beginning of June, 1974. Mr. George Carfield from Australia has been kindly seconded to us by the UMN as were his two predecessors Mr. J. Patterson and Mr. H. Simrose. Mr. Carfield, together with his American wife, Marcella, who used to work as a Public Health Nurse at UMN Hospital, Tansen and their baby daughter, joined Anandaban in March, 1974. As this is their second term of service in Nepal, they have already a fair command of the language, as well as experiences in working with the Nepali people. Their presence here therefore means a great deal more than just the addition of two more workers., whilst both the Doctor and the Nursing Sister are newcomers to this country. Miss Jennifer Turner, after serving faithfully for the past five years, under not always easy conditions, started her well earned furlough in early March, 1974 in England. She is expected to return to us later this year.

IN-PATIENT CARE AT ANANDABAN

Medical: The total number of in-patients throughout the year was 314, a slight reduction from the previous year. With three to four months rotation of beds, we should be able to give treatments to about 400 patients yearly, using our 120 beds to the full.

At the end of the reported period, there were 16 patients who have been in Anandaban for more than twelve months, three having been here for over ten years. With a few exceptions, these patients are here for social reasons, having no place to be discharged. Absence of proper rehabilitation schemes for leprosy

patients, or in fact for any physically handicapped people in Nepal, means that we are in danger of gradually accumulating long term residents at Anandaban, thus turning it into a residential home, rather than a Hospital for short term medical treatments. To keep Anandaban in its proper function, we must either have our own rehabilitation scheme, or cooperate with other people, such as Miss Eileen Lodge, who is dedicating herself in this field of work, though on a small scale at present. Much more work is needed to adequately cope with the ever increasing demand, and the need is already real and urgent.

Of the 314 in-patients, indications for the admissions were as follows: Foot ulcer: 136, Acute neuritis: 29, "lepra reaction": 26, Reconstructive surgery: 2, Initiation of treatment: and health education: 119, Anaemia: 3. The largest number of patients admitted were for treatment of the foot ulcers, reflecting perhaps the difficult terrain of this country, as well as the normal habit of not wearing any form of foot wear by the majority of Nepali. Nearly one third of the total admissions were for the initiation of treatment and health education for newly found patients, underlying our beliefs that a thorough initial health education is the key to the continuation of regular long term treatment which the majority of patients need. Confused and often frightened, new patients find understanding of the disease as well as peace of mind by meeting fellow sufferers, some of whom are in a much worse physical condition, and others who are making a good recovery.

Last years report mentioned two medical problems which need careful handling. One was that of intercurrent diseases among our patients. T.B. being a very common disease, we have started routine testing with Tuberculin of our in-patients, and have already found a number of active cases of T.B. among those whose leprosy has been rather difficult to control. The other problem, that of possible resistance to DDS among our patients, has not been tackled as yet.

Like at any other leprosy hospital, we have a number of lepromatous patients whose repeated "reactions" are troublesome and distressing to the patients. Reflecting the doctor's own view, use of systemic steroids at Anandaban is restricted to the minimum. During the last twelve months they were used on not more than ten occasions, each course lasting not more than three weeks, for the treatment of either severe reaction or severe neuritis. On the other hand, use of Lamprene and CIBA 1906 have been gradually increasing, and at the end of the reported period, roughly 60 patients are on Lamprene, and about 40 are taking CIBA 1906. The cost of these two drugs is a big problem, for they account for more than one third of the total cost of medicine used by us.

Four deaths have occurred amongst our in-patients. Three were aged and came in a very poor state of general health, and were admitted for more or less terminal care. The other one, a girl in her late teens, had severe reaction and was transferred to Shanta Bhawan Hospital for more expert medical care, but died in coma after a week or so there. In this connection, it must be mentioned with gratitude, the ever ready and willing cooperation of the staff of Shanta Bhawan the UMN Hospital in Kathmandu. Any difficult medical cases, leprosy or non-leprosy, are accepted there and excellent treatments are given to all patients referred. This gives great assurance to both staff and patients.

Surgical: The regular surgical programme has been suspended, and only three T.P.T's for foot drop as well as a few minor surgeries have been performed during the year.

Physiotherapy: An average of more than 30 patients were seen at the department daily for wax baths, oil massage, and other treatments for the prevention of deformities, under the supervision of the physio-technician. About 40 Plaster of Paris casts were used to rest the affected parts in acute neuritis and in foot ulcers.

Health Education: Apart from individual instruction often immediately after admission, regular weekly classes are held for teaching and demonstrating the care of anaesthetic hands and feet, as well as various other respects of leprosy. Occasionally more general health instruction is given to the ambulant patients by the physio-technician.

Foot-wear: Under the supervision of the physio-technician, and in-service trained ex-patient cobbler is making special chappals for the patients, and more than 40 such pairs were produced during the year. More than 100 pairs of

ordinary canvas shoes, as well as Hawaii Chappals for more normally shaped but still anaesthetic feet were also issued. Three boots for severely deformed feet were made. From the prosthetic centre located in the Shanta Bhawan Hospital, one artificial leg and a number of special leg braces have been supplied at our request.

Laboratory: Following tests have been performed by our own technician:
Skin and nasal smears: 1426, Haematology: 460, Urinalysis: 325, Stool examination 334, Sputum test: 152.
Any more sophisticated tests, such as liver function tests, as well as processing and reading of the skin biopsys were done at the Laboratory of Shanta Bhawan Hospital.

OUT-PATIENT WORKS

Our out-patient registration keeps growing. During the past twelve months, 499 new names were added, and this is an increase of 155, or nearly 30% on the previous twelve months period. The total number of patients now registered stands at 5,290. Of these, 4048 are registered at our Shanta Bhawan Leprosy Clinic, which is being held each Thursday, 903 at Ananadaban Out-Patient Clinic, which is being held on Tuesdays for limited local patients, and 339 at Jumla, where we have Clinics two or three times a year. The total number of attendances made by these patients were 6,245, some making only one visit a year, whilst others making monthly visits, the majority coming once in three to six months.

The patients who actually came to the Clinics at least once during the last twelve months period were only 1,877, almost the same as the previous year.. this means that only about one third of our registered patients are "regular" patients, the rest being either out-right "defaulters" or very "irregular" attenders. This is an extremely unsatisfactory situation, but we have had this problem from the beginning of our works here and no immediate solutions are in sight. To limit the intake of our patients, from a smaller geographical area, is one of the possible solutions. Our workers could then visit the houses of defaulters to find out the reasons and try to remedy the situation. In some cases, the patient may be too ill to make the trip to our clinics, whilst in others some social factors may be the underlying cause for non-attendance. However, the main reason is probably due to lack of understanding of the nature of the disease, unawareness of the need of regular and prolonged treatment, and disappointments in not finding quick and noticeable changes in their clinical pictures. In other words, health education in leprosy is one of the most important aspects of our treatment, especially at the initial stage of our contact with the patients who are newly diagnosed. This is probably the second solution to limit the incidence of patients defaulting, and there is therefore a great need to strengthen this aspect of our out-patient work.

KARNALI ZONE LEPROSY CONTROL PROJECT

During the past year, two paramedical workers spent nearly two months in Jumla, once in the autumn and once in the spring. The doctor made two trips, accompanied by either a staff nurse or physio-technician, to conduct the clinics, each lasting several days. Our Nursing Sister also made one visit in the autumn.

35 new patients were added to our Jumla Register which now stands at 339. But again here, poor case-holding is the main trouble and only 180 clinical attendances were recorded during the year, making more than half of our registered patients "defaulters".

Jumla itself is a small town, and only a handful of patients live there. All others are scattered throughout the Karnali Zone, which is the largest of the 14 zones in Nepal in area, but the smallest in terms of population, and also one of the most mountainous. Thus it is very difficult for the patients to make trips to our clinics, and similarly for the paramedicals to visit villages. In the winter, most parts are snowbound, while in the summer the monsoon rains make many passes impossible. Flying is the only feasible means of transportation to reach Jumla. However, both the infrequencies of the commercial flights, and the weight limitation on these flights, makes it necessary for us to charter a flight at least once in each

of the two doctors visits. This makes the whole operation a very costly one.

It seems likely that the leprosy control work of the western half of Nepal will become the responsibility of other organisations. Our work at Jumla may have to be handed over to whoever becomes in charge of the Far Western Region, to which the Karnali Zone belongs. However, this may not take place for several years, and we are prepared to continue the care of our patients who are already registered, though there will be no more active expansion of our works there.

REHABILITATION THROUGH AGRICULTURE (written by Mr. Carfield)

The 71 - 72 Report opens with the words "Go into take possession of the land which the Lord God gives you to possess." and from this point of time in September '74 one could say, "there remains yet much land to be possessed." It is with grateful appreciation for the foundation work carefully carried out, that I come to Anandaban to continue the good work, and as and where possible, to make additions which will complement and bring the programme to fuller fruition. The following outlines the present developments and future plans which are hoped to be accomplished with God's help, and the support and prayers of His people.

The whole agricultural work is to be developed in as broad as spectrum as possible, under the prevailing climatic conditions, to the status of a model farm. We are producing crops, vegetables, fruit and livestock, which should become a basis to supply ex-patients with what they need when rehabilitated.

In 1975, a teaching programme with classes at night for the patients should begin, and eventually short term courses, in which two or more patients could come back to work on the farm and attend lectures. This would enable them to become proficient, and self-supporting in some aspect such as market gardening poultry, or fruit trees.

This year, a buffalo, three pigs, six large Californian rabbits, and a 3/4 bred Romulay Ram have been added to the livestock. A new shed has been built, and also a 2,000 gallon water tank using the catchment from the hillside to provide water at the top of the farm for livestock, where all except chickens and rabbits will be relocated. The water tank will also be used for an experiment in fish farming.

The terraced vegetable garden is being divided into numbered sections to keep records for the purpose of crop rotation, fertility, etc. More terraces of vegetables are being located near the male and female wards, so that patients can observe what is necessary in maintaining a kitchen garden in their early convalescence. Mulberry trees are also being grown with the object of silk worm culture and selling the cocoons to manufacture silk. It is planned to clear more land and grow fodder to replace expensive feed purchased for livestock. Extra compost pits have been made with thatched roofs for the rainy season.

MAINTENANCE (written by Mr. Carfield)

Water: The old one cylinder Lister diesel engine, formerly used to drive a generator, has been repaired and set in the pump house to drive a pump when the Hydram needs repair or has insufficient water to drive it. It is also needed to supply extra water in the dry season for the vegetable gardens. To further improve the water situation, it is planned to increase the storage capacity by installing catchment tanks at each of the residences, and putting guttering on the roofs.

Buildings: The much needed repairs to the open roof of the main building above the offices and treatment section has been completed. However similar work needs to be done for the roof over the patients wards, as well as of Edgar Ward.

Some renovation work has been carried out in House No. 13 (the Sister's House), and in building No. 2, the former hospital, which is now used as a store and will also house trainees, such as student nurses, who will come from time to time to stay for several days to learn about leprosy.

Paint has done much to to give the roofs a new look.

Vehicles: The road to the hospital has been repaired again, but the wear and tear has taken its toll on the two older vehicles which have spent more time in the repair shop than on the road. Acquisition of a new Landrover, to replace our seven year old one is one of the more urgent needs, as well as keeping a reasonable stock of spare parts to replace damaged ones, instead of trying to find them locally or getting them from abroad after a breakage has occurred, and often wasting a long time waiting their arrival.

Electricity: Should we dare to believe it? The latest news is that work is expected to begin in the near future and be completed in two to three months, on the connection of Anandaban through a 50 KVA Transformer to the town supply. This will be a big change and mean much to the homes as well as to the hospital.

TRAINEES

The student nurses from Shanta Bhawan Hospital of the UMN used to come and spend a week at Anandaban, as part of the Public Health Training to learn all about leprosy. From the last year, nursing training of Shanta Bhawan Hospital has been merged into the Government's nursing training based at Bir Hospital. This meant that a much larger number of student nurses have had to be accommodated. During the year, there were 26 groups of four to eight students each staying five to six days at Anandaban. Each group had six hours of lectures from the doctor. They were also given talks and demonstrations by the physio-technician, laboratory technician, and paramedical workers. The students accompanied the doctor during his ward rounds and clinics, worked under the sister performing various nursing duties, and gave some health instruction to the patients.

However, the most important aspect of this programme, perhaps .. is the opportunities the students have to meet and talk with the leprosy patients, in an atmosphere not of dread but of expectation and hope. By mixing with both staff and patients it is hoped that the student nurses will develop a more positive and enlightened attitude towards the problems of leprosy patients in Nepal.

VISITORS

Apart from Mr. Askew and Rev. Morgan Derham for the Centenary Celebration, and the annual visit by Dr. V.P. Das, we had the pleasure of being the host to Rev. R. Radley of England, Rev. and Mrs. R.A. Alcorn and Rev. and Mrs. R.F. Clement of New Zealand, and Dr. M. Owen Of Muzzaffarpur, all of the Leprosy Mission.

Other guests included, Dr. J.F. Neudoerffer of the Lutheran Church of America, Mr. E.G. Nabert of coordinating Agency for Health Planning of New Delhi, Mr. Gersham of German Leprosy Relief Association of Madras, and Mr. R. Mason of W.H.O.

Besides, we had, as usual, a number of families of the UMN, INF and the Summer Institute of Linguistics who came to spend part of their annual holidays here. We also had many day visitors. All these reminding us that we are not a small isolated group on a remote hill, but are surrounded by friends and colleagues of one faith. This realisation often gives us encouragement and uplifting of soul which we do need from time to time.

Dr. Y. Yuasa
Medical Superintendent