= der Mainz - Kirchentag

Gossner Mission

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HUMAN RESOURCES MANAGEMENT STUDIES - REPORT AS AT NOVEMBER 1988

This report follows the recommendations set out on pages 32-35 of the HRM study and outlines the current position.

General Comment

There has been a gratifying trend towards stability at Department Secretary and Project Director level, and workloads are more reasonable than before, now that the Asst Department Secretary level has been strengthened. Time is becoming available to think ahead, to reflect, and to listen to people - all necessary as we move towards the 1990 - 1995 period.

The exception is in Health Services where Dr. T. Strong has been ably shouldering a heavy load, both in the Health Services function and at Patan Hospital. We are grateful to the health Services staff for their willingness to carry things forward under pressure. The position is now easing somewhat with the Asst. HS Secretary's return from furlough.

The acceptance by Member Bodies of 21-24 months service followed by 3-4 months home leave is bringing continuity to project/department leadership, with flow on effects of stability and strengthening working relationships.

There have, of course, been times of pressure when key staff have had to leave because of illness, but others have been flexible in location and duties, so we have been able to carry on.

The appointment of the Assistant to the Executive Director has enabled us to cope well with the duties of the Executive Director during his absence, either by appointing an Acting Executive Director from among the Department Secretaries, or by appointing a former Department Secretary (now serving in UMN as a consultant). Also, the Assistant has helped considerably in stimulating communication of significant issues by letter and by visits to a number of projects. He was invaluable during follow up to the recent earthquake.

The Executive Director is now in a position to delegate much of the detail of the internal running of the mission and should be able to devote more time to the future, particularly to work on significant relationships with HMGN, with other expatriate organisations and with our fellow believers.

Missionwide Support Project has been established and is providing a focal point for the many support services needed within the mission. Good work has been carried out here and many improvements have resulted.

An internal management consultant was appointed in May 1987 but was re-assigned early in 1988 to cover a shortfall in MSP. Unfortunately, he was not able to address follow up to the HRM study at project level during this period. In implementing the recommendations therefore, we have been addressing specific issues as the opportunity permitted, particularly when people became available. We were grateful, for example, for the visit by

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Dale & Laura Schumm late last year. (and wonder if the authors of the report might be made available again for, say, two months to visit UMN projects to evaluate the changes that have occurred? This would be most helpful.)

The suggestion that Board Appointees in Projects come together in forums to discuss the report and implement ideas at project level has met with an uneven response (a facilitator to visit projects would have helped greatly). Constructive moves have arisen, however, in the areas of spiritual growth and concern (seeing, talking to and praying with the another); caring for single persons, short-termers and the spouses of workers who travel a great deal; and living close to another UMN family for care and support. Projects have expressed strong support for the provision of experienced personnel counselors, familiar with the varied pressures of projects. Also, they have stressed the importance of the initial 5 months of orientation in UMN (some say 1st year) which sets the tone for the whole assignment and talked over channels of representation and ownership of UMN so that our own body can be improved.

It should be mentioned that a number of Board Appointees have left since the report was written and others have come who are not familiar with the background or content. Consequently there is lessening value in organising discussions of the study. There is, we believe, periodic value in checking the main issues to see that they are being given sufficient attention.

Turning now to specific headings in the HRM study:

Looking Ahead

UMN now seems to be relatively well placed at Executive Director, Asstistant to Executive Director, Department Secretary Assistant Department Secretary levels to devote necessary time to planning for the future. The challenge is to do it! It is suggested therefore that the Assistant to the Executive Director be the focal point for coordinating these activities, rather than set up another HQ unit.

Range of Leadership Skills

The key post to fill is that of the Executive Director, after the present postholder's retirement. We are better placed at key support levels than two years ago, though there a shortfalls in some areas, notably health and MSP.

Human Relations Skills, Professional Skills, Spiritual Perspective

The present skills situation appears to be sound. There will always be upsets of course, but this year has seen reduced need to "pour oil on troubled waters" through the unfortunate handling of personnel issues.
The projects deeply appreciate visits by quality Bible teachers, and we need to encourage this ministry.

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Initial Assignment and Transfers

Department Secretaries are following up these duties promptly. There is some need to clarify communication lines where Appointees are seconded to a project under another Department, but UMN is inclined to be a complex organisation for its size and such problems will arise where there are a variety of disciplines within one project.

In-Service Training

We have a significant shortfall here. A Training Officer, with skills in this area, is arriving in the Jan 89 Language and Orientation Intake.

Job Descriptions

We keep plugging away at this task, but people need constant encouragement to write them. We ask for a job description whenever a request for recruitment comes in. This helps.

Dealing with our staff

Generally there is now good opportunity for Department Secretaries to visit projects and to talk with Appointees.

We continue to be under pressure in the Psychiatric area and need another Psychiatrist as a priority. Counselling strength is building up but we will lose the valuable services of two counselors next year.

Decision - making Processes

The general feeling (arising out of feedback and other surveys being conducted) is that the situation has improved. Perhaps there tends to be a relative loss of contact with Project people in reaching these decisions, and we need to be look at this.

Professional groups are under way strongly in the Rural Department, and making good contribution. They need to be stimulated to varying degrees in other Departments, if we are to gain the contribution of Nepalis and Appointees in those areas.

The Role of Spouses

We have not been able to find a part-time person to concentrate on the role and place of spouses in the mission. Perhaps the spouse of one of the counselors may be able to help here in the future, or perhaps we could include it as a special task in the duties of our incoming lady counselor.

A suggestion has been made that Project Directors with their wives, should come together for a discussion on their roles, either assigned or implied, and the consequent impact on the project team.

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We as Appointees need to appreciate our individual differences. Some have the gift of hospitability, others a gift of befriending Nepali neighbours, and so on. Let us accept these gifts with thanks. And use them. "Diversity is God's gift to mankind; division is what we do with it".

We would like to emphasise here the value of family support given to postholders throughout the mission.

Execessive Committee Structure

Committees, where retained, are smaller than before and important issues tend to rise more clearly. There are some tendencies to drift into general discussions, particularly if material presented has not been well prepared beforehand, with the issues clearly set out and presented together with the pros and cons of alternative courses of action. As a mission we need to do our homework before meetings.

Progress During Language and Orientation

We have benefitted from the services of an excellent Orientation Administrator/Counselor and this has been reflected in a positive approach to Nepal and UMN by most recent LOPers. Problems have been identified quickly and referred appropriately.

A new language acquisition programme is on trial and language learning materials are being developed to suit particular assignments.

Counselling/Psychiatric Help

This is a much needed service. An experienced lady counsellor is presently in LOP and another couple have arrived back in Nepal to start work in counselling Orientation hopefully in the New Year. But we will still be under strength following the departure next year of two counselors.

As mentioned earlier, we need another Psychiatrist to support our remaining practitioner, who will otherwise be overworked. Valuable support was given during the year by a short term couple from Australia.

Sensing Problem Situation

Problem situations continue to be channelled through line supervisory relationships, and Personnel Department consulted where appropriate on possible solutions. In this regard, it has been gratifying to see the way in which Department Secretaries, Assistant Secretaries and Project Directors are handling these situations, and we continue to encourage this.

Also we have been encouraging involvement of an Appointees' Member Body when looking for solutions to placement problems. We still have some difficult situations that are unresolved and others in projects have been feeling the strain.

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The services of the UMN Medical Coordinator, Counsellors, and Psychiatrist have been particularly useful in this area.

Guest House Hostesses

MSP have put hard work into the Kathmandu Guest Houses and they are responding positively. The Nepali Guest House Manager is contributing soundly and we are considering increasing the responsibilities of Nepalis in other areas, while retaining the hostess service. Out-of-the-valley guest Houses continue to be much appreciated.

Central Services (Now Part of MSP)

This year has seen good progress in establishing the Missionwide Support Project, and this has been reflected in the standard of service of CSD (as reflected in a reduction of the number of complaints, and a rise in number of compliments). Provision of service is dependent upon the right type of people offering for services, however, and will quickly revert if good people are not available. This activity is as much at the sharp end of the business as other activities in the mission and deserves the full support of Member Bodies.

We need to resolve the reporting relationship of MSP and to consider appointee representation in the Extended Coordinating Committee.

Kathmandu Valley Spiritual, Social and Recreational Needs

The project/institution system of ASO's is in operation and helpful but we still need to encourage the feeling of belonging for appointees living in the valley. Appointees need encouragement to discover the opportunities in the community around them. Perhaps we should use the ASO groups to stimulate discussion on topics of immediate concern to UMNers, also.

Appointees moving to Kathmandu from other locations generally experience the loss of close team feeling. Living in Kathmandu is living really in an Asian urban setting-more impersonal, and with a large degree of flexibility.

Medical/Dental Needs

Good service is provided in the Valley. Introduction of an optional medical appointments system at Patan Hospital has further helped.

Time for Language Study

Time continues to be made available, although emergency staff shortages in hospitals have had their effect. Again, not all Appointees seem to make best use of the opportunity, and there have been some problems with the non-availability of well-accepted language teachers in some projects.

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Relationships with Church Leaders

Good, open relationships exist. Some turnover in church leadership has occurred.

Nepalisation

Dealt with in a separate discussion. The past year has seen some good, young Nepalis join our ranks, though the good salaries offered by Aid organisations are inclined to entice them away. We do much training for others!

Action During 1989

An increasing number of people feel that it is time too put the study behind us and to get on with the job. Others are not familiar with the study, having arrived over the past 2 years. Therefore we are inclined to propose that this be the last progress report prepared for the UMN Board and Executive.

There is value however in keeping the areas of concern before our attention as a "check list" for looking at the way the mission is running internally.

We have been unable to analyse the bulk of the statistical data arising out of the study - no one has been available to do this. The Executive Committee has encouraged us to proceed with this if at all possible.

We would welcome back Russel and Marge Liechty if they could be made available to carry out an evaluation of the changes that have occurred. They have good rapport among UMNers and could gather apt information efficiently and perceptively to take us into the future.

G.D. Gugeri

GG/kd
8/11/88

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PLANNING AND REPORTING

First, let us look at the principles outlined in the Management Study. These were agreed by the UMN Board in Nov 1986. Then we will look at a suggested pattern of planning and reporting, and the options available to us within that pattern. Finally there are some comments on the preparation of reports and plans, and handling them.

Excerpt from Management Study

Planning

Overall parameters on planning should be given to Project, within which their annual plans are made.

Recommendations are that medium and long-term plans received from the Project will be accessed at the CC level (in practice the ECC) for submission to the Executive Committee for approval and feedback.

Annual Plans will be monitored by the Executive Committee rather than dealt with in detail.

(para 14, page 10, UMN Board).

Managing

The CC (in the matters the ECC) should be accountable to the Executive Committee, through the ED, for the internal managing and coordinating function, drawing on the participation of each Project Leader for his/her particular project/activities.

The former Functional Boards will now become professional/technical advisory bodies. Their input on specific topics/problems will be taken into account where drawing up plans.

(para 15, page 10)

Clearly discernible and different tasks at each level in the organisation

The detailed plans for individual projects will not be taken up at all levels in the organisation, ie Project, Coordinating Committee, Executive Committee, as at present. Rather it is approved that:

a. Project will be made responsible for drawing up and implementing annual plans and budgets, within the agreed guidelines.

b. The CC level will be responsible for initiating and coordinating the UMN-wide planning, as recommended above, and for carrying out, under the Executive Director, the day-to-day managing of the work through the Department Secretaries and Project Directors/Team Leaders.

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c. The Executive Committee will be the managing body of the UMN, responsible for directing the Executive Director and receiving from him recommendations on policy, medium and long-term plans for assessment and approval/redirection, reports on progress achieved, financial matters, etc.

d. The UMN Board, as representing the member bodies, will fulfil the role of 'guardians' of UMN, electing the Executive Committee and appointing the Executive Director to manage UMN between Board Meetings, setting down guidelines in the form of a Constitution and Bye-laws, receiving a summary report on progress, ensuring proper financial auditing, and adherence to the Aims and Purposes of UMN, having the right to change the Aims and Purposes of UMN should they feel so led. The Executive Committee is responsible for attempting to meet these Aims and Purposes.

(para 18, page 11,)

Delegation of Authority to Project

Projects will be given the freedom to organise and carry out their work with UMN Overall policy and planning, and within agreed parameters, these to be:

a. Financial
b. Number of expatriates assigned
c. Number of activities undertaken
d. Georgraphical spread of project
e. Length of project.

These parameters should be set for each location and agreed, along with appropriate reporting, accounting and personnel policy procedures.

(para 24,page 12)

Leadership Style

The UMN should work specifically at the problems of:

a. Lack of delegation of authority;
b. Lack of administrative ability in dealing with people which often substantially affects people's contribution;
c. Lack of adequate training in supervision, management and UMN procedures.

A participatory style should be encouraged within our relationships, rather than relying heavily on a participatory approach through a multiplicity of committees.

(para 27, page 12)

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It may be helpful to remind ourselves of some of the background discussion to the recommendations of the Management Study on Planning and Reporting:

Planning

There is difficulty in achieving integrated planning within UMN where the process is split among three Functional Boards (and the Integrated Development Committee which feeds into the Functional Boards).

If we were to opt for three mini-missions then then concept of Functional Boards would be more appealing than at present. But there is a strongly expressed and observed need to increase emphasis on overall, coordinated planning wihtin UMN.

We think that a specific segment of the organization should be made responsible for initiating overall planning; perhaps the most appropriate level would appear to the Coordinating Committee level. This is where our people with the widest grasp of issues thend to be located. It would be helpful for this level to provide guidelines for planning within which Projects can organize and develop their local activities.

Difficulties arise when plans are initiated in Project and then have to be changed so that they can be coped with on a Mission-wide basis.

It may be helpful to establish a post or a small committee or people who are charged with the responsibility of initiating and updating overall planning, based on feed-back from the UMN Board and Executive Committee, as well as the Projects.

The sequence and timing of meeting needs to be looked at. Presently PMC's are followed by Functional Boards, and then by the Finance Committee and Executive committee, twice per year. The close succession of meetings does not encourage sound planning committee members are reluctant to charge these plans if it means delay of six, and sometimes 12 months, of implementation. Rather, it is better to have plans submitted to a committee or board that meets monthly, and is in a position to review revised plans at subsequent meetings if it proves necessary. Those plans may then be brought together into a coordinated, feesible, overall plan that can be presented to the Executive Committee.

Looking at the workloads involved, it does seem possible for the Coordinating Committee (or equivelent) to cope with the Project plans, providing they are scheduled sequentially. The plans would be combined into overall submissions for passing to the Executive Committee as at present.

Another question arises - what should be the composition of this committee? Should we set up an integrated Board in addition to the Coordinating Committee? In each case the core of members would be the same. But their duties would have to be clearly differentiated.

Noting the difficulties and disruption to work caused by travel in Nepal, the burden of attending a monthly meeting (which we believe is desirable) needs to be taken into consideration. We need to think about the number of meetings people can, go to, and the workload associated with keeping well

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informed so that one's contribution is at the appropriate level (and adds to the quality of the decision making rather than detracts from it).

It is also important to have continuity of membership as well as competence, if we are to achieve sound internal decision making. Continuity on committees (at all levels) is one of our major problems. Our work suffers as a result of frequently changing ideas, associated with the turnover of peoples.

Summing up the situation, perhpas it is preferable to use the Coordinating Committee for the purpose that seems intended, ie, a committee that coordinates across the Mission. Project Directors and other representatives could be invited to attend those segments that involve them and their work, and so participate directly. The Executive Committee and the Executive Director would need to assure themselves that the opinions of Project staff were being heard where there was divergence of opinion on significant issues.

Managing

The multiplicity of internal committees is also making the organization slow in responding to new needs and ideas, or in tackling problems, Good decisions are not reached fast enough and much time is consumed that could be better spent elsewhere. In principle, we think that UMN administration should be as simple as possible in order to enable us to get on with our daily work, and then to be able to spend time with Nepalis, family, etc., depending upon our calling.

The existing internal Boards carry out some of the planning and reporting progessess needed to run the organization, but very little is observed of the managing process in these committees, ie the matching of the variety of tasks we attempt with the resources available (particularly people) necessary to see those activities through to successful completion. This applies particularly to the supervisory/management loads we place on Department Secretaries and Project Directors, who are left with the unenviable task of trying to make things work. The Executive Director has had up to 15 people reporting directly to him, ranging across hostessess, to Department Secretaries, and the Treasurer. This is bad practice for an organization of this size and complexity. A similar observation applies to the individual activities within projects.

Generally speaking, workloads are unevenly distributed across UMN - a characteristic of organizations where insufficient time is available for proper supervision and management.

PMCs and Boards that meet only twice a year cannot really effectively manage of direct activities. They are more in the nature of legislative bodies. A monthly meeting would probably be necessary if they are truly to carry out these functions. One observes that the Coordinating Committee is the only body of this nature that meets monthly; many internal decisions tend to end up here - for obvious reasons.

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The day to day running of UMN in fact seems to flow from the Executive Director discussions in the Coordinating Committee to Functional Secretaries to Project Directors to Section heads, and vice versa, despite what may be written about PMCs and Functional Boards. These committees tend to function more as forums on particular topics or on matters of irritation, rather than getting about the business of truly managing functions or projects. It is noted, however, that when they act as professional/technical advisory forums, then the quality of contribution is significant, and perhaps we should use them in this way. Management and accountability are not their strong points.

Turnover of committee/functional board members has been mentioned as a problem, affecting the continuity of direction, and often resulting in a re-inventing of the wheel. If we wish to attempt to manage UMN through committees and boards, then we must mount an ongoing educational programme of substantial proportions to train people in their duties and responsibilities. Otherwise we will get poor returns from the quality and the time and effort consumed.

One of the options open to us is to continue to attempt to run UMN internally through the existing series of committees/boards, and put the effort into making them work. One should not under-estimate the size of the task. On the other hand, there are many worthwhile things to work on, arising out of the Liechty Report, for the limited manpower we have available.

Clearly discernible and different tasks at each level in the organisation

Little change in decisions is noted as the present planning and managing detail moves from PMC to Functional Board to Executive Committee, and even to the UMN Board. It is not desirable to repeat activities at different stages of administration. Therefore, each level of the organization would benefit from having clearly discernible (and different) tasks to carry out concerning the running of UMN as a whole.

We would like to see Project made responsible for drawing up and implementing Annual Plans (within agreed guidelines), the necessary authority delegated, and then see them allowed to get on with the job.

A suggested pattern of Planning and Reporting

1. Project draws up long-term plans (or medium or 1 year according to length and type of project)

2. Department Secretary agrees parameters at ECC level, ensuring that UMN as a whole can cope with the proposed scale of operation ie

- compatability with aims and purposes, in line with desired thrust of Executive Committee.

- skilled project director/team leader available to direct that size of project.

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- recruitment of staff, including service people.

- funding.

3. Feedback to Project and Professional Groups and agreement on major parameters.

4. Plans submitted to Executive and Finance Committee for approval and/or feedback to project.

Once approved the following steps are suggested:

a) Long Term Plans eg for construction Project, limited life projects. Say 4 years or more.

5. Annual Plan drawn up for first year of operation, after steps 1-4 completed.

6. At six months, report on progress of implementation.

- to go to Project Meeting (for comment)
- to go to Professional Group (if applicable)
- to go to Department Secretary
- summary to EC/Executive Committee (Sept)

7. At 12 months, report on progress (against annual plan/against long term plan) submit annual plan for next year of operation, adjusting thats year's plan on the basic of experience gained and progress made in the first year.

- to go to Project Meeting
- to go to Professional Group
- to go to Department Secretary
- summary to EC/Executive Committee (March)

Note:What information does Treasurer want for Donor Agencies?
What information do UMN Board Members want?

8. At 18 months, report on progress of implementation (against that year's annual plan/against long term plan)

- to go to Project Meeting
- to go to Professional Group
- to go to Department Secretary
- summary to EC/Executive Committee (Sept)

9. At 24 months, report on progress of implementation (against annual plan/against long term plan), submit plan for next year etc.

- to go to Project Meeting
- to go to Professional Group
- to go to Department Secretary
- summary to EC/Executive Committee

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At stages (3) and (5) it may be necessary to adjust long term plan because of delays, changes etc (eg delay in signing agreement etc)

10. The above cycle then repeats itself .....

11. Note: When to rewrite the long term plan?

    - after each 2 years, say, for a 4 years plan? or

    - let run as is until significant changes occur then re-write as needed (as judged by Departmental Secretary and Treasurer) or re-write at end of 3rd year for next 2 years? etc.

    - (others possibilities are: Re-write long term plan for next 4 years each year - but is much work; re-write in 4th year for next 4 years or remaining life of project).

b) Medium Term Plans for on going work such as at hospitals

12. Project draws up 2 year plans

    - Parameters agreed at ECC

    - Feedback to Project

    - Submitted to Executive Committee/Finance Committee

13. Annual plan for 1st year of operation

14. Six monthly, 12 monthly reports as per long term plans, steps 2 - 10

15. When to re-write the medium term plan?

    - after each year? or

    - let run until significant change occurs? or

    - after each 2 years? etc.

One year Planning Cycle for on-going programmes as found in Rural Development, CHP activities etc.

16. All plans drawn up on a 1 year basis and adjusted annually for the next year. Report on progress at the 6 month point. Note: These must go through to Executive Committee for approval (as exceptions, because there are no medium and long term plans)

17. Within these plans, there may be medium or long perpectives for certain sigments eg 4 years in one panchayat for the whole team, or 5 years for forestry at location (a) etc. These should be highlighted with reports on degree of completion etc.

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Choice of Options

18. Departmental Secretaries should recommend to Executive Committee which category projects (or segments of projects) fall into, after discussion with project and relevant professional group.

19. Each 2 years, the summary reports should review briefly the life of the project, showing accumulative changes that have occured to major components ie what we thought we could do, and when, composed with the reality!

Preparation of Reports

20. At 6 month point, a summary report only of progress is required . This is a report against the 50% point of the annual plan, section by section, highlighting successes and problems, mentioning possible adjustments that may be needed to future plans. Significant issues only.

21. At the 12 month point, a detailed annual report is required for project, Department Secretary Treasurer together with a summary report for the Executive Committee. Evaluation of progress forms the basis for preparing the next 12 months annual plan and, if the timing is right, for preparing the medium/long term plan for the next period.

    The report should include

    a) Description/Overview

    b) Report of progress against annual plan

    c) Evaluation

    The plans should include

    a) Description

    b) General Objective

    c) Plan

    d) Personnel

    Also, the parameters should be noted

22. Alternatively, the six month report point (Sept) can be used as the starting point for reviewing the annual plans and medium/long term plans normally due at the 12 month point (March). Whichever cause of action is adopted, it should remain consistant for the project.

23. At the conclusion of a project, a final closing report should be issued setting out the major achievements and lessons learned.

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24. A list of major duties and time scale projections, as prepared for use in Andhi Khola are much work in the first instance (and therefore a valuable planning tool in themselves, as well as an educative tool for those reading the reports up to Executive level), but can be readily updated, particularly if placed on computer disk.

25. If the above format is acceptable in principle, then each project should set out its proposed choice of presenting reports and plans (one year, Medium or Long Term).

26. Parameters need to be looked at project by project - many were received in considerable detail and hence give the impression of being restrictive/controlled heavily from HQ, but this is the oppoiste of the intention approved by the UMN Board, that of delegative authority to projects within overall major parameters (5 only) which may be thought of as the 'boundary fences' within which projects have considerable freedom of choice in the way they choose to organise their activities.

27. The major thrust of planning and reporting is to bring the major matters to the ECC and then the Executive committee so that they may exercise their duty of directing the work of the mission in accordance with the aims and purposes set down by the Board. Policy matters affecting a project should have the contribution of the relevant professional group(s) as well as that of the project meeting, Project Directors, Department Secretary.

<u>Overall Coordination of Planning</u>

28. Department Secretary and Assistant Department Secretary levels have been strengthened throughout the mission and an Assistant to the Executive Director appointed in response to Board directives, These moves should be adequate to provide a forum for coordinating overall planning for the mission.It is suggested that the Assistant to the Executive Director be responsible for calling working sessions prior to accepting project recommendations at ECC meetings or before submitting proposals to the Executive Committee.

GG/elf
10/11/88

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AMENDMENTS TO THE CONSTITUTION AND THE BYE-LAWS

PROPOSED BY CC TO UMN BOARD NOVEMBER 1988 :

CONSTITUTION :

4 BASIS OF FAITH

Note: In adopting the foregoing basis of faith, UMN recognises that this does not fully express the doctrinal standards of all Member Bodies, nor does it expect Member Bodies, in accepting this brief statement of our common faith, to reject any of their doctrinal beliefs. Appointees will be free to observe the sacraments and other ordinances of the Church in accordance with their own usages.

6 ORGANISATION

6.4 The Board is responsible for:

6.4.3 Establishing an Executive Committee to act-for-the-Board between-Board-Meetings manage the Mission on behalf of the Board and to ensure that Board policies are implemented.

BYE-LAWS :

4 EXECUTIVE COMMITTEE

4.1. Purpose

To act-for-the-Board-between-Board-Meetings manage the Mission on behalf of the Board and ensure that Board policies are implemented.

4.4 Duties

4.4.6 To receive and approve Medium/Longterm/Overall plans and reports, as well as budgets and statements.

5 FINANCE COMMITTEE

5.1 Purpose

To be a sub committee of the Board Executive Committee to review financial matters of the mission.

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6 CO-ORDINATING COMMITTEE

6.4 Duties

6.4.3 To consider Plans and Budgets, ~~Annual~~ Reports, ~~Annual~~ Financial Statements, and Audit Reports ~~and-long-term-Plans~~ and make recommendations, where appropriate to the Executive Committee and~~,-where-appropriate,~~ the Finance Committee.

6.4.9 The concerned Heads of Institutions, Project Directors and Department Representatives shall be invited to Extended Coordinating Committee sessions to deal with the following :

- Recommend Medium/Long-term Plans and Budgets,
- Monitor Annual Plans, Reports and Financial Statements against the approved Medium/Long-term Plans.

8 EXECUTIVE DIRECTOR

8.2 Duties:

8.2.11 To direct the work of the Treasurer, Personnel Secretary, Department Secretaries, Director of Missionwide Support Project ~~and-Area-Services-Officers.~~

9 TREASURER

9.2 Duties:

NEW 9.2.6 To report to Finance Committee of supplementary budget actions.

11 DEPARTMENT SECRETARIES

11.2 Duties

11.2.3 To provide direction and assistance to Heads of Institutions and Project Directors, particularly in matters regarding project structures and coordination with other departments for components within projects.

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An Overview Outlining the Situation and the Prognosis for the Economy of the Hilly Regions of Nepal, with Suggested Guidelines

Al Schlorholtz
November 1988

The internal migration of Nepalese people is not a recent, major change. Over a period of centuries, evidenced by the different ethnic and cultural groupings, there have been numerous immigration inflows from a variety of areas at diverse points of time forming settled population settlements. Over the past two hundred years, Nepal has been experiencing an accelerating growth in population, as noted in Table 1:

Table 1. Population Totals for Nepal: 1750-1981 (Recorded Censuses)

Year	Total Population
1750	3,063,300 (Estimated)
1911	5,638,749
1920	5,573,788
1930	5,532,565
1941	6,283,649
1952-54	8,473,478
1961	9,799,820
1971	11,555,983
1981	15,022,839

It is assumed that the Census Reports numerate natural increases of settled Nepalese, and that the primary role of migration was to distribute population from area to area to release pressures on land, lack of employment opportunities, and the like. There can be no certainty that those totals exclude sizeable numbers of Indian nationals. (It is commonly reported that at present there are between 6-8 million Indians in Nepal and 4-5 million Nepalese in India). Census Reports do not enumerate these. In fact, one must record that Census statistics reflect a questionable level of reliability and validity. But, very much in evidence are the numbers of Indian nationals in Nepal's urban centers and especially in the Tarai.

The national Population Census of 1981 showed that there were the following people distributed in the 5 Development Regions:

Table 2. Population Distribution in the 5 Development Regions

Eastern Region	3,706,236
Central "	4,915,907
Western "	3,135,554
Mid-Western "	1,953,309
Far-Western "	1,311,833
	15,022,839 which is predicted to double in 27 years (2008).

Comparing the 1971 and 1981 Census Reports, it is noted that the Growth Rate was 2.6%, with the Himalyan Area growing by 1.3%
Hill Area 1.8%
Tarai Area 4.1%
Why the Tarai figure is so high is uncertain; your guess is as good as mine. Apparently both natural increase and a certain amount of immigrants from India, plus internal migrants, have been included.

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However, since the early 1950s, there has been occurring a constant flow of people from one area to another for various reasons. The largest outflow numbers have been from the Mountain and Hill Areas. These people have sought new opportunities for employment, land settlement, a more equitable share of resource benefits. This does not mean they have moved to the urban areas only. Statistic facts indicate otherwise.

Study of the following Tables indicates that most of the people have moved from the Mountain and Hill Areas to the Tarai, that fertile strip of land most suited for agriculture, industry, and commerce which borders on India. It averages 25-30 kilometres in width and stretches from the East to the West in Nepal.

Tables 3 and 4. Regional and Interregional Migrations

Table 4

Population Change by Regions : 1961-1971

Region	1961		1971		% Increase During 1761-71
	Number	Per cent	Number	Per cent	
Eastern Region	**2,273,496**	**24.15**	**2,797,500**	**24.20**	**23.04**
Hills and Mountains	1,317,750	13.99	1,409,942	12.20	7.99
Tarai	955,746	10.15	1,387,558	12.01	45.18
Central Region	**3,072,596**	**32.64**	**3,865,753**	**33.45**	**25.81**
Hills and Mountains	1,747,178	18.56	2,005,517	18.13	19.93
Tarai	1,325,418	14.08	1,770,236	15.31	33.56
Western Region	**1,998,663**	**21.23**	**2,465,540**	**21.33**	**23.35**
Hills and Mountains	1,580,482	16.79	1,870,430	16.18	18.34
Tarai	418,181	4.44	595,110	5.14	42.31
Far Western Region	**2,068,241**	**21.97**	**2,427,190**	**21.00**	**17.35**
Hills and Mountains	1,698,083	18.03	1,834,128	15.87	8.01
Tarai	370,158	3.93	593,062	5.13	60.21
Nepal	**9,412,996**	**100.00**	**11,555,983**	**100.00**	**22.76**
Hills and Mountains	6,343,493	67.39	7,210,017	62.39	13.66
Tarai	3,069,503	32.61	4,345,966	37.61	41.58

Table 5

Patterns of Interregional Migration : 1971

Origin	Destination					
	Mountains	Hills	Kathmandu Valley	Tarai	Total (Out migration)	Net Migration
Mountains	—	11,905	3,762	33,990	49,657	— 39,959
Hills	8,401	—	19,513	352,837	380,751	—340,992
Kathmandu Valley	857	21,390	—	23,237	45,484	—19,044
Tarai	440	6,534	3,165	—	10,139	+399,925
Total (in-migration)	9,698	39,829	26,440	410,064	486,031	0

SOURCE: Central Bureau of Statistics HMG of Nepal 1971 Census.

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Table 5. Inter-regional flow of migrants by regions

Table 6.9—Inter-regional flow of migrants by regions, Nepal, Census year 1981

Regions	In-migration		Out-migration		Net-migration		Net migrants as % of enumerated (Native born) population	
	Male	Female	Male	Female	Male	Female	Male	Female
Eastern Mountain	10,352	13,555	124,785	111,202	—114,433	— 97,647	67.2	58.5
Central „	4,556	5,869	10,467	11,269	— 5,911	— 5,400	2.8	2.7
Western „	762	318	18,147	20,072	— 17,385	— 19,754	168.6*	207.2*
Mid-west. „	3,454	3,876	2,846	3,066	+ 608	+ 810	0.5	0.7
Far-west. „	4,967	5,919	6,531	6,710	— 1,564	— 791	1.1	0.5
Eastern Hill	13,132	18,291	135,927	129,433	—122,795	—111,142	19.4	17.8
Central „	38,048	33,825	62,616	56,659	— 24,568	— 22,834	2.3	2.2
Western „	31,255	31,717	78,527	71,577	— 47,272	— 39,860	4.4	3.7
Mid-west. „	15,019	16,481	28,226	26,302	— 13,207	— 9,821	2.5	1.9
Far-west. „	7,359	7,200	24,184	23,187	— 16,825	— 15,987	5.6	5.3
Eastern Tarai	157,394	143,441	17,555	21,400	+139,839	+122,041	13.1	12.6
Central „	110,247	104,226	12,818	16,235	+ 97,429	+ 87,991	8.0	8.2
Western „	57,410	54,025	2,424	2,248	+ 51,986	+ 51,777	10.6	11.9
Mid-west. „	28,207	26,157	7,098	6,140	+ 21,109	+ 20,017	6.1	6.3
Far-west „	50,563	41,637	574	637	+ 49,989	+ 41,000	22.0	20.9

Source:Central Bureau of Statistics Population Census, 1981 Vol II, Table 8 and
" " " " Vol I, Part III, Table 7
Prepared by C.B.S.

This Table 5 shows the Net-migration inter-regionally with almost all the plus signs for the Tarai, totaling 683,178 as the net addition. The Eastern Tarai's highest positive balance of migrants may be attributed to more fertile land there, a higher rainfall, and that malaria eradication was more successful.

Discernible are various reasons, motivations, and incentives for the Mountain and Hill people to migrate to the Tarai and to urban areas. With the successful draining of the swamp lands from 1952, eradication of malaria, the availability and quality of Tarai land, improved road communication, growing industrial production centers, thriving commercial enterprises, and proximity to India -- a steady flow of migrating people over the last 30 years, predominantly to the Tarai, has occurred. The Tarai offered opportunities to "start over", even if it meant disruption and hardship. Our task would be easier if the Census Reports had pin-pointed exactly who and how many moved from which locations in the Mountains and Hills to which specific location in the Tarai and urban areas, but how could that precise information gathering been anticipated? It is clear, though, that great numbers of people have shifted and that the population growth is increasing at alarming rates.

All the Hill people did not migrate; sizeable portions of joint families did migrate, leaving behind those who would somehow keep possession of their small land-holdings and carry-on despite the constraints

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and difficulties. And the situation was growing worse as time went on. Over-population relative to employment opportunities, ecological collapse in the densely peopled and highly vulnerable hill areas (where 30% of the cultivatidble land had to support 60% of the country's rural population), decreasing land fertility and yields of crops, inadecuate health facilities, insufficient irrigation systems, lack of capital and credit, indebtedness, unemployment, underemployment, fragmentation of family land holdings, enforced search of higher level marginal lands for terracing, greater and greater distances to go for fuel wood, fodder, and drinking water, receiving a pittance for the small surplus produced, interest rates from 40 to 60% and more, few schools, increased erosion caused by the denuding of the hills resulting in gullies and landslides, and on and on, meant that, for many, it was time to move to a more favorable situation.

Not all intended to be up-rooted, never to return. For many decades people from the Hills and Mountains had learned how to survive against great odds. They had sought supplementary incomes by going to India for employment, to the Tarai for seasonal harvest work, to Towns and larger Centers for temporary work and income. Others portered heavy loads over steep hills, while others wandered doing piece-work where possible. Others joined the Gurkhas, or construction projects, or did food-for-work 'volunteer' service.

Simply and concisely put, the crisis-situation facing Nepal will not be solved by concentrating attention on the Hilly areas exclusively, as Minute BD-8/87 implies. A wider, more comprehensive perspective must be taken, which takes into consideration a more wholistic approach. But, this is not to discount or belittle the previous efforts made in the Hills. Surely, external helpers are to be commended for doing what they could having responded to "the call to help the poorest of the poor in the Hills" where most of the people "used" to live, where there are still desparate needs to be ministered to, where the ecological impending catastrophic-time bomb is ticking away, where the trend of diminishing returns has thwarted all six Five Year Plans of HMGN to have their targets fulfilled, where the majority of the people are poorer than they were 30 years ago, where enhanced infrastructures seemingly add to the burden, where the consequences of an out-dated feudal system are being reaped. No, the problems of the Hills being dealt with and possibly solved is only a portion of the whole picture of assistance and development.

Taking rupees 500.00 as the estimated per capita income, how could it be that in 1973 the Tarai had 56% of its population and the Hills had 72% of its population existing below the poverty line? In Nepal, 10% own 60% of the land, and 65% own only 11% of the land. A government official has stated,

> "In the Nepali context, subsistence level small peasants and tenant farmers who have little or nothing left to sell from their share of what is produced, agricultural wage laborers with no land or tenancy rights of their own, piece-wage earners looking for work in urban areas, the educated lower middle class with no means of livelihood or employment, those groups who have lost their traditional occupation as a result of the blind, ruthless and unconsionable modernization that has occurred in the country and the society, -- are among the great majority of the people who have not been able to enjoy the fruits of development or take part in it. These are the people who have not benefitted at all from development."

Are urban centers and the Tarai the only places of refuge and help? Where will people go when the saturation point has been reached in the Tarai and the urban centers hang out the "NO VACANCY" sign? Even now, what do urban centers have to offer the 'marginal people' seeking a new order and opportunities among the cracks and crevices left by the

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Developed Elite? Will they not be forced to subsist in mass poverty as they migrate without education, skills, funds, and the like? Can they work in industries? Can everyone engage in handicrafts for which they are not handy and in cottage industries when they don't have a cottage?

"According to B.P. Shrestha, 88% of Nepal's industrial investment is in the Tarai, as is nearly 100% of the nation's industrial labour force" (Shrestha, 1966: 147), which has changed since then. But it is true to say that the majority of the industrial enterprise is in the Tarai. What, then,is so alarming about the shift of the population majority from the Hills to the Tarai? There has been little absorption of the agricultural sector labor surplus into industry in the Hills, because industry is so limited there. At least in the Tarai there is a great deal of industrial/commercial potential. But, that hope is fraught with question marks because of proximity to India and an open border. Nepalese industrial/commercial enterprises in the Tarai cannot compete with Indian entrepreneurs already established in the Tarai, in the urban centers, and in India. These are additional constraints to somehow be overcome.

Prognosis for the economy in the Hills and for Nepal as a whole is grim and desparaging. Space does not permit sharing more details regarding a worsening situation. The 1987 World Bank Report stated that Nepal has slipped from 7th place to the 2nd place in a listing of the poorest nations in the world, with an annual per capita income of about 150.00 U.S. dollars.

Before turning to suggestions of ways in which UMN might plan to meet the challenge, may it first be emphasized that this Report is not adequate upon which change in Long Term Plans could be made. Such a comlex, complicated, and perplexing situation demandsa full demographic, socio-economic, political study and investigation. It should become an imperative to preparation for negotiations concerning the UMN Agreement due for signing in May 1990. It is believed that there is no panic-bell reaction called for by the UMN; that signal is for Nepal to respond to, far in excess to the present Basic Needs approach presently pursued.

Following are some suggestions of things to keep in mind and to consider while in the process of planning to meet a changing situation:

1. The statement of the Purpose of the UMN is adequate and appropriate.
2. While standardization of Plans and Policies across the Mission might be preferred by the Board, due consideration should be given to the possible loss in creative flexibility, project/program initiatives, reflective adaptability to the meeting of peoples needs and enablement through lower-level participation rather than centralized planning, direction, and control.
3. The dichotomies of Hills-Tarai, Urban-Rural, Engineering/Industrial-Rural Development, Rich Elite-Poor Masses, and the like should be discontinued, placing the focus on <u>people in need</u> rather than categories and abstractions. We must be wary of either/or; more emphasis should be placed on integration of inter-component compatibility and workability.
4. UMN follow and minister to the Poor <u>wherever</u> they are: rural or urban, but concentrating in strategic areas, public relations in nation-building, being recognized as a development agency(NGO)which knows the facts of the situation, makes decisive decisions, discerns the trends/concerns/issues, maintains steadfast flexibility without compromise of Purpose, Principles, or Policies with a Christian ethos and motivation, re-establishing the uniqueness and philosophy of the UMNs professional/technical work-witness approach and image.

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5. Design relevant, appropriate, and effective methods and strategies to meet and minister to peoples needs at various levels of participation. This means seeking to replicate the Surkhet Model, the BTI,DCS,RDC, CDHP, CHP Models with emphasis on <u>how</u> to help people in Self-Development. It also means seeking to integrate Institutions into Local Community/District/Zonal/National System relationships and responsibility. It further means seeking to develop Private/Public Enterprises which are related to hydro-electric power and distribution efforts, appropriate technology research, development, application, and the like.

6. Identify and seek to get involved in the development needs and efforts of people in Growth Centers strategically located along the Growth Axis points of Nepal. These are listed for reference:

Growth Axis	Town Panchayat	1971 Census	1981 Census
A.	Biratnagar(Tarai)	45,100	93,544
	Dharan (Tarai)	20,503	42,146
	Dhankuta (Hills)		13,836
	Hedangna (Mt.)		
B.	Bhairawa (T)	17,272	31,119
	Butwal (T)	12,815	22,583
	Tansen (H)	6,434	13,125
	Syangja (H)		
	Pokhara (H)	20,611	46,642
	Tukche (M)		
C.	Nepalgunj (T)	23,523	34,015
	Birendra Nagar(IT)		13,859
	Dailekh (H)		
	Jumla (M)		
D.	Birgunj (T)	12,999	43,642
	Hetauda (IT)	16,194	34,792
	KTM City(H)	150,402	235,160
	KTM Dist: Add		
	Lalitpur		79,875
	Bhaktapur		48,472
	Barbise (H)		
	Dhunche (M)		
E.	Janakpur (T)	14,294	34,840
F.	Bharatpur (T)		27,602
	(Narayanghat)		
	Mugling		
	Gorkha		

This has been attempted by Economic Development efforts to replicate BTI/Company Models from Butwal to Surkhet (but HMG offered that to ILO)
Butwal to Dhankuta(but HMG offered that to KHARDEP)
Butwal to Surkhet(but HMG offered that to Dutch Govt)
BTI Model to Hetauda (demise of Director) New offer from HMG may materialize.
Tatopani Hydel work at a strategic location.
Jhimruk Hydel work opening up efforts in West & North.

7. The UMN effort over the last 35 years has made a tremendous impact and improvement in the areas of work and the Nepalese people affected. The Models have proven their worth and effectiveness. But a new era and changed circumstances demand new ways and means to enable a healthy, just, and equitable distribution of economic, social, political benefits, participation, quality of life for the "Have-Nots of Nepal through the self-development of people learning not only how to help themselves, but also how to help others in a growing awareness and ability of mutual interdependency. Take courage; the best is yet to come!

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NEPALISATION.

Ownership of UMN.

The UMN operates in Nepal by agreement with HMGN and is known as a Christian mission. UMN has no organisational link with the Church in Nepal but encourages individual fellowship between Appointees of UMN and churches, and also sees itself working in unofficial partnership with the Church. In this latter role, UMN enables the Church in Nepal (the fellowship of believers) to engage in that part of a wholistic ministry which focuses on care of and ministry amongst the underprivileged and needy of Nepal's society. The churches of Nepal, on the other hand, perhaps focus more on evangelism as another part of that wholistic ministry.

UMN is a Christian mission, and should be managed by Christian people on behalf of that segment of the Church which is seen to be in ownership. (At present, that is the Member Bodies, which are all bodies which are constituted outside Nepal.) That basic tenet is fundamental to UMN, and in any discussion of Nepalisation should be the "bottom line" which is always adhered to.

Ideally, UMN would be owned and managed by the Church in Nepal in partnership with the Church worldwide. However, with the present situation, the nearest we can get to this seems to be the presence of two representatives of the Nepali Church on the Board of Directors. There is the possibility that one or both of these may be elected to Executive Committee. The representatives are nominated by UMN officers. It may be that this is the best we can have, but if it is, then it calls for constant communication and sharing of information between UMN and the churches so that each one feels the other is understood and each one feels that they can contribute to the other.

In the future, can we look for a situation where -

1. The churches of Nepal are recognised by HMG and can officially enter partnership with a foreign Christian group in the UMN, with a concern for evangelism and Christian care as parts of a wholistic ministry.
2. There is a strong enough NCF movement (or equivalent) which represents churches and which can nominate more than two members of the Board.
3. The Executive Committee should effectively oversee the policy and management of UMN and should always have at least two representatives of the Church in Nepal as members.
4. As the Church in Nepal grows and is able to take more responsibility in providing personnel for this particular side of its ministry, the share of direct management exercised by the Church in Nepal would also grow. It is difficult to envisage a situation where outside funding is never required, and it is probably true that for many years yet, expatriate assistance will also be welcomed. However, the process of Nepalisation should at least encourage and allow for increasing ownership and management of UMN by the Church in Nepal.

Richard Clark
Chairman of the UMN Board

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NEPALISATION AND FUTURE OF INSTITUTIONS — CONFIDENTIAL

AIMS OF UMN

To minister to the needs of Nepalis. To make Christ known by word and life. The fundamental principle is to train Nepalis in professional skills and leadership.

GROWTH OF UMN

Health Services	Grown to large organisation.
Education	A compact size.
EID	Tackled some innovative areas of development. Capable of nepalisation in various forms.
Rural Development	New model developing. Difficulties of integration in other streams.
Administration	Complicated because of conglomerate-type nature of present day UMN.

PROSPECTS FOR NEPALISATION

General

We should allow people to develop at own pace (not force it, which will certainly lead to disappointment).

How best to use limited resources of suitably experienced, mature Christians, within the total Nepal scene? Should we divert them from church or parachurch work?

The political climate does not favour the rapid growth of a technical and professional Christian segment of Nepal society.

Nepali Christians working in an Christian organisation that brings funds into the country will be suspect for the foreseeable future.

It is probably better if the Nepali Church learns to "go it alone" in this own country, rather than be encouraged to be dependent upon foreign funds, or be seen to be associated with foreign funding.

Organisationally

Nepalis come under much pressure to provide jobs for relatives or to provide preferential employment opportunities to relatives of officials etc. The same applies to performance of work. It is difficult to take action against inefficient employees because of likely repercussions outside the work place. It is more difficult for Nepalis to run "Western style" organisations, whose credibility depends on delivering service, than for people outside Nepal, because of these reasons. What backing up would be we be able to give Nepalis to support them in this situation?

UMN has been allowed to grow into a diverse, complex organisation, and therefore, difficult to run, even with Western training and experience. This will be much more so for Nepalis who are building up management experience.

Even many of our Projects have grown to the size, where the number of people available to run them competently is limited.

If we choose to carry on projects, entirely under Nepali leadership, they should be small in scope, so that we do not over-extend the people asked to run them.

The number of competent Christians available to fill respnsible posts within projects is limited and this will affect the one-to-one impact of our presence. The alternative is to "Hindu-ise" our work, with the consequent change of emphasis and perhaps standards.

It will not be easy to find Christian replacements for Nepali Project Leaders, as and where they leave. Do we promote effective Hindus? Why should Christian agencies finance Hindu welfare/development activities (there are many secular organisations/governments who will readily do this)? Or do we promote inexperienced Christian Nepalis (with the allegations of preference to Christians)?

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We probably need another two decades before there are sufficient of educated Christians in Nepal, to hope to run a "UMN" substantially with Nepali middle and senior leadership.

It may not be necessary (or even desirable) to carry on many of our activities if alternative resources have built up within the community/country, eg bazaar industries/factories, private and government schooling, hospitals, community health work. We can close them down if there are alternatives.

Health Services

HMGN would ideally want us to finance our medical work using permanent HMGN staff as employees. The same applies to each of our projects, in all probability.

Hospitals Perhaps HMGN will not want to take them over, because the standards are so different, and because they do not "fit" the HMGN system, that is slowly developing. But we should always be ready to offer the hospitals to the HMGN.

The HMGN would probably want the finance to run them, with Nepali Hindu staff, if they did show an interest.

If we did move towards HMGN standards by lowering our own standards, then we run the risk of undoing the goodwill created in the community by virtue of the Christian standards, and hence will undermine the credibility of Christian presence.

Is it better to run our hospitals to Christian standards where we can and for as long as we can, until asked to leave by HMGN, or until our presence as foreigners is felt to be more harmful than good to the Nepali Church? We may reach a crunch point quickly if the HMGN wishes to replace expatriates with Nepali Hindus. At what point do we say that the effective Christian presence in our institution is so small that it does not warrant the effort and finance required to run the institution?

Alternatively, we may choose to build a new HMGN Distric Hospital in an area and offer to second staff to the new HMGN Hospital. (As wih INF and the Regional Hospital, Pokhara). There are problems here associated with a fall in standards too...

CHP's Would the nature of CHP work change, if links with UMN hospitals were severed?

Should we move to the INF model, ie primarily teaching Nepali local people to carry on?

Or should we move out and allow HMGN or private medical halls to fill the need?

There is no problem of disengagement, apart from what to do with the staff made redundant.

Rural programmes would probably lapse.

Other Programmes/Secondments Probably encourage work of development programmes like mental health, nutrition, dental, drug abuse.

Encourage secondments into the medical areas of HMGN.

Nursing Campus Run as long as Senior Christian staff is available or as long as HMGN permits, then pass to HMGN?

Education

Education is one of our most effective areas of contribution in Nepal, in my opinion. It is a sound investment in the future of people.

Schools Under our agreements revert to HMGN or to go to HMGN.

Jumla Will probably become a RD programme, if we continue after KTS is handed over.

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Secondments Encourage to go into tertiary area as opportunity permits, or into secondary system, if it opens up again (10 + 2-level).

Other Programmes Eg NFE. Encourage, if allowed to. TSF could continue. Business School could continue.

NHE is an attempt to provide Nepal with the beginning of expertise to carry out maintenance/manufacturing in the medium industrial area. In my view, it is worth experimenting with, during the life of Jhimruk, to see what develops. It is an adventurous development move, innovative in mission circles. (I am not conversant with the arguments of BEW versus NHE etc.)

DCS. The relationship under ITID needs to be explored and worked out. It has the potential to be a good development agent in rural areas, eg 200 small mills and turbines as well as those generated out of bazaar industries. Needs to be watched that it does not take on too many development projects and that sufficient effort is put into testing the market, marketing and follow up to establish the reliability and servicing of the products.

Gobar Gas. Continue the promising moves to divert ourselves.

Technical Education See notes under Education.

EID has developed considerable expertise in establishing a self-supporting light industrial town (Butwal), the only one west of Kathmandu, in the most needy 2/3 of the western part of Nepal. This, in my view, is a significant achievement. (It is a rare skill, even in Australia, where we have seen a number of attempts to develop self-supporting towns, mostly unsuccessful. Most towns remain dependent on the large industry that spawned them.) Should we keep an eye out for opportunities to develop another centre in the west? But we will need a long term person of vision and experience to carry this through.

Or should we be looking for opportunities for light industrial development that will come with rural electrification, as it proceeds in bazaars and villages?

Rural electrification opportunities should not be lightly dismissed. They are a means of reaching into the rural Nepal.

HH activities also enable us to move into the rural Nepal for fixed periods of time. Other projects tend to be strongly self-perpetuating. Once there, reasons can always be found for continuing on, and our resources tend to get channelled into existing areas. This may be the best use of resources, but we do need to re-assess the opportunity value of new work against contintuing established work.

Nepalis are good private business men, but not so inclined to the cooperative model of running organisations. HMGN majority participation tends to dampen efficiency and entrepreneurship. (I know little about public limited companies, of how well they function in Nepal.)

After Odd Hofftun goes, who will have the experience and entrepreneurial thrust to continue in this area of development?

Technical Education Encourage secondments/participation into this expanding area. Between BTI and KTS we have developed considerable expertise in these areas as well as a reputation. Here, it is important to keep close links with TEVC.

Engineering & Industrial Development

BTI BTI is virtually Nepalised, but have we gone too far, to the detriment of our Christian presence?

The model is a good one, linking industry with training and worth persuing into other areas of Nepal if the opportunity permits.

We should work out the links with ITID to see where this leads.

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Companies - General Joint collaboration with HMGN generally. The decision to make is, when do we feel it is right to withdraw from them on a one-by-one basis?

Once bazaar and competitors have taken up the challenge of establishing themselves in the market place, there may be no need to keep our companies running. "Nepalisation" in the best sense of the word has occurred.

Technically trained, these employees are relatively easy to place elsewhere, if the companies cease.

Also, we can explore the possibility of transferring shares to HMGN or to the private sector.

Companies - Particular BEW is valuable for apprentice training and linked for the present to the future of BTI. It is a good model for light industry.

BPF is not necessary to be kept as a UMN company, and probably would be run more effeciently if entirely in Nepali hands (in Nepali context!).

BWI is not necessary to be kept as a UMN company, unless we wished to use it to develop new approaches for using wood products in Nepal. There are many other similar firms now.

BPC is a holding company for rural electrification and other activities normally controlled by HMGN. It is useful while we are engaged in this development work in rural areas. It is also associated with irrigation in rural areas.

HH is becoming a "trusted" Nepali construction firm for small/medium scale hydel & tunnelling work, and is building up the expertise in Nepal among Nepalis to undertake this type of work. It would be worth continuing through the Jhimruk phase (if awarded to UMN), to at least allow Nepal the chance to develop this construction capacity.

Rural Development

The model of small teams, with adequate support, is outlined and agreed by the Board in the UMN Management Study.

Very often, hospitals and schools etc are thought of as our "institutions", but to me the real crunch is not bricks and stone, but the taking on of employees with their expectations of continuing employment and personal development opportunities.

CHP's and rural projects can quickly become as "institutionalised" in their approach as the "bricks and stones"-projects, with pressure building up to live only in places well supported with educational and health facilities etc.

Administration

As suitable Nepalis become available, so they can be trained into positions of responsibility.

Also, we can train staff, but may not keep them due to high market value.

It is unlikely that HMGN would insist on Nepalis at Executive Director or Department Secretary level, but much more likely at Project Director level, and quite strongly at Section Leader level.

CONCLUDING THOUGHTS

Probably it is not prudent to attempt to keep UMN going in its present form if HMGN insists on replacing expatriates with Nepalis according to a quick programme.

We may choose to retain smaller segments under Nepali leadership, subject to this being thought best for the strengthening of the Church in Nepal.

Various components may be worth considering as opportunities for placing tentmakers, eg EID work.

Other components could be handed over to Nepali ownership.

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Secondments are possibilities we should continue to explore.

We should continue to keep a close eye on opportunities in which we could be involved, until such time as the Church feels that the presence of expatriates is hindering the development of the indigeneous Church. (Time to go it alone.)

With frequent changes in the Ministries (sometimes three secretaries within a year), it is difficult to get a consistent line of cooperation with HMGN and develop plans for handover/disengagement.

Therefore one is inclined to think that we should keep going as long as we are able, developing plans that are in keeping with trends in the country as best as we are able to discern them.

Smaller units rather than large units are more easily dealt with in the Nepali environment, generally speaking.

Graeme Gugeri
November 8, 1988

Nepalisation

I see this should work in UMN by;

- aiming to make our programmes address the needs of Nepal as perceived by Nepalis.
- working alongside the Nepali church in the various locations we work in. To complement the work and witness of the Nepali church. To seek the advice of church leaders regularly regarding the ongoing work and possible new opportunities for UMN.
- training Nepali people who can take responsible positions both inside and outside UMN.
- if we set up administrative structures, setting them up in a way that is culturally fitting and consistent with our Christian ethos.
- handing over expatriate positions to trained Nepali staff as soon as is appropriate (the defining of this appropriateness will of necessity vary from place to place).
- involve Nepalis more in the planning/evaluating process in UMN.

I do not think that we should aim to have a fully Nepali-run UMN. For main administrative posts in HO, we would certainly want Christians and I cannot see a Nepali Christian-run organization being allowed to survive in Nepal at present.

Maybe a question we <u>should</u> ask - do we see UMN as a time-limited operation? This is a question we must ask and decide on <u>with</u> the Nepali church. That should be the initial forum for us, as a mission, to discuss our future. If that decision is that UMN should continue on and is a help rather than a hindrance to the church, then the next step is discussion with HMG to see where and how we continue/expand/change. If UMN <u>is</u> time-limited, then we need to address the question of handover of institutions much more urgently.

David McCauley

24-10-88

Gossner Mission

UMN INSTITUTIONS

The problem is:

what is our long term aim for existing UMN institutions e.g. hospitals, business school?

i) Do we continue to run them for as long as we're allowed to be in Nepal and then "do what we can" when we need to leave?

ii) Do we try to handover to Nepali administration (either HMG or private sector) and phase out our involvement? Some would ask, is this even possible?

if we follow i) above,

Advantages:
- we can continue a good, high-standard, Christian work input.
- we can continue Christian witness there.

Disadvantages:
- UMN cannot keep on growing, so we may not be able to take opportunities in new places if we are "stuck" running the old ones!
- we will be under pressure to continue subsidies and deny self-sufficiency.

if we follow ii) above,

Advantages:
- we can relieve ourselves of staffing/financial burdens and free ourselves for other things.
- we can fulfill the Nepalisation goal.

Disadvantages:
- is HMG willing to take on administrative and financial responsibilities?
- The standard will probably drop - especially in hospitals.

Some say that UMN has never successfully handed over institutions to Nepalis. I would contest that.
In Education sector, MBGHS was a UMN school and it's now private. LARC was a UMN project before becoming a private company. Other schools in Gorkha were UMN-run and now are HMG. In the schools situation, however, it took a strong unilateral HMG decision to bring about the change. It wasn't a UMN initiative (as far as I know).

I believe:

1) It will be hard to handover any institution to HMG unless <u>they</u> initiate the move.
2) If we <u>want</u> to handover, it should be written into the original agreement, with schedules.
3) If handover is anticipated, we should stick to capital investments only and not get involved in the running expenses. (e.g. what we're doing in GBS).
4) I think joint UMN/HMG ventures in institutions with planned pull-out is a good direction. e.g. KTS, GBS. I believe both these can be handed over completely.
5) In education, HMG is encouraging the private sector. GBS will be "semi-private". LARC is private. Is the Business School a possible private school in the future? Hospitals?

David McCauley
24-10-88

Gossner Mission

LONG TERM PERSONNEL STRATEGY

The purpose of this paper is to provoke some discussion on the future direction UMN may take concerning personnel recruitment. The context discussed here is the work of the Rural Development Department, but may equally apply to other department areas.

The following points will be touched upon:

1. The use of Expatriate personnel.
2. The "Nepalization" of UMN posts and the implications involved.
3. The hiring of Nepali professionals and the implications involved.
4. Discussion questions.

THE USE OF EXPATRIATE PERSONNEL

It seems apparent that UMN will no longer be able to make use of expatriates in the same manner it has over the past 30 years. His Majesty's Government is developing its own strategy for foreign input and indications are that they will move further toward policies which stress the creation of opportunities for Nepali professionals. They are building up a pool of their own human resources and they need jobs to keep trained people occupied. It is most likely that expatriate involvement will only be permitted in those areas where there are no, or insufficient numbers of Nepali professionals able to do the work at hand.

We are seeing a move toward "counterpart" personnel strategies as an attempt to speed along this process. This is meant to be a kind of apprenticeship training program with the ultimate goal being to replace expatriates in those areas where their presence is still depended upon. A recent message was circulated that the King has decreed that all foreign advisors are to take on Nepali counterparts and design deliberate means to ensure self-replacement.

This would seem to indicate that particular areas and levels of professional input by UMN expatriates may soon become unavailable to us. All signs seem to be pointing in this direction. We know that for many of our expatriate posts there are qualified Nepalese available to fill them. As HMG grows in their knowledge of our operations, they too will realize this. How much longer will we be permitted to hang on to these positions? 1990?

But, there is another question which we need to address, "Do <u>we</u> want to hold on to these posts?" Certainly in the best interests of national development we should welcome the rise of Nepali professionals. Matter-of-fact, through our scholarship program we are making a grand contribution to this very thing! We are, in essence, working ourselves out of various jobs. Do we want to cling to these positions, or pursue their nepalization?

Over the past year there has been much woe attached to this development. A question which lingers in many discussions is how many of our traditional roles will be closed to us in the future?

Perhaps we need to look to this as a challenge to our traditional use of expatriates and a spur to get us to think of more creative and may I add, <u>needed</u> ways of contribution.

THE "NEPALIZATION" OF UMN POSTS AND THE IMPLICATIONS INVOLVED

We must address the issue that what might be best for national development may run contrary to particular aims and goals of the organization. I am deliberately referring to a perceived mission to see the growth of the Christian church in Nepal pursued through the presence of foreign Missionaries. There is the position taken that more Missionaries spread about the place will result in more Nepalese becoming Christians. As well, the more Missionaries we have occupying posts in our projects, the greater the assurance that the values and ethos we have embraced as a Christian Mission will be adhered to in our work and work places. If, in fact, our Missionaries are about sharing the Gospel and projecting our ethos and values, then this mission will most certainly be furthered through our presence. Indeed, the more extensive the presence, the more potential there is for this kind of impact. The bringing of professional Hindus into Missionary posts may greatly limit that mission, if not jeopardize it altogether. As long as we have some such Missionaries, the impact will not be eliminated, but the fewer the number may, in some peoples view, result in less influence.

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Another area which may be threatened by such nepalization is our present financial policies and tendencies. By tendency, I refer to Christian donors' commitment to finance Christian presence. Will the Member Bodies continue to support the financial needs of programs which have been greatly reduced in Missionary and Christian presence? What is an acceptable ratio? 1 to 3? 1 to 10, to 20? 0 to ...? By policy, I refer to the financing of general administration through per capita grants. The fewer the Missionaries, the less money in the pool; unless we continue to raise the amount of the grant. How many Member Bodies will be willing and able to match the necessary growth of the grant figure to match the decline in appointee numbers? What other ways will we be able to underwrite our marketing line to donors that UMN does not take a percentage of program grants for administrative overhead?

There may be a conflict of interests, mission and finance, in pursuing a deliberate policy to nepalize expatriate posts. There may be, but does it necessarily need to be so? Is mass always more effective? Perhaps with the bringing in of more professional people to the organization we would also have greater access to influence that segment of society which will, no doubt, greatly affect the future direction of this country. Will our Member Bodies see enough potential significance in this to continue to fund our programs, even if the Missionary numbers go down? They must answer that, but perhaps there are other organizations which also will fund good, effective programs.

THE HIRING OF NEPALI PROFESSIONALS AND THE IMPLICATIONS INVOLVED

If UMN chooses, or is prodded to pursue the replacement of expatriates with Nepali professionals, a problem faces us; how do we go about attracting and keeping the good ones? "Nepalization" may be a theme which carries great paternal warmth and salving effects, but it will be a costly one in terms of financial benefits which will have to be offered. UMN program expense is greatly underwritten through the donated volunteer labor force resident in the Missionaries presence. The cost of manpower will greatly rise as a result of bringing in professionals from within Nepal. They do not come as volunteers and if we want good people we will have to pay for them. The more of such people we hire, the greater will be our operating expenses. There is the argument that we could hire numerous Nepalese for the actual costs involved in keeping one Missionary here. That is true, but will the Member Bodies use that money to hire Hindus to take the place of the more expensive Missionary?

As well, the greater number of educated Nepalese in higher positions we have, the greater their influence will be, will need to be if they are to indeed make the contribution we would be paying them for. This may lead to some loss of "control". Power would be shifted into the hands of non-Missionaries to such an extent that conflict may arise in decision making. It may be more difficult to attack the nepali problem in a western way. We may verbalize an openness for that scenario, but can we relinquish the power to allow it to evolve naturally and freely?

Will we allow Nepali non-Christians to rise into a strata of leadership which has until now been reserved for Missionaries? I am not referring to all such positions, but to what extent? If we want dedicated, determined Nepali professionals to help us take our projects forward, will we deny them the opportunity to rise in the organization? If we do not deny them this, will we go so far as to afford them the opportunity to disagree with us and choose ways we might not prefer?

We can find the kind of Nepali people we need to fill many of the expatriate posts we now have. We will have to pay for them and we will have to allow them opportunity, responsibility and authority to rise to their full potential.

DISCUSSION QUESTIONS

Assuming that numbers of UMN expatriate posts will be reduced substantially, either by choice or at HMG's insistence:

1. What should our strategy be in the time before 1990 to prepare for this eventuality?

2. What are the most appropriate uses of UMN expatriate input in the coming years?

3. Should UMN's work "shrink" in proportion to shrinking numbers of expatriates? Or, are we ready to extend to Nepali professionals the responsibility, authority and control necessary to help carry our work into the future?

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4. If Missionary numbers are reduced, what are the implications for:
   - carrying out the above mentioned "mission"?
   - obtaining adequate resources?

In closing, let me state that within Rural Development we have the scope and opportunity to expand our work, but not through a significant growth in expatriate numbers. If we take the path which will lead us to filling our ranks with Nepali professionals to join a small number of Missionaries in taking this work forward, we may have the means to meet the challenge before us. However, in light of the above stated issues we need assurance from the UMN Executive Body that we do so with eyes open to the implications involved; and that we do so with determination, rather than a reluctant submission to current events.

Jim Alexander
Rural Development Secretary
November, 1988

THOUGHTS ON NEPALIZATION

I would like to suggest a different word to be considered to highlight the RD perspective on this issue: "community-ization". What do I mean by this? Our goal should be more than to develop an organization which can carry out successful development activities, work crews moving from job to job. Rather, we should strive to enable Nepali people to take up the lead in their own development. In this light the concept of nepalization takes on a particular meaning. In RD work we are not pursuing any kind of permanent outside presence in our project areas, be it Canadian, Japanese, Ethiopian, or Nepali for that matter. We should endeavor to be instigators in the development process, facilitators, behind-the-scenes organizers and encouragers. We should be taking part in community-sponsored activities, rather than engaging local people in project owned endeavors. When we have reached a certain level of community sustainable mobilization we should pack up and leave. Impossible idealism? No, but real hard work which necessitates especially gifted people with particular talent, training and experience.

I happen to agree with the oft-stated argument that it is better to have a foreigner who is motivated and dedicated to peoples good, living and working in a Tamang village, than a somewhat arrogant Brahmin from Kathmandu being there as god-among-the-people waiting for the next best opportunity to open up somewhere else. There seems to be a certain naivety associated with this nepalization, as if Nepalese are somehow different from all other segments of humanity with its good and not so good members. To do what I have described above will take people who get underneath other people, helping them place their feet up the ladder, not those who use people (and the organization perhaps) merely as rungs for their own personal ascent. If nepalization means filling the UMN with Nepalese for the sake of doing so, we will certainly face a greater challenge in the future than we face at present accomplishing anything in the Name and Spirit of Christ.

Now, having said that, I must also state I believe the best people to carry out this task of community and national development are the Nepalese themselves. If by nepalization we mean filling our ranks with those who will grasp with their hearts the justice our God demands for all people and who can offer the skills and experience necessary to see that justice and love personified in this society, then let us get on with nepalization; let us bare the cost of doing so. There is a cost to bare you know; it is so much more than an honarable intention, a paternal gesture.

Jim Alexander
RDS
12/10/88

Gossner Mission

Evaluation of UMN's Industrial Work: Butwal Working Group

PART TWO. NEPALISATION

Nepalisation??? Yes, of course!!!
But ..... Nepalisation of what or whom? And what do we mean by Nepalisation anyway. In order not to create any more confusion, the following statement is made:

1. Nepalisation is seen as a process of handing over control and/or ownership of UMN institutions, projects and programmes to Nepal, whether private parties, local authorities or HMG. If not full handover, then at least a move towards fuller integration into the the institutional framework of Nepal, or greater participation from their side.

   This all includes areas as: the filling of posts (at all levels) by Nepali staff, training for leadership and administration, the process of handing over skills and knowledge, use of counterparts, limitting the number of expat. staff where possible, the ratio of expats. vs nationals in our projects, etc.

   This all should lead to a state of greater self sufficiency and of greater control by Nepal over its development efforts. Clearly this does not mean, that Nepalisation is a process of gradual withdrawall of all UMN-ers till there is no-one left, for there will always be new areas where we can contribute. But we have to keep moving!

2. When we speak of Nepalisation, we mean Nepalisation of UMN institutions, projects and programmes. Not Nepalisation of UMN itself. Clearly UMN has its own background and character. There may be a time, when qualified and able Christians are in a position to take up leadership positions in UMN. Until that time, there are a number of key posts (ex dir, treas, funct sec, and ?), that cannot be Nepalised, or we are in danger of loosing our identity. Being an NGO, this is quite acceptable.

3. The Latest definition of Nepalization (ED-18/87) confuses the issue of Nepalization with that of Christianization (or even Westernization). When we speak of Nepalizing a Project, we speak of fitting that Project into the framework of Nepal as mentioned above; however changing the attitudes of Nepalis so that they fit into our Projects is a process of Christianization. Although this is a worthy goal in itself, it should be seen for what it is.

   Therefore clause c of ED-18/87 should be deleted (clause c states "seeking to impart attitudes in people which will develop justice, dedication and uprightness in work situations.")

Problem areas noted in Nepalisation:

1. As UMN does not have specific post recruitment, but rather general personnel needs (in many areas), a situation might occur where there are excess people coming and filling posts, that easily could have been filled by Nepali's. This clashes with our goal of limitting the number of expats as much as possible.

2. It seems that there is no real incentive yet for Nepalisation. It is more a moral obligation, leaving this area a bit vague and neglected. Things may change in the future, with HMG putting the thumbscrews on. Are we prepared then for Nepalisation?

3. There is a salary problem, when trying to Nepalise. Because of the type of work we do, our standard and the remoteness of some of our projects, higher salaries have to be offered. A cheap expat can be an easy way out (eg. the companies). In the Health Agreement we are tied down to the HMG salary scale.

4. In many papers we notice a fear for Nepalisation, in that it would degrade our witness. The group felt that the time of institutional witness - that is, using our institution as a witness or as a platform for personal witness - has passed by. We should not feel apprehensive about letting our institutions (and their high standard) go. We need to prepare ourselves for personal witness in a more Nepali environment. Therefore there should not need to be a dilemma between Nepalisation and witness.

Recommendations:

- Revise the nepalisation statement as per paras 1-3 on page 1 above
- Delete point c from the Nepalization statement
- Presentation of clear policy goals on Nepalisation
- Introduction of the counterpart system where ever appropriate
- Remove the unfavourable PCF policy for the companies (see also recommendations on Training)
- After establishing a Project, to actively work towards integrating it into the Nepali infrastructure
- A better description of all posts, justification for an expat, handover time of post, etc

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SOME NOTES ON NEPALIZATION IN THE HEALTH SERVICES DEPARTMENT

In the Valley

Remarkable achievements in training and promotion to leadership positions have taken place. This good progress in Nepalization has been due to the faithful service and skill of those who have worked for many years to train Nepalis and fit them for such senior positions. Such training has taken in some instances many, many years, but we can now see the great rewards that have come through this commitment. The training and promotion has been feasible through the good support of the scholarship arrangements in UMN which has made it possible for people to take courses and gain suitable qualifications. In the Valley the most striking evidence of Nepalization is seen in the fact that the top positions, namely the Director of CDHP, the Executive Director of Patan Hospital, and the Campus In-charge of the Nursing Campus, UMN Programme are all held by Nepalis who have gone through many years of suitable training and preparation. Not only are these top positions being held by Nepalis, but in these projects there remain only a slender number of expatriates.

It is a remarkable achievement in deed that within one generation we have seen the movement from a situation when there were virtually no nurses in Nepal to a position where not only have UMN trained more than 1/3 of the nurses in Nepal, but that we have a Nursing Campus in which the leadership is Nepali and the majority of the teaching staff are also Nepali. We can be humbly proud of such progress.

In the Hill Areas

Special Difficulties

The difficulty of recruiting and employing any senior professional Nepali staff is very great indeed, as such professionals are very reluctant to leave the Kathmandu Valley and work out in the hills. Because of this factor we have not had Nepali doctors ever available to work in Okhaldhunga and in Amp Pipal for only a short length of time. In Tansen we have had two Nepali doctors working just recently for some time and we have been able to create another post for a Nepali doctor and he is already making a good contribution. Of the two who were previously in positions there, one has already left for a 3 year post graduate course in surgery in Vellore and the other doctor is preparing for advanced surgical training also and may well be leaving the staff, if he is successful in getting overseas advanced training. In Amp Pipal we have just recently created a post for a Nepali doctor, because we believe that we soon may be able to recruit somebody to work there. This new development in finding even a few Nepali graduates available for such work is due to the fact that many newly qualified Nepali doctors are experiencing great difficulty in finding posts in the Kathmandu Valley. So, it is possible that we may be on the edge of some real change here.

Special Progress

But in the hill areas we have also made some important progress and this is evidenced by the fact that at present the nursing superintendents in all three mountain hospitals are Nepali.

General Comments on Nepalization

The Delays

All the posts mentioned, whether in the Valley or in the hill areas, carry heavy responsibilities and call for singular ability and significant experience. It is not easy to find and still harder to hold staff that are suitable people for these leadership roles. High hopes for promoting certain people to replace expatriates are often dashed by their having to move to some other part of the world. This has happened recently in the case of a doctor already being groomed for a more senior position whose husband had to go to the USA for a Ph.D. course and she had to accompany him. A similar situation is now arising in the case of a senior nursing sister who was being considered for a top nursing position. She also, is probably leaving for the USA.

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The Pace of Nepalization

It is easy to make mistakes in being slow and unresponsive to the need for Nepalization, but it is equally serious to rush into the appointment of Nepali staff who are ill suited or inadequately trained and prepared for carrying the responsibilities of senior leadership. It is no kindness to push them into such positions when they themselves may be uncomfortable and where they may not command the respect and support of their Nepali colleagues. If we are driven to Nepalize in such a spirit of desperation, we can not only injure a potential leader, we can also injure a programme or project's effectiveness in their service of other people in the community. Great skill and discernment are needed to proceed in Nepalization in a timely and suitable manner.

The Levels and Limits

Nepalization continues at all levels and not just in the top leadership positions. This is seen very clearly in the list of posts in health services for Nepali and expatriate staff, recently submitted to (MoH) HMG. Out of more than 1,000 posts only a hundred are currently being filled by expatriates. This number of expatriate is maintained for various reasons including: the non-availability of Nepali professional and technical staff for our hospitals in the hill areas; the pioneer nature of our work in certain areas such as: mental health; oral health; new ventures in health-related activities in community health programmes; the introduction of new technology in our hospitals such as ultrasound.

Non-Nepalization

It does not seem feasible to plan to Nepalize totally some of our institutions and especially our hospitals. Some of our Nepali staff would not favor an arrangement for total Nepalization. They would be resistant to any plans that moved them towards having to work under government. They fear that this movement to government control would be greatly hastened because of the loss of funding by the Mission that would follow total Nepalization. Many staff would have valid fears for their future security and some would have a deep concern in trying to maintain, without any expatriate support, good professional, ethical and administrative standards, including the care of the poor.

It does appear that it will be necessary to retain in our hospitals and some of our programmes a number of expatriates who have high professional qualifications and who will be working in a partnership relationship with senior Nepali professionals. These expatriates will be involved in the training of Nepali staff: in contributing to the ethos of the institution or programme concerned: in maintaining in that particular institution the interest and vital support of the UMN through its member bodies.

In certain cases therefore, the presence and contribution of expatriates will be required in an on-going partnership in service with Nepali staff.

Trevor N. Strong
Health Services Secretary
17 October, 1988
2045-7-1

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FUTURE OF OUR INSTITUTIONS - A PLEA FOR REASSURANCE

(HEALTH SERVICES DEPARTMENT)

1. Nursing Campus, UMN Programme
2. Patan Hospital
3. Tansen Hospital
4. Amp Pipal Hospital
5. Okhaldhunga Hospital

We are all aware that HMG can, at any time, and without giving any explanation, take this consideration right out of our hands simply by telling us to quit or close down, as happened in the UMN Hospital in Bhaktapur, or HMG may tell us to totally Nepalize which may be another way of telling us that our services are no longer required. Quite apart from HMG, other people may suggest that the future lies in a programme of total Nepalization on the assumption that the institutions can then carry on more or less as they are now.

Total Nepalization may be quite possible in the not too distant future in the UMN Nursing Campus, and in Patan Hospital, but it would take many, many years to see this being possible in the hill area hospitals. . However, with total Nepalization it is not realistic to think that these institutions will be viable financially, first because mission support will diminish very rapidly, and it seems as if HMG will not have the resources or the will to take on the financial responsibility of running any of our institutions, whether in the Valley or hill area.

But from the UMN point of view what questions are we asking? Do we handle our ongoing involvement in our institutions with wholehearted commitment and enthusiasm? or, with a more restricted approach cutting down our involvement? or, are we asking, should UMN voluntarily plan to get out of our institutions?

If the UMN is looking for a way out from carrying the responsibility for our institutions, is it because of the financial burden? Is it because of the difficulties of recruiting expatriate staff? Or IS IT BECAUSE THERE IS A LOSS OF FAITH IN THE RELEVANCE AND IMPORTANCE OF OUR INSTITUTIONS?

In any event, it is extremely important to take stock every now and then and see what it will mean for UMN to continue its involvement in these institutions.

Staffing

UMN needs to channel a steady flow of suitably qualified professionals for these institutions with an emphasis on people to serve for two or three terms at least. This necessary commitment by our member bodies to search out and send out these professionals, is a very serious and totally fundamental ingredient of the recipe for ongoing success.

Finance

The other major ingredient is finance. As long as we are committed in UMN to the service of the poor in our institutions, we will be automatically committed to significant subsidy provisions. In two of our major institutions - Patan Hospital and Tansen Hospital - we could probably move fairly readily to becoming self supporting for our non-capital running costs each year. But once we move deliberately in that direction by raising fees and charges for treatment, we will almost certainly eliminate the attendance of significant numbers of poor patients, not because they would not be treated free or at reduced rates as necessary, but because the message gets around in the community and country at large, that you need a lot more money to obtain treatment. The poor have deep and inborn strands of dignity and self respect and many will come to get what they can pay for in our hospitals - if they feel, they cannot pay, they may not come at all. So it seems that on that score alone, we will need to retain subsidies for recurrent running costs. Because of the emergence of the new middle class in the Valley and in places like Tansen, there is no great resistance to fee increases in order to keep UMN subsidies at an acceptably low level. But this is not the case in Amp Pipal and Okhaldhunga where ready cash is not easily available to pay for hospital treatment. Hence the UMN subsidies in relation to total running costs required will be proportionately larger.

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Capital Funding

Capital funding is a very significant burden that UMN will need to carry. The aim must be to equip our hospitals in a manner and to a level of performance that is appropriate for the service that needs to be maintained in a particular setting. The inbuilt discipline of scrutiny and monitoring at all levels from the projects (institutions) through to the Finance and Executive Committees and the Board, ensures that unsuitable or extravagant deviations are minimized. The UMN quite rightly and very thankfully does not drive any of our institutions into a position where they have to be content with the use of shoddy, out-dated instruments and equipment that are a denial of the magnificence of our Lord and Saviour in whose Name we serve the people of this land.

We have become marginally under equipped and are struggling in some areas with old equipment that is suspect and liable to frequent break downs. Such equipment should be replaced by the provision of new equipment, so that older units can be kept as stand by.

In short, there will be an ongoing need to maintain equipment and facilities at an acceptable level. For a year or two some extra expenditure will be required to move our equipment up to a suitable level or plateau, in order to make up for a few years of overcautious equipping.

It would appear all the more necessary therefore and important that UMN takes a careful and serious look at the implications of ongoing involvement in our institutions. There is no middle road for this type of involvement. It comes down to saying either abandon what you are doing because you cannot sustain it, or do not believe in it, or, take a firm HOLD OF WHAT YOU ARE DOING, BECAUSE YOU BELIEVE IN IT AND BE PREPARED TO PAY THE COST IN STAFFING AND FUNDING, SO THAT THE ONGOING SERVICE IN OUR INSTITUTIONS WILL BE WORTHY OF THE ONE IN WHOSE NAME WE SERVE.

What These Institutions Cost?

Annual Cost of Total Running Expenses and UMN Subsidy

As per this year's budget 1988/89

	Total Running Expenses	UMN Subsidy for Running Expenses in '88/89 Budget
Nursing Campus, UMN Programme	N.Rs. 1,996,200	N.Rs. 1,621,400
Patan Hospital	N.Rs. 17,562,000	N.Rs. 3,283,000
Tansen Hospital	N.Rs. 10,736,000	N.Rs. 2,165,000
Amp Pipal Hospital	N.Rs. 3,346,000	N.Rs. 1,268,800
Okhaldhunga Hospital	N.Rs. 1,996,200	N.Rs. 507,800

Annual Cost of Capital Needs

As per this year's budget 1988/89. Fully UMN funded.

Nursing Campus, UMN Programme	N.Rs. 197,500
Patan Hospital	N.Rs. 4,872,500
Tansen Hospital	N.Rs. 4,291,500
Amp Pipal Hospital	N.Rs. 285,500
Okhaldhunga Hospital	N.Rs. 120,000

It will be asked quite rightly; are there plans to expand any of our institutions?

It has already been approved by UMN for Patan Hospital to build new staff quarters to provide accommodation for nurses and for Nepali technical and professional staff. This would then release the ward space (an extra 62 beds) of the top floor of the hospital, which is currently used as dormitory accommodation for nurses.

In Tansen very much needed renovations have been planned and sanctioned to replace leaking roofs and also to make the operation room area more functional. It has been suggested only that a modest increase in the bed capacity from 100 to say 125 would greatly improve the overall function of the hospital.

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It has proved impossible up to now to find any government plans that would throw light on how either Tansen or Patan Hospitals should be fitting into the general government scheme of things in the future. Do HMG want us to function as we are? Are they planning to set up alternative institutions that might compete or make us redundant?

It is not envisaged that the extension in Patan and the possible extension in Tansen would call for increased UMN subsidy. It may be that the institutions would be <u>more</u> viable financially as only minimal (Nepali) staff increases (apart from nurses) should be required to operate these extra beds. The shortage of nursing staff is the major restraint. In Tansen it should prove possible to <u>decrease</u> the UMN expatriate staffing. These matters are dealt with in a separate paper on the future of Tansen Hospital.

Trevor N. Strong
Health Services Secretary
October 1988

TNS/rh

<u>FUTURE OF TANSEN HOSPITAL</u> - PERSONAL OBSERVATIONS AND A PROPOSAL

This is no new topic. Much discussion has taken place through many years. The most constant factor has been the serious pressure on the services of the Hospital, both in OPD and inpatient services. It is obvious that this situation will remain as a small hospital like Tansen even with modest expansion can never meet the need of the area.

The challenge to us now is to determine the most efficient size of hospital and to agree on the level of services that will be most appropriate. It seems that HMG have no plans to deal significantly with the shortage of hospital services in the catchment area of Tansen Hospital. We must therefore envisage carrying on (in spite of any expansion of our services that may be planned) in a <u>deficit</u> situation.

There was an interesting idea prevalent in UMN thinking back in 1982 that, if UMN held back from any Tansen Hospital expansion, HMG would be stimulated to do something about the inadequacy of health care provision in that area of Nepal. Now it is evident that HMG have done very little in that respect.

It also appears that HMG have no resources to replace what we are doing at present in Tansen Hospital. Therefore it is unlikely (but, of course, not impossible) that government will readily make it impossible for us in UMN to run and maintain Tansen Hospital. But from our point of view we might be forced to consider withdrawal, if distasteful or unacceptable conditions were imposed on us.

<u>Some serious problems in the Tansen situation</u>

1. The water supply is inadequate and before becoming involved in any expansion, arrangements must be worked out and agreed by all local parties concerned, for an ongoing, adequate supply of water for the hospital.

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2. The inadequate hill side land area. It should be possible to work out plans for what is required to incorporate what would be after all a minor expansion.

3. The inordinate dependence on a large number of UMN supplied expatriate medical staff. One way out of this unsatisfactory situation is a more departmentalized staffing structure. This in turn demands a somewhat increased bed capacity, say a total of 125 beds. It should then be possible to recruit junior Nepali doctors who can serve as residents in each department: medicine, paediatrics, surgery, and OPD. In time it should be possible to train or recruit doctors for some of the more senior posts in some of the departments. In that way it should be possible to reduce the number of expatriates required, even with a bed increase of 25 or so.

For the first time in many years it seems that it may be possible to recruit more Nepali doctors. The process will be a gradual one and will only be successful, if Tansen can provide the basis for good training and promotional prospects for Nepali doctors.

<u>One important advantage in the Tansen Hospital situation</u>

In spite of the long spell of operation, the hospital has not been overwhelmed with an impossible load of maternity work. Many hospitals have been pulled fully off track because of the ever increasing demands of a heavy maternity programme. It should not therefore be necessary to plan for a large maternity department in the foreseeable future.

<u>Proposal</u>

To proceed as soon as conveniently possible, with the roof repairs and renovations that are already planned. To incorporate in these adapted structures the necessary structural preparations, to make possible an expansion of the building to incorporate an additional 25 beds. To proceed with this programme of building expansion as soon as detailed plans, funding, and materials are ready.

If there is UMN approval for this cautious expansion, permission to expand from 100 to 125 beds should be sought from Ministry of Health. This application would hopefully stimulate some discussion and it might be possible to discover any plans that HMG may have for the Tansen Hospital catchment area (within Nepal) and thereby ensure that these proposed limited expansion plans did not conflict with anything that HMG have in mind.

In addition, an early sounding of responsible opinion in the Tansen area should be made, in order to ascertain local reactions to the possible expansion of bed capacity.

Running a rural style mission hospital of 125 beds to 150 bed capacity is regarded as a most viable size unit.

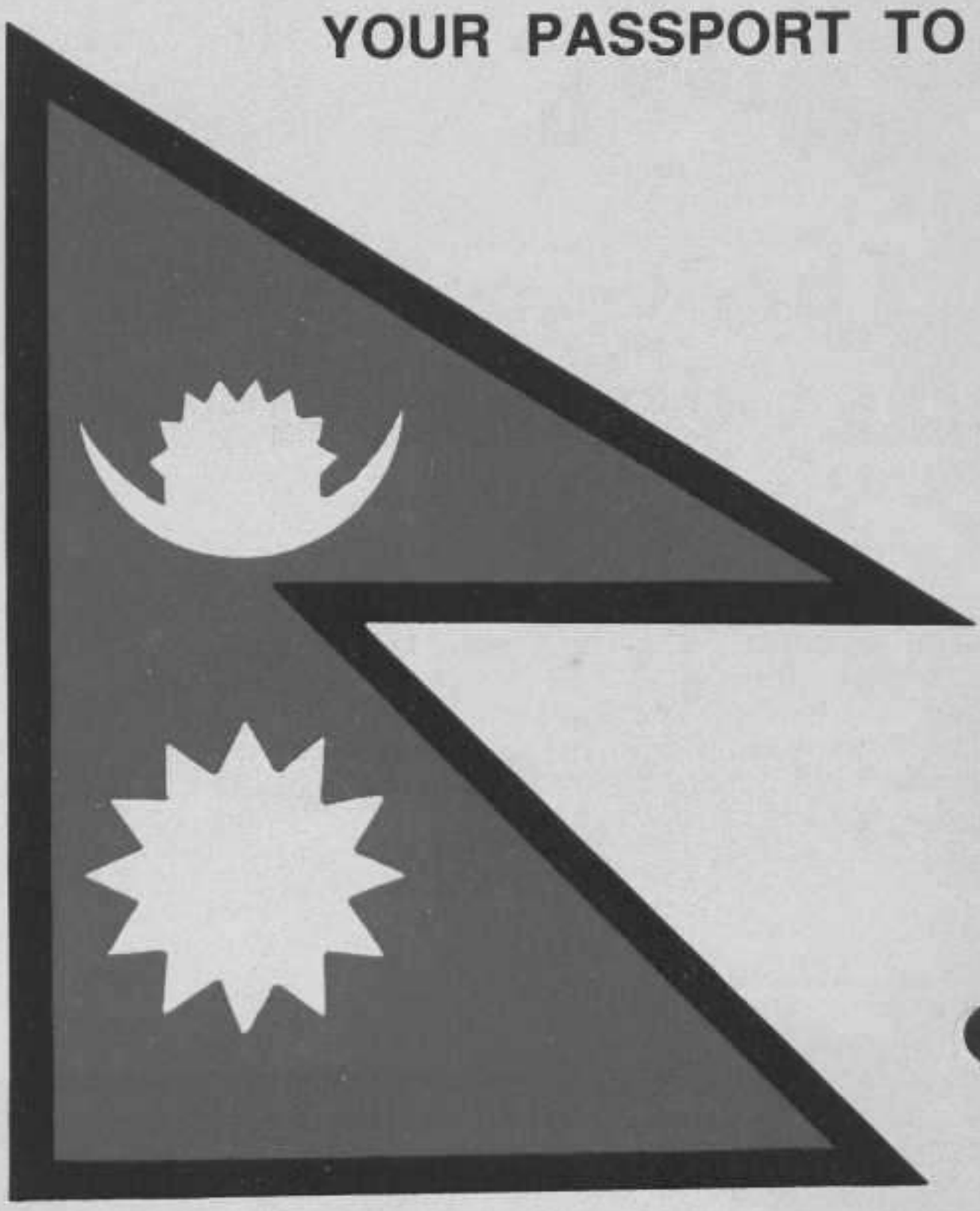
- It allows minor departmentalization, but restricts specialization.
- It allows for a suitable staffing structure and the easier introduction of Nepali medical staff, and can therefore make it possible to limit the number of expatriates required.
- It is financially a viable proposition to aim at that size hospital and it should not require an increase in UMN subsidy for recurrent costs and only minor additions to the ongoing capital needs (having, of course, covered the cost of the extra beds and other equipment required in the expansion).
- In a hospital of only 125 beds the "family" feeling and "team" spirit can be fairly readily retained and developed, and a good "ethos" more easily inculcated.
- Extending to 125 beds a hospital (that already serves an enormous area and is a main referral centre), is not an inappropriate contribution to the needs of people in Palpa District and beyond.

Trevor N. Strong
Health Services Secretary
October 1988

TNS/rh

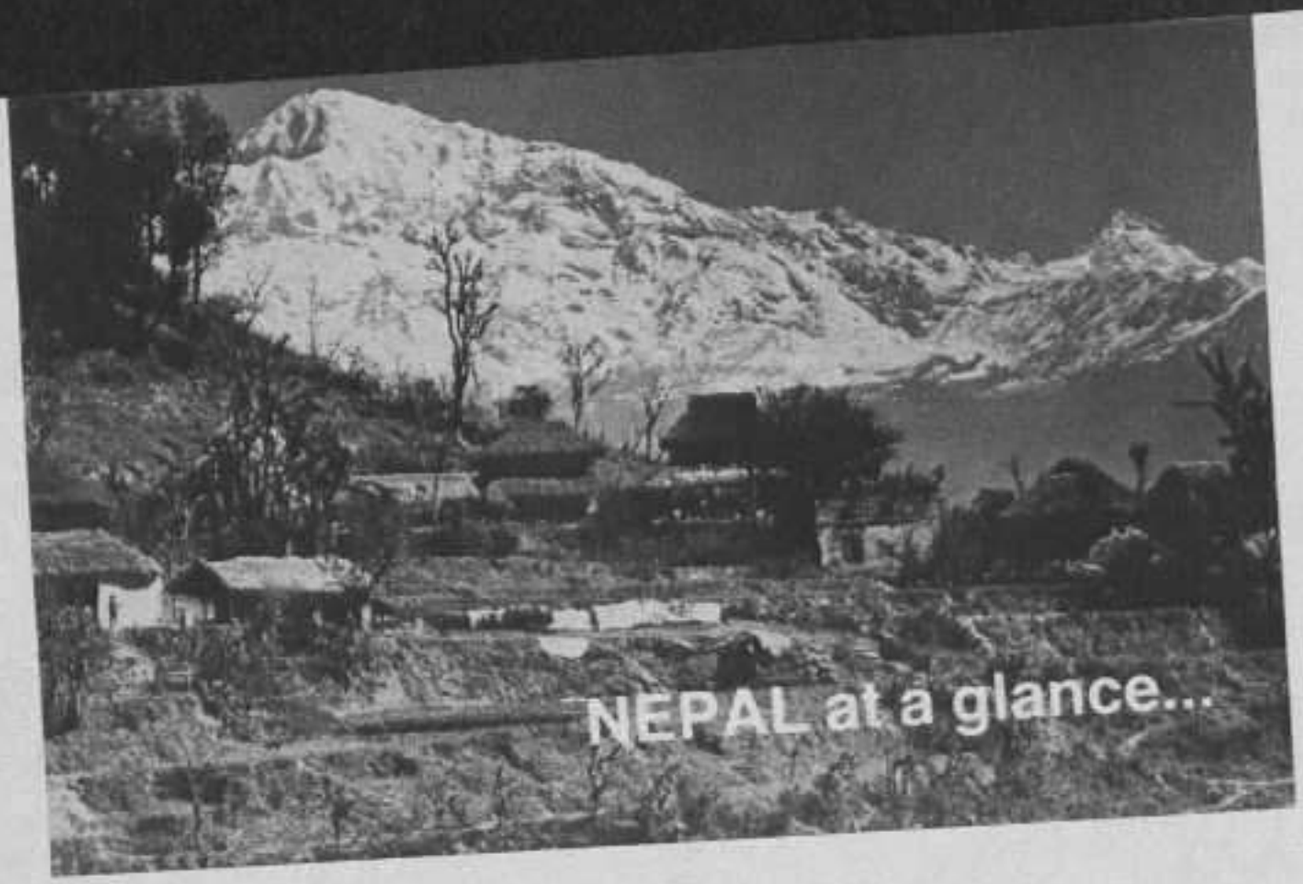
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YOUR PASSPORT TO



NEPAL

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THE LAND

Nepal, a country 500 miles long and 120 miles wide, is sandwiched between India and China (Tibet). Along its southern edge are warm and humid plains (the Terai), while across its middle stretch the hills (they would be called mountains anywhere else). All along the northern border glisten the world's highest mountains, the snow-capped Himalayas.





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THE PEOPLE

are Hindu, Buddhist, or a mixture of both, and through the years have built the innumerable shrines, pagodas and temples for which Nepal is famous. They come from many tribes and language groups. Isolated because of the rough terrain, these groups have remained distinct, although the use of Nepali as the official language throughout the land is becoming a unifying factor.







THE HISTORY

In the 1700's, King Prithvinarayan Shah conquered and brought together many small kingdoms and states into what is present-day Nepal. Until 1950 Nepal was tightly closed against all outside influence, so that life across the country was primitive and medieval. Anthropologists see the old culture of the capital valley as continuing from late Neolithic times. Since 1951 dramatic changes have taken place. Roads and airports have been built, tourists have swarmed in, and education is booming (the literacy rate is now 19 %) as Nepal is trying to take a giant step into the 20th century.

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THE UNITED MISSION TO NEPAL SERVES...

As an international and interdenominational Christian organization and was formed in 1954. It now has 38 member bodies (mission boards and societies), and 307 workers from 18 countries.

MEDICAL WORK:

UMN workers are helping to manage and staff 4 hospitals; some are teaching in nursing schools, para-medical training programs, and at the Institute of Medicine. Others are active in community health work as doctors, nurses, nutritionists, agriculturalists, health educators, social workers, veterinarians and water project technicians. All are working together with an aim to reflect a concept of health care which incorporates the physical, mental, social and spiritual dimensions of the whole man in the context of Nepal.

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IN ECONOMIC DEVELOPMENT:

UMN workers contribute in industrial growth centres and rural development work. Others work through UMNs Consulting Services in areas such as bio-gas, agricultural equipment, hydro power plants, turbine mills and rural electrification. All are working together with the local church and individual believers for practical ways of participating together as the "Body of Christ" in strengthening the economic base for the building of community in the context of Nepal.

IN EDUCATION:

UMNers work in formal education through teachers seconded to government schools on all levels and teaching most subjects (although English, Maths and Science are most common). A challenge of this work is the frustration, at times isolation, and all that goes with sharing and assisting in one of the poorest nations in the world. The poverty is more than economic. There is a poverty of opportunity, motivation, and infra structures. In non-formal education some work with literacy; others with developing resources, attitudes and professional skills; others to equip UMN workers with tools for language ability and culture understanding. All are working together in seeking to provide education appropriate to the culture and society — available to adults as well as children — and consistent with the Christian faith.

IN ADMINISTRATION:

UMNers are assisting fellow-workers to achieve potential and possibility in their placement, professional growth, and in relati[illegible] to the church, through secretaries, guest house hostesses, countants, treasurer, cashier, personnel secretary, central services, language supervisor, information officer and personnel counsellor.





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IN THE CHURCH:

The church in Nepal has always been completely independent of the Mission. Mission personnel worship with their Nepali brothers and sisters but are not church pastors or administrators. They can witness by their lives and by their words to Nepali friends, but by law they are forbidden to "proselytize". Though Nepalis are forbidden to leave the religion of their fathers, the church is growing.

WORKERS ARE NEEDED IN ALL THESE AREAS.



FOR MORE INFORMATION ABOUT SERVING IN NEPAL CONTACT ONE OF THESE MEMBER BODIES

American Lutheran Church, 422 Sth. 5 th St., Minneapolis, Mn. 55515, U.S.A.
Assemblies of God, 1445 Boonville Ave. Springfield, Missouri 65802, U.S.A.
Baptist Missionary Society, 93 Gloucester Place, London W1H 4AA, England.
[illegible]e & Medical Missionary Fellowship, Int., Mr. Michael Roemmele, EMMF Int. Post Box 3568, New Delhi 110 024, India.
Christian Church (Disciples of Christ), 16th Floor, 475 Riverside Dr., New Yourk, N.Y. 10115, U.S.A.
Church Missionary Society, Australia, 93 Bathurst St., Sydney, N.S.W., Australia 2000.
Church of North India, Wesley Lodge, 16 Pandit Pant Marg, New Delhi 1100 001, India
Church of South India, Post Box 4906, Cathedral, Madras 600 086, India.
Committee for Service Overseas, Gerokstrasse 17, 7000 Stuttgart 1, West Germany.

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Danish Santal Mission, Vester Voldgade 106, 1552 Kopenhagen V, Denmark.
Darjeeling Diocesan Council, CNI and Church of Scotland, 121 George Street, Edinburgh EH2 4YN, Scotland, U.K.
Finnish Missionary Society, Box 154, SF-00141 Helsinki 14, Finland.
Free Church of Finland, Annank. 1 A 7, 00120 Helsinki 12 Finland.
Gossner Mission, Handjerystrasse 19/20, D 1000 Berlin 41, West Germany.
Japan Antioch Mission, 17—21 Higashi Arai Omiya, Japan 330.
Japan Overseas Christian Medical Cooperative Service, 2–3–18–23 Nishiwaseda, Shinjuku-ku, Tokyo 160, Japan.
Lutheran Church in America, 231 Madison Avenue, At 37th Street, New York, N.Y. 10016, U.S.A.
Mennonite Board of Mission-USA, Box 370 Elkhart, Indiana 46515, U.S.A.
Mennonite Central Committee-USA, 21 South 12th Street, Akron, Pennsylvania 17501, U.S.A.
Methodist Church — U.K., 25 Marylebone Road, London NW1 5 JR, England.
Orebro Mission, Box 1623, S 701 16 Orebro, Sweden.
Presbyterian Church in Canada, 50 Wynford Drive, Don Mills, Ontario M3C 1J7, Canada.
Presbyterian Church In Ireland, Church House, Fisherwick Place, Belfast BTI 6DW, Northern Ireland, U.K.
Presbyterian Church Synod, India, P.O. Aizawl 796001, Mizoram, India
Regions Beyond Missionary Union, Whitefield House, 186 Kennington Park Road, London SE11, 4BT, England.
Swedish Free Mission, 101 26 Stockholm, P.O. Box 503, Sweden.
Swiss Friends for Missions in India and Nepal, Leimbachstr. 112, 8041 Zurich, Switzerland.
TEAR Fund, 11 Station Road, Teddington, Middx. TW11 9AA, England.
United Church of Canada, 85 St. Clair Avenue East, Toronto 7, Ontario 290, Canada M4T 1M8.
United Church of Christ in Japan (Kyodan), Room 34, Japan Christian Centre, 3—18 Nishiwaseda, 2-Chome, Shinjuku-ku, Tokyo 160, Japan.
United Methodist Church, USA, 15th Floor, 475 Riverside Drive, New York, N.Y. 10115, U.S.A.
United Presbyterian Church, USA, Room 1144, 475 Riverside Drive, New York, N.Y. 10115, U.S.A.
Wesleyan Church, Box 2000, Marion, Indiana 46952, U.S.A.
World Concern, 19303 Fremont Ave. N., Seattle, WA. 98133, U.S.A.
World Mission Prayer League, Norway, P.O. Box 16, 4701 Vennesla, Norway.
World Mission Prayer League, USA, 232 Clifton Avenue, Minneapolis 3, Minnesota 55403, U.S.A.
Leprosy Mission, 50 Portland Place, London W1N 3DG, England.

OR:

UNITED MISSION TO NEPAL,
BOX 126, KATHMANDU, NEPAL

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God is looking for men and women committed to be slaves of Jesus Christ and servants of people, who are willing to pour out themselves for His glory in Nepal. We need "donkeys" who as "beasts" of burden can be contemporary good Samaritans to people exploited by poverty, ignorance and disease. Nepal is one of the poorest countries in the world, yet it has the riches of wonderful people, critical need and the possibility to serve and discover Christ afresh in the newness of obedience. WANTED, MEN AND WOMEN WHO ARE WILLING TO ROUGH IT FOR JESUS AND BE WILLING TO HANG IN WITH TOUGH LOVE FOR A MINIMUM OF 4, 5, 6 YEARS AND MORE. Nepal is a great place for radical discipleship. Welcome!

Carl J. Johansson,
Executive Director
United Mission to Nepal

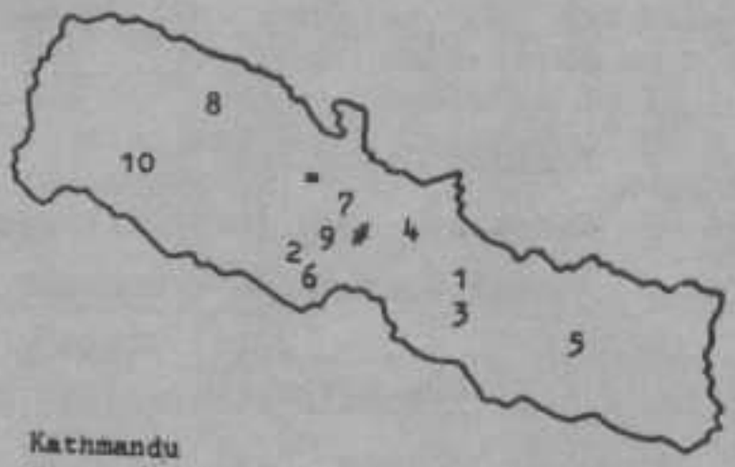


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PERSONNEL DIRECTORY & PRAYER CALENDAR

February — July 1988



1 Kathmandu
2 Tansen/Palpa
3 Patan/Lalitpur
4 Gorkha District
5 Okhaldhunga
6 Butwal
7 Pokhara
8 Jumla
9 Andhikhola
10 Surkhet
Paimey
- Tato Pani

"This book of the Law [the Word of God] shall not depart out of your mouth, but you shall meditate on it day and night, that you may be careful to do according to all that is written in it; for then you shall make your way prosperous, and then you shall have good success." (Joshua 1:8, RSV)

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THE UNITED MISSION TO NEPAL (UMN)

Pray for coming events in 1988:

February	1	/	New language term begins
"	25	/	Expanded Coordinating Committee/EID
March	2	/	" " " /RD
"	4	/	" " " /ED
"	7	/	" " " /HS
"	9	/	" " " "
April	22	/	Finance Committee
"	24-25	/	Executive Committee
May	20-27	/	Annual Conference

Please note:

In the following pages UMN expatriate staff are listed along with their dependent children--shown in < >. Because of incomplete information, unofficial assignments of spouses have not been included; only UMN assignments are shown. A few Nepali staff members in positions of major responsibility are also listed. There are, however, many other Nepalis working alongside UMN expatriate personnel, probably some 2,000 in all. Pray for them and especially for those who are Christians.

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Day 1 The United Mission to Nepal (UMN) and its Board. The UMN at present is made up of 417 adult expatriate workers sent from nineteen countries by 37 member bodies. Pray for these member bodies who have the responsibility to share in policy making, selection of personnel, sending of finances, etc. In addition to these 37, there are another twenty or so agencies who send personnel or financial grants to the work of the UMN. Remember also the thousands of people worldwide who pray and give for the work here in Nepal. We thank God for all of them.

Day 2 Executive Committee (EC) and Finance Committee (FC). These committees meet in April to approve plans and budgets, and take action on personnel offers, financial and policy matters. The Executive Committee is particularly involved in counseling regarding the organizational restructuring in progress.

Executive Committee members:

Mr. Richard Clark (Pres. & FC)
Mr. Jørgen Nørgaard Pedersen (Vice-Pres. & FC Chmn.)
Rev. David Applin
Miss Pauline Brown
Mr. Billy Johansson
Rev. Paavo Kilpi
Rev. Lalpianga
Miss Marge Mayer
Mr. Paul Myers (FC)
Dr. Rajendra Rongong

Day 3 Coordinating Committee (CC). The CC is the new central administrative body of the UMN. It has taken over some of the roles of the former functional boards. The CC is made up of the Executive Director, Treasurer and Personnel Secretary plus the secretaries for each of the following four areas of service: education, engineering and industrial development, health services, and rural development--and for expanded sessions also project representatives. Pray that all those involved in central administration may find joy and satisfaction in their work and be supportive

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in appropriate ways of the various UMN projects and programs.

Day 4 Jumla United Mission Project (JUMP). The Karnali Technical School (KTS) is going through a period of consolidation. Graduates from the four-year courses are very favorably received in the community. Pray for those involved in education and health care in the local community and for the witness and ministry of the whole team. Pray also for suitable personnel needed for key posts.

John Axel & Gullvi Almgren (Construction Trade Instructor)
< Samuel, Sophia >
Alie Bulten (Teacher, village school)
Jill Dekker, née Hawthorne (Tutorial Group Teacher/ Language Supervisor)
Roel Dekker (SNV, assisting UMN in Construction Trade Instruction and Sawmill Supervision)
John & Sheila Finlay (Project Director & Tutorial Group Teacher)
< Alison, Colin, Jennifer >
Wim & Margreet Korstanje (Site Engineer)
< Tamar, Jonathan, Ruben >
Adriaan & Josein Los (Co-principal, KTS & ASO)
< Christa, Johannes, Benjamin >
Nancy McGaughey (Community Medical Coordinator)
Ginger Stokely (Health Trade Instructor)
John Studley (Forester)
Danny & Sandy Welch (Administrative Assistant)

Day 5 Pokhara Education Work. There is an opportunity for teacher training on the Pokhara Campus of Tribhuvan University (TU). Pray for effectiveness in raising teaching standards and in personal witness.

The UMN is also assisting in raising the Gandaki Boarding School (GBS) to international standards. At GBS girls are accommodated in a temporary hostel while work has begun on the building of an 88-bed hostel for

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them. The numbers of girls and of scholarship students are expected to increase steadily in the future. Pray for good cooperation with HMGN and for the right staff to carry out these undertakings.

Ken Afful (Bursar/Administrator, GBS, until April)
David & Val Bambach (Headmaster, GBS & Junior School Teacher)
Roger & Helen Bradley (Teacher Training, TU)
< Mark, Ruth >
Richard & Heather Cameron (Junior School Supervisor, GBS & Teacher)
< Rebecca, Andrew >
Jeremy & Ruth Clewett (Bursar/Administrator, GBS)
< Simon, Naomi >
Margaret Cranston (Mathematics Teacher/Girls' Hostel, GBS)
Mark & Darlene Keller (Teacher Training, TU & ASO)
< Micah, Joel, Luke >
Christine Stone (Teacher, GBS)
Ben & Maria Westerling (Scholarship Officer/Extra-curricular Worker, GBS)
< Heidi, Lotta >

Day 6 Gorkha Education Projects. Pray for the education work at Namjung and Thalajung in Gorkha District. In the Gorkha area teachers are seconded to village schools and working in formal school teaching and nonformal education amongst villagers. Pray for wisdom for them and for an effective witness through life and word.

a) Namjung.

Kevin & Sharon Gill (Teacher)
< Peter, Bethany >
Tove Madsen (Teacher/Nonformal Educator)

b) Thalajung.

Robert & Denise Judge (High School Teacher & CHP Nurse)
Asbjorn & Anne-Therese Ness (High School Teacher & Nonformal Educator, CHP)
< Frode, Lise >

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Day 7 Kathmandu Education Projects.

a) Business School. The UMN Business School offers training in secretarial, office and business skills for Nepalis. English teaching is also given to many needing coaching. Pray for opportunities of witness to these young people.

Sahadev Mahat (Director)

b) Development Communication Productions (DCP). This is a joint project with the INF for the preparation of materials.

Katie Dick (Materials Development Coordinator, seconded to INF)

c) Kathmandu International Study Centre (KISC). This Centre, situated at Jorpati on the edge of Kathmandu, serves UMN expatriate children (and a few others). It provides residential and learning facilities with an expatriate staff to help children from various national backgrounds as they study through the medium of self-study material from their home countries. In addition to the full-time staff other UMNers give part-time help in tutoring specialized subjects.

Bent & Kirsten Bondergaard (Hostel Parents)
< Mads, Ane, Andreas >
Audrey Chambers (Mathematics Tutor)
David House (English, Geography & Sports Tutor)
Alan & Margaret McIlhenny (Principal/Mathematics
< Lisa, Stephen > Tutor & Librarian)
Craig & Maxine Taylor (Science Tutor & Music/Religious
< Shereen, Andrew > Education Tutor)

d) Mahendra Bhawan Girls' High School (MBGHS). We no longer have the opportunity to place teachers in the school but ask for prayer for the Christian Nepali staff. UMNers can still have an informal ministry amongst the girls. The school is very much

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in the public eye; so pray for those with responsibilities.

Enni Hokkanen (School Nurse/Hostel Worker)
Carol Nerge (Hostel Worker)
Nirmit Sittling (Headmistress)

Day 8 King and Country. Nepal is one of the world's ten poorest countries with massive needs in many areas of activity. The UMN seeks to work in cooperation with His Majesty's Government of Nepal (HMGN) in meeting some of these needs. We are grateful to God for good relationships with officials; and we ask prayer for agreements that are yet to be negotiated (or finalized) for the work in Surkhet, Patan Hospital, Health Services in general, DCS and BTI in Butwal, RDC, and irrigation work in Andhikhola. 1 Timothy 2:2, 3 give us the incentive for praying for kings and rulers and for all in authority: "...that we may live a quiet and peaceful life with all reverence toward God and with proper conduct. This is good and it pleases God our Saviour" (GNB/TEV).

Day 9 Language & Orientation Program (LOP). This is a very crucial time in the life of new workers. Pray for those planning the orientation program that students will be inspired and challenged and will persevere in language study at a time when discouragement is all too possible. Pray also for the good health of the students as they adjust to a new climate, new food and water, and new living conditions. Pray also for the adjustment of their children in the new situation; and pray that suitable education facilities will be available for these children of school age.

Ingrid Ammitzboll (Nurse Educator)
John & Janine Barclay (Teachers)
< Kathryn, Nicholas >
Norman & Beth Beale (Nonformal Educators)
Harold & Barbara Blake (Industrial Trainer & Teacher)

(contd.)

Gossner Mission

Julia Burkill (Doctor)
Aileen Choo (Teacher)
Anna-Karin Eriksson (Secretary/Administrative Asst.)
Sune [& Monika] Eriksson (Agricultural Chemist)
< Hanna, Johan >
Keith & June Fleshman (Doctor & Bookkeeper)
Hans Olov & Ingrid Green (Civil Engineer & Office Worker)
Max & Jacquie Hardiman (Doctors)
Thomas & Birgit Hasselberg (Doctor & Homemaker)
< Friedrike, Josche >
Ben & Verna King (Construction Supervisor & Homemaker)
< Kjell >
Mike & Lyn Leane (Mechanical Engineer & Teacher)
< Joanna, Timothy, Andrew >
Jo McKim (Pharmacist)
Dermot & Kathleen Morris (Electrical Engineer & Homemaker)
< Sarah, David >
Sandra O'Donnell (Nurse)
Heather Payne (Occupational Therapist)
Andrew & Helen Wilkins (Engineer/Geologist & Homemaker)
< Hannah, Naomi, Simeon >
Mikala Wintero (Nurse)

Day 10 The Ties that Bind. Pray for the loved ones of UMN workers in their homelands--parents, grandparents, brothers, sisters, older children still in their studies or established in their own homes and work. In many cases these have sacrificed in order to make it possible for UMNers to serve Christ in Nepal. Pray also for the younger children of UMNers still with them or in boarding situations away from home (e.g., in India, Kathmandu or the U. K.). In some cases children are being taught at home by their parents. The children of the mission are mentioned throughout this booklet between < > following their parents' names. The ties which bind UMNers to both the older and younger generations are strong and can often be the deciding factor in whether a worker comes to or stays in Nepal.

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Day 11 Nursing Campus and Secóndments to the Institute of Medicine (IOM) and the Leprosy Mission (Anandaban Hospital).

a) Nursing Campus, UMN Program. At present there are 102 students at the Nursing Campus, including 12 male students. Building renovations are now nearing completion, enabling almost all students to be in residence on the Campus. Approaches are being made to the Institute of Medicine, Dean's Office, to gain independent status for the Campus.

Jacky Brown (Lecturer)
Annie Chandy (Lecturer)
Henk & Elly Chevalking (Lecturer)
< Jan Willem, Reinier, Ruth,
Karel, Simon, Mathias >
Donna [& David] House (Lecturer)
< Lonnie, Marty >
Bishnu Rai (Director)
Tomoe Tawara (Lecturer)
Pirjo Tornroos (Lecturer)
Ulla-Britt Wennemyr (English Teacher)

b) Institute of Medicine (IOM). Those working in non-UMN projects have a unique opportunity and challenge to be both "salt" and "light" in the training situations where they have been placed.

Hisa Asaoka (Course Development/Nursing Training)
Warwick [& Annette] Britton (Physiology Teacher --
< David, Philip, Gregory > part time; HS-ASOs)
Chris Wright (Psychiatric Clinical Teaching --
part time)

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* People listed as "part time" have full-time jobs. This designation merely indicates that they work in more than one project or institution. In other words, their time is shared.

(contd.)

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c) Leprosy Mission, Anandaban Hospital.

Warwick Britton (Research Immunologist -- part time)
Paul & Marleen Roche (Biochemical Research
< Saskia, Simon > Technician)

Day 12 Patan Hospital. More and more people from Lalitpur, Kathmandu and further afield are coming for treatment in this 138-bed hospital. The surgical, medical and pediatric wards are constantly filled with seriously ill patients. The maternity ward is busier than ever; there were 2,473 deliveries in the past year. Staff shortages are most acute in the Nursing Service and in the Laboratory.

Paul & Sue Collier (Doctor/Anaesthetist, Language
< Anthony, Anne-Marie > Supervisor)
Stephen & Elizabeth Cox (Dentist -- part time
< Daniel, Sarah > & ASOs)
Bob & Barbara DeReimer (Surgeon)
Bob & Sharon Gsellman (Outpatient Department
< Anne, Adam > Director)
Gudrun Isen (Staff Nurse)
Ruth Judd (Nursing Superintendent)
Bir Bahadur Khawas (Chief Executive Officer/
Administrative Officer)
Miss Kooiman (Doctor/Surgeon)
Göran & Lotta Kurlberg (General Practitioner/
< Malin, Jonas, Frida, David > Surgeon)
Owen & Mary Lewis (Doctors)
< Nicholas, Emily, Alison, Philippa >
Kin & Sue Liu (Lab Technician)
< Tin Yue Jonathan, Cherk-Yun Andrea >
Ruth McClure (Staff Nurse)
Mabel McLean (In-service Educator)
Rut Peterson (Hospital Visitor)
Elsie Pettibone (Lab Technician)
Peggy Schlorholtz (Hospital Visitor)
Silvia Scholz (Obstetrician/Gynecologist)

(contd.)

Gossner Mission

Isobel Strang (Physiotherapist)
Trevor & Patricia Strong (Chief of Medical Staff -- part time)
Klas & Maria Ulenius (Dentist -- part time)
<Karolina, Martina >
Kathy Witherington (Internist)

Day 13 Lalitpur Community Development & Health Project (CDHP). The CDHP has teams in this hilly and difficult-to-reach region in order to serve and teach people to follow basic health-care principles and take responsibility for their own health care; and to aid in community development. Pray for a continued clear witness in all of our contacts in this area of poverty where physical and spiritual needs are so great.

Stephen Cox (Dentist -- part time)
Seija Hjelt (Community Motivator)
Finlay & Rachel Hodge (Community Motivator/Agricultural Development Worker & ASOs)
< Katherine, Nicholas, Elizabeth, Peter >
Stephen & Margot Longley (Business Manager -- part time)
< Maria, Timothy >
Gillian Norval (Community Motivator)
Shyam Krishna Ranjit (Project Director)
Meena Sharma (Health Manager)
Ken & Louise Snider (Community Medical Officer)
< Heather, Jenny >
Kima Tochhawng (Health Education Consultant -- part time)
David & Elspeth Truss (Forester/Horticulturalist)
< Donald, Miriam, Rhoda >
Klas Ulenius (Dentist -- part time)
Markku & Riitta-Leena Voutilainen (Development Manager, until March)
< Santeri, Inkeri, Artturi >

Day 14 The Church continues to grow. In some areas it lives in relative peace, in others it is undergoing imprisonment or less obvious persecution. Some court cases against Christians are still pending.

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The actual number of believers is difficult to assess, given the isolated conditions that exist in Nepal; but somewhere around one in seven hundred is a reasonable guess. As Christians, UMNers are part of this church and thank God for their Lord's promise (in Matthew 16: 18) not only to build His church but also to protect it so that "not even death will ever be able to overcome it" (GNB/TEV). Pray for wise leadership, for Biblical ministry, for effective witness by Nepali believers and for all Christ's followers, especially in remote and isolated places.

Day 15 Gorkha Project. This project consists of a 50-bed hospital--mainly serving the hill populations of Gorkha, Lamjung and Tanahu Districts--and a Community Health Program (CHP) which works in five surrounding panchayats. Both the hospital and the CHP are based in Amp Pipal Panchayat on the western edge of the Gorkha District. Pray for the team and the local church as they strive to work and maintain a witness in this difficult area. Remember especially those living and working in remote outlying villages.

a) Amp Pipal Hospital team.

Ruth Berry (Nurse)
Edie Broschat (Doctor)
Cleve & Alison Chevassut (Doctor & Nurse/midwife)
< Jonathan >
Joy Gowdy (Tutorial Group Teacher)
Shoba Gurung (Nursing Superintendent)
Helen Huston (Doctor/Hospital Visitor)
Winnie Lau (Business Manager)
Katie Norris (Guesthouse Hostess)
Ray & Barbara Reeves (Maintenance Coordinator)
< Heather, Pauline, Mark, Jennifer >
Alan & Tat Young (Medical Director/Gorkha Project Acting Director, from March)
< Matthew, Sarah, Andrew >
Mark Zimmerman (General Practitioner/Physician)

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b) Community Health Program (CHP).

(i) Choprak.

Wendy Moore (Community Health Nurse/midwife)

(ii) Gankhu.

Marlene Evans (Community Health Worker, Acting Project Director)
Helena Pietinen (Community Health Nurse)

(iii) Thalajung.

Denise Judge (CHP Nurse)
Anne-Therese Ness (CHP Nonformal Educator)

Day 16 Tansen Hospital. This 100-bed hospital continues to serve patients from the local area, Terai, and mid- to far west. The number continues to grow and restrictions are needing to be made. Pray for patience for the staff and wisdom in dealing with patients who have to wait over to the next day. The O.P.D. renovations have eased the working situation. Pray concerning the other alterations needed within the hospital. There are frequent staff changes; pray for the provision of the right people, expatriate and national, to serve here. Pray for good relationships with patients, staff, local authorities and the community and that God's presence will continue to be known in all contacts.

Henk & Frannie Blom (Administrative Officer & Guesthouse Hostess)
< Jehudi, Daniel, Sifra, Deborah >
Margaret Brass (Staff Nurse/Patients' Advocate)
Malcolm & Siobhan Brook (General Practitioner/Surgeon)
< John, Louise, Isabel >
Jim Dunn (General Practitioner/O.P.D. Director)
Homer & Gredi Janzen (Surgeon)
Elly Søgaard Jensen (Staff Nurse)

(contd.)

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Stuart & Janet Kidd (General Practitioner/OB-GYN)
< Melissa, Michael >
Vuokko Konola (Dentist -- part time)
Stuart & Pirjo Little (Dentist -- part time & Nurse/Anaesthetist; Language Supervisors)
< Jonathan >
Heike Ludwig (Staff Nurse, Leprosy)
Linda McKee (Staff Nurse, Operating Room)
Bernadette Rai (Nursing Superintendent)
Sue Smith (General Practitioner)
Neil & Clarice Solvik (Pharmacist/ASO)
Margaret Thoday (Tutorial Group Teacher)
Wayne & Pat Thorpe (Pediatrician)
< John >
Graham & Pearl Watkins (General Practitioner)
Dave & Lois Williams (Medical Director)
< Tamara, Rebecca >

Day 17 Palpa District CHP and HASP. Palpa District Community Health Program (CHP) is based in Tansen bazaar and uses Tansen Hospital as a referral point. The CHP supports the Government health program by assisting the work in the district health posts. It also helps communities in their self-development by a multidisciplinary approach that includes drinking water, agriculture, literacy and medical programs. Pray for good relationships between local officials and individuals and that a way will be maintained for helping the people of Palpa in the name and spirit of Jesus Christ.

The Horticulture & Agronomy Support Program (HASP) aims to determine the most appropriate technologies related to farming methods and crop selection, and to see the results of this research applied by local farmers.

a) CHP.

Mirjam Bergh (Nurse/Acting Director, from March)
Maj Bokinge (Nurse/midwife)

(contd.)

Gossner Mission

Andrew & Barbara Brown (CHP Director, until March)
< Peter, Rebecca, Ruth >
Herb Campbell & Kristin Kirkhoff (Community Medical Officer)
< Jenny >
Vuokko Konola (Dentist -- part time)
Stuart Little (Dentist -- part time)
Ingeborg Skjervheim (Nurse/midwife, until May)
Henk & Gerrie Ymker (Agriculturalist)
< Reinder, Marike, Dika, Marten >

b) HASP.

Peter & Agnes Storey (Leader of HASP & Secretary)
< David, Adell >

Day 18 Okhaldhunga. The work in the 20-bed dispensary--really a hospital but for official purposes still labelled a "dispensary"--and in the Community Health Program (CHP) reaches a large number of people. Agriculture, school teaching and nonformal education are also included in the overall ministry of the project. The emphasis in CHPs nowadays is less on service (doing things for people) and more on community participation (encouraging people to do for themselves). Pray for the team working in this area where there has been a witness for many years.

Marie Auld (Nonformal Educator)
Jean Baird (Teacher)
Karin & Thomas Doehne (CHP Nurse & Teacher/Language Supervisor)
< Malte >
Raimo & Maarit Harkonen (Business Manager)
< Antti >
Kirsti Kirjavainen (CHP Director/Nurse)
Mick & Debbie Langford (General Practitioner)
< Simone, Timothy >
Satoshi & Masako Mori (Agriculturalist, CHP, Umbu)
< Taiki >

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Tjerk & Corrie Nap (Project Director/Medical Director)
< Gerrit, Frank, Michiel, Bimala >
Timothy Thomas & June Thomas-son (Forester & Physician's Assistant)

Day 19 Paimey Clinic and Surkhet Project (SP). The people who work in the UMN's more isolated projects need the encouragement of knowing that they are surrounded by prayer for wisdom, patience and adequate fellowship.

a) Paimey Clinic. Pray for the handing over of the Paimey dispensary to Prabhu Dan and Jyoti Gurung, expected to take place in June 1988. Pray also for the Nepali church and community as they adjust to the departure of the expatriates.

Val Collett (Community Health Nurse/midwife)
Mary Cundy (Social Worker)
Kate Skinner (Community Health Nurse)

b) Surkhet Project (SP). The team in Surkhet in the far west of the country is emphasizing a partnership between people, project and HMGN in responding to the basic needs of the area as expressed by the villagers themselves.

Andrew & Coby Bulmer (Project Director)
< Samuel, Miriam >
Gerhard Honold (Agriculturalist)

Day 20 Communications Committee. The Committee seeks to be a "clearinghouse" for information and a support to the Nepali church, especially in the areas of literature, cassettes and films. Praise for the encouraging supply of finance for printing urgently needed books. Praise for those already printed and pray for the necessary permission, expertise and facilities to produce more. Pray also for effective distribution channels. Pray that the Writers' Workshop for women,

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held in January, will encourage the participants to write materials suitable for women. Praise for the work done so far on the tape library; there is still much more to be done before it becomes fully operational and effective. Pray for radio programs from India, that the material will be suitable and the reception clear in all parts of Nepal. Pray for personnel with the vision and entnusiasm for these different areas of ministry and that what is produced will bear fruit for God's glory.

Day 21 Rural Development Centre (RDC), Pokhara and Kathmandu. About 91% of the people of Nepal are still farmers. The RDC team has a unique opportunity of relating to people in things familiar to them. Pray that God's good plans for these who live close to nature may become a living reality through the work of this program. Its main function is to provide advice and assistance to rural development work in other UMN projects and to offer courses for farmers. Its activities include the Animal Health Improvement Program (AHIP), the Horticulture & Agronomy Program (HAP), the Rural Income-Creation Program (RICP), the TREES Program and the Water Systems Consultancy (WSC).

a) Pokhara.

Jim & Karen Allen (Assistant to the Director)
< Brittany >
Wade & Chryse Bradshaw (Veterinarian, AHIP)
< Ethan >
Roydon Chesswas (Food Technologist, RICP)
Willem & Mieke van Dis (RDC Director & Nurse, INF)
Maarten van den Dool (Animal Husbandry Specialist, AHIP-in-charge)
Stan & Jane Freyenberger (Agriculturalist, HAP-in-charge)
< Adriane, Lisa, Mark >
Liisa Ilomaki (Business Manager)
Keith & Hazel Jeddere-Fisher (Forester/TREES Program-in-charge)
< Hannah, Samuel, Mary >

(contd.)

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Delos & Hazel McCauley (Water Systems Consultant, WSC-in-charge)

Jonathan & Sue Smye (Agriculturalist, HAP)
< Hannah >

b) Kathmandu.

Sabine Hausler (Silviculture Advisor, TREES)
Winnie Thuma (Marketing Consultant, RICP)

Day 22 Butwal Technical Institute (BTI)-related projects and Development & Consulting Services (DCS), Butwal. Pray for the speedy approval of the Institute of Technology & Industrial Development (ITID) agreement covering both BTI and DCS. The BTI and most related industries are already under Nepali management and some UMNers are seconded to them. The DCS handles research and consultancy through fieldworkers serving throughout the country. It is hoped that the DCS will soon be managed by this independent ITID board. Pray for a smooth transition to the new setup.

Bob & Hazel Buckner (Engineering Instructor, R & D Program, DCS; & DCS Librarian/ASO)
Trevor & Janet Durston (Director, DCS/Project Director & Tutorial Group Parent Helper)
< Hannah, Ruth >
Alison Garrett (Roofing Tiles Program-in-charge, DCS)
Odd Hoftun (Advisor to the General Manager, NHE)
Heather Hunt (Guesthouse Hostess)
Erling Karstad (Master Mechanic, NHE)
Per-Anders & Vivi-Anne Lindgren (Forestry Advisor, BPF)
< Marie, Johan >
Nicholas Linton (Mechanical Engineer, NHE)
Bill & Wanda Lovett (Management Accountant, DCS)
< Roman, Katherine >
Simon Pandey (Director, BTI)
Richard Poole (Mechanical Engineer, NHE)

(contd.)

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Mike & Valerie Roake (Governor and Control Systems
< Andrew > Engineer, NHE/Language Supervisor & Tutorial Group Tutor)
Jeff & Sue Rollins (Engineer, R & D Program, DCS &
< Asha, Jyoti, Priya > Tutorial Group Parent Helper)
Matthew Ruohoniemi (Electronics Engineer, NHE)
Madhav Sharma (Business Manager, DCS)
Aart & Ineke Stolk (Electrical Engineer, NHE/
< Antoinette, Johan, Eveline, Gerrie > Instructor, DCS)
Vanlalhriata & Sangi Thiak (Teacher Training, Butwal
< Joseph, Frankie, Marilyn > TU branch)
Olav & Berta Wergeland (Engineering and Sales Man-
< Irmelin, Waldemar, Johannes > ager, NHE)
Ben & Coby van Wijhe (Electrical Engineer, Rural
< Hans, Christian > Electrification, DCS/ASO & Project Nurse)
Andrew Wood (Civil Engineer, DCS Design Office)

Day 23 Andhikhola Project (AKP). Tunneling and transmission line work is well along for the five megawatt hydroelectric project at Andhikhola. Other related activities under way include a rural electrification pilot scheme, resource conservation, drinking water and sanitation, and an irrigation program which aims to benefit all, even those who do not own land. Prayer is needed for safety and wisdom at every stage of development as well as for good local relationships and cooperation.

Alan Butler (Site Engineer, HH)
Dave & Ro Cooke (NFE Training Coordinator & ASO)
< Joshua, Daniel, Timothy, Simeon >
Steve & Gail Erickson (Assistant Project Director/
< Elizabeth, Nat, Daniel > Irrigation Program Coordinator)
Richard & Vivienne Fletcher (Senior Site Engineer,
< Rebecca, Robert > HH)

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John Friberg (Site Engineer, HH)
Gary & Pat Hafvenstein (Project Engineer, HH)
< Joel, David, Kirsten >
Arie & Christel de Jong (BPC Team Leader & Development Worker)
< Ciska, Paulena >
Steve & Karen Knisely (Resource Conservation Programs Coordinator)
< Jeffrey >
Tim Lehane (Installation/Maintenance Engineer, HH)
Dale Nafziger (Rural Electrification Planner, BPC)
Dave & Miriam Ramse (Project Director)
< Kayla, Jonathan >
Dan & Margaret Spare (Irrigation Engineer & Language Supervisor)
Tanja Storm (Rural Development Worker)
Ernie & Vangie Thiessen (Lift Irrigation Study, BPC & Tutorial Group Advisor)
< Jayden, Carissa, Micah
Magne & Dorothea Vestol (Site Engineer, HH)
< Ingvild, Kristine, Mari >
Stan & Dori Visness (Rural Development Worker)
< Kari, Kaia, Kristina >

Day 24 Butwal Power Company (BPC) and Himal Hydro Company (HH): Butwal, Kathmandu and Tato Pani.

The work of BPC and HH has expanded and decentralized and is now--in addition to the major project at Andhikhola--being carried on in Butwal, Kathmandu and Tato Pani. Butwal serves mainly for maintenance, stock-keeping and a limited amount of purchasing (especially from India). The Head and Design Offices are now located in Kathmandu; and the company's first major commercial venture--the building of a 1,000 kilowatt power plant--is under way at Tato Pani. Pray for God's blessing and guidance in all aspects of this outreach of the UMN.

a) Butwal.

Clive & Su Irvine (Plant Engineer, HH)
< Helen >

(contd.)

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b) Kathmandu.

Ludvig Johan & Dagmar Bakkevig (BPC Consultancy Division)
Mike & Helen Francis (Manager, Consulting Division, BPC)
< Jonathan >
Odd & Tullis Hoftun (Executive Director, BPC; & EID-ASO)
Gordon McConkey (General Manager, HH)
Oddmund Mogedal (Assistant, BPC)
Joop & Janna de Zwaan (Chief Engineer, HH)
< Joel, Gertie, Adriana >

c) Tato Pani.

Leiv & Mary Bøyum (Site Engineer, HH)
< Elisabeth >
Mark & Ali Gill (Site Engineer & Site Nurse, HH)
< Sarah Maya >
Gordon & Ruth Russell (Site Engineer, HH)
< Bethany >

Day 25 UMN Headquarters (HQ) Project, Kathmandu.

The UMN's HQ Project deals mainly with executive matters such as personnel, projects and programs, finance and administration related to member bodies, supporters, the Board of Directors and its Executive Committee. Pray that in all of this work there may be a clear sense of God's leading and blessing.

Jim & Linda Alexander (Acting Rural Development Secretary, ARDS)
< Jamin, Justin >
Birgitta Andersson (Administrative Assistant, Development Secretaries' Offices)
Howard & Betty Barclay (UMN Executive Director)
Wynn & Tara Flaten (To be assigned)
< Jessica, Kelly >
Graeme Gugeri (Personnel Secretary)
Raija Hannila (Administrative Secretary, HSO)
Berit Daugaard Hansen (Personal Secretary to the Executive Director, until March)

Gossner Mission

Anders & Birgit Kammensjö (Assistant to the Executive Director)
< Jennie, Linda, Samuel >

Colin & Sue Law (Assistant to the Treasurer & Assistant to the Personnel Secretary/HQ-ASO)
< Megan, David, Gillian >

Ann Lycett (Assistant Education Secretary, AES)

Lionel & Alison Mackay (Engineering/Industrial Development Secretary, EIDS)
< Ruth, Fiona >

David & Ann McConkey (Education Secretary, ES)
< Jayne, Mark, Andrew >

Lynn & Darlene Miller (Treasurer)
< Colette, Joel >

Purushotam Nepali (Administrative Secretary of the Training & Scholarship Program)

Peter & Mary Quesenberry (Rural Development Secretary, RDS)
< Nat, Cheryl >

Julie Sands (Administrative Secretary, ESO)

Paul & Norma Seefeldt (Administrative Assistant to the HSS)
< Adam, Elizabeth >

Trevor Strong (Health Services Secretary, HSS)

Ryohei & Taeko Takatsu (Assistant Education Secretary-elect)
< Asaki >

Nora Vickers (Orientation Administrator/ Personal Counselor)

Gareth Wardell (Assistant to the Personnel Secretary)

Klaas & Greet Warmels (Jumla Liaison Officer, ESO)
< Ilja, Remke, Gabry >

David Williams (Acting Assistant Health Services Secretary, AHSS, until March)

Frank Younkin (Personal Counselor)

Day 26 Headquarters' (HQ) Consultants. A variety of specialties is represented by those who serve as consultants or advisors to the HQ Project. Pray that their abilities may be adequately used for the benefit of the whole work of the UMN.

Annette Britton (Medical Coordinator for Board Appointees' Care)

(contd.)

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Ross & Audrey Chambers (Psychiatrist)
P. V. & Annie Chandy (Management Consultant)
< George, Jeannie >
Douglas & Barbara Grant (Medical Supplies Department, INF-seconded)
Uli & Sue Köhler (Mental Health Educator)
< Benjamin, Meghan, Peter, Katherine >
Miriam Krantz (Nutrition Consultant)
Stephen Longley (Systems Analyst -- part time)
Ann Matthias (Researcher, until March)
Al Schlorholtz (Development Consultant for EID/RD)
Dick & Marcia Smith (Language Consultant)
< Patrick, Dana >
Dave & Carol Stevens (Planning & Evaluation Advisor, HSO)
< Laura, Benjamin >
Kima & Vani Tochhawng (Data Coordinator)
< Samuel, Isak >
John & Wanda Watkins (Medical Supplies Department)
< Karen, Emily >
Kath White (Nonformal Education Consultant/ED-ASO)
Chris Wright (Psychiatrist)

Day 27 Missionwide Support Project (MSP), Kathmandu.

The MSP branch of the UMN's central administration includes a Project Director over the following thirteen departments or service activities: accounts, administration, archives, central services, guesthouses, library, mailroom, maintenance, office services, Open House Clinic, public relations, publications and Valley housing. Pray for a fresh touch of God's Spirit daily so that the work does not become routine but that whatever is done may be done with thanksgiving and to the glory of God.

Buddhi Ratna Badracharya (Guesthouse Manager)
Cathie Barlow (Guesthouse Hostess)
Lois Boline (Mailroom Assistant, until March)
Kerry Brown (Nurse, Open House Clinic)
Lynne Davies (Assistant to the Central Services Director)

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Elspeth Findlay (Administrative Secretary/
Office Manager)
Dorothy Gale (Guesthouse Hostess)
Gene & Jane Glassman (Publications Secretary)
Cathy Gowans (Health Services Librarian)
Tony & Valerie McGall (Public Relations/MSP-ASOs)
< Andrew, David >
Hans & Ingrid Olofsson (Computer Hardware Support)
< Per, Linnea >
Ruthie Overvold (Mailroom Supervisor)
Jim Pettibone (Technical Maintenance)
Keith & Heather Smith (MSP Director/Central Services
< Amye, Mark > Director & Guesthouse Coordinator)
Fred Swindell (Mechanical Maintenance)
Tom & Moira Wilson (Central Services/Maintenance
& Secretary/Office Manager)
Betty Young (Archives Secretary)
Anita Younkin (Assistant to the Business Manager)

Day 28 Furloughs. Pray for UMN personnel on furlough in many different countries, especially as they present the work in Nepal and make contacts with interested and praying friends. During this time some need healing of body, many need refreshment of spirit and all need guidance for the future and renewed perspective for return to Nepal.

Ray & Karen Cross
< Ian, Alison >
Paul & Julie Curtis
< Robert, Christopher, Joanna >
Barbara Fargher
Randy & Susan Friesen
< Asha, Bryce >
Carolyn Gallagher
Kaarina Heikkila
Norman & Maija Holbrook
< Peter >
Gene & Terry Howard
< Heidi >
Robert & Lena Jonzon
< Emma, Calle, Emil >
Kirsti Kormu
Ruth Lee
Ilona Lepola
Tim & Joy Linton
< Andrew, Erica >
Florence Martin
Helen Matthews

(contd.)

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Tom & Liz Moncrieff
< James, Emily,
Peter, Suzanna >
Jens & Beth Olesen
< Anna >
Helen Parsons
Donna Schultz
Birgitta Sharma
< Kshitij >
Ian & Sally Smith
< Anandi >
Shwu Eng Tan
Dave & Mary Thoresen
< Priya >
Steve & Becky Thorson
< Christina, Mark >
Stina Ullberg
Phebe Uy
Kerstin Westbacke
Reiny de Wit

Day 29 Extended Leaves. For various reasons a number of UMNers are not on regular furlough but extended leaves of absence. These include illness (for which treatment or convalescence is required), further study and uncertainty as to future plans. Please pray that all of these may be blessed with healing, a sense of accomplishment in their studies and clear direction from God for their future, whether back in Nepal or elsewhere.

Ken & Jill Anderson
< Judith, Paul,
Kathryn, Ian >
Guenter & Gerti Beyrich
< Shanti, Helge,
Gunnar >
Doug & Maggie Curry
< Gordon, Elizabeth >
Peder & Ulla Ericsson
< Jennie, Linda,
Fredrik >
Cynthia & Tom Hale
Jeanette Hyland
Alan & Jane Iles
< Richard, Helen >
Arthur & Hilary Jones
< Ellen, Timothy,
Elizabeth >
Kevin & Rebecca Kose
< Adrian, Dane >
Kyosti & Seija Leppanen
Bethany Lindell
Roger & Margareta Lundén
< Andreas, Anna >
Audrey Maw
Susie Merry
Walton & Ruth McCaslin
Isak & Judith Stokseth
Graham & Sue Toohill
< Catherine, Esther,
Bethany >
Aino Tuppurainen
Diane Williams

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Day 30 Personnel Needs. Please pray for the personnel needs of the UMN. The following are the most urgent at this time (although they are not listed in order of priority).

Agriculturalist (with teaching/administrative experience)
Agriculturalist (with teaching experience)
Appropriate Technology & Water Systems person
Boarding Parents (for KISC Hostel)
Building Site Supervisors (for schools/hospitals)
Business Managers/Accountants
Construction Instructor (for Jumla)
Dutch Tutor (for KISC)
General (Medical) Practitioners
Health Instructor (for Jumla)
Job Creation/Income Generation Consultant
Laboratory Technicians (Medical Technologists)
Linesman Supervisor (for rural electrification)
Mechanical & Production Engineers
Nurse Anaesthetist (for Tansen Hospital)
Nurse Educators (for UMN Nursing Campus)
Primary Tutorial Teachers (for expatriate children)
Psychiatrist (for community mental health program)
Science Teacher (for Pokhara GBS)
Secretaries
Secretary/Social Worker (for Patan Hospital)
Staff Nurses
Systems Analyst
Water Systems Engineers

Day 31 Other Organizations. Pray for a variety of parachurch organizations serving in Nepal, among which are the following groups officially recognized by HMGN.

Anandaban Leprosy Hospital (Kathmandu)
Dandeldhura medical work in western Nepal (TEAM)
International Nepal Fellowship (INF) in Pokhara and western districts

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Locations, projects and programs are underlined; personnel are not. Numbers refer to pages, not to days.

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YOUR QUESTIONS ANSWERED ABOUT THE UMN

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Note

The photos used in this booklet were taken by Tony McGall (UMN Public Relations Department), Gene Glassman (UMN Publications Secretary), Gudrun Bonnedal (Sweden), Owen Cumming (Australia), Prescot Stephens (U. K.), Margaret McIlhenny (UMN, KISC) and the UMN files (source unidentified).

Text and layout: Gene Glassman

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1. WHAT IS THE U M N?

The letters U-M-N stand for the "United Mission to Nepal." The organization was founded in 1954 by agreement with His Majesty's Government of Nepal (HMGN). The agreement has been renewed several times since then, most recently in July 1985 for a further period of five years.



2. WHAT IS THE NATURE OR CHARACTER OF THE U M N?

The UMN is an international, interdenominational Christian mission working only in Nepal. Its aim is to help in improving the lot of the

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people of Nepal in the areas of health, development, education, etc. At present its expatriate (that is, non-Nepali) workers come from nineteen countries in Asia and the Pacific, Africa, Europe and North America. They are sent by 37-plus different agencies or groups and represent every type of evangelical Christianity.

3. WHAT COUNTRIES DO U M N WORKERS COME FROM?

Expatriate workers in the UMN at the present time come from: Australia, Canada, Denmark, Eire, Finland, W. Germany, Ghana, Hong Kong, India, Japan, S. Korea, the Netherlands, New Zealand, Norway, the Philippines, Singapore, Sweden, the United Kingdom and the United States of America.

4. WHAT SORT OF PEOPLE WORK IN THE U M N?

Expatriate workers appointed to the UMN feel a call from God to Nepal and in the words of the Constitution of the mission (II, A) are committed to ministering "to the needs of the people of Nepal in the Name and Spirit of Christ, and to make Christ known by word and life." Besides this personal commitment, they are professionally qualified to fill a great variety of job opportunities described from time to time as openings/positions for which the UMN seeks personnel.

5. DOES THE U M N HIRE NEPALIS FOR ITS WORK?

The answer is definitely "Yes." The work of

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the mission is scattered all over the land of Nepal and in addition to the more than 400 expatriates mentioned above some 2,000 Nepalis also take part in every aspect of the work. About 700 of these are directly employed by the UMN while another 1,300 work in institutions (for example, hospitals and companies) along with UMNers. Without these Nepali colleagues the extent of the mission's influence would be severely limited. Furthermore, the vast majority of Nepalis working in or with the UMN are Hindus or Buddhists.

6. IN BRIEF, WHAT IS NEPAL LIKE?

Nepal is a tiny country located between two giant neighbors, China (Tibet) on the north and India on the south. The country is approximately 880 km. (547 mi.) long by 192 km. (119 mi.) wide



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and is about half the size of the British Isles, equal in size to the state of Wisconsin or of Illinois, and lies about as far north of the equator as Florida, North Africa or Taiwan. Its most well-known feature is its mountains since it con-



tains eight of the world's ten highest peaks (including Mt. Everest) and has 50 peaks more than 7,620 meters (25,000 ft.) in altitude. The population of over 17 million comes from many tribes and language groups with more than 36 languages and dialects in use. The national language, Nepali, is spoken by about 58% of the population.

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One-half of Nepal's people are estimated to be under 21 years of age. The annual per capita income of about U.S.$ 160 ranks the country among the ten poorest in the world.

7. WHAT ARE NEPAL'S MAIN NEEDS?

Until the 1950's Nepal remained largely isolated from the rest of the world. So, with major development effort only in progress since that time Nepal's needs are great in every way. There is a shortage of motorable roads, of communication facilities, of schools and teachers to staff them, of hospitals and medical services and doctors and nurses to serve in them. Approximately 97% of the people are Hindus and/or Buddhists; and their outlook on life and "development" is largely limited by tradition. HMGN is making valiant efforts to bring the country into the modern age; but topography (mostly mountains, and inaccessible), climate (often extremely cold), economy and population (quite diverse) pose serious obstacles to progress. There is hardly any "help" that Nepal cannot use more of!

8. WHAT KIND OF WORK DOES THE U M N DO?

The UMN seeks a holistic approach to the needs of the people of Nepal. This means that it is involved in <u>education</u> (assisting HMGN in <u>its</u> schools rather than operating mission institutions), <u>engineering and industrial development</u> (to improve people's standard of living through the creation

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of jobs, the indigenous development of Nepal, etc.), health services (both curative and preventive) and rural development (to improve the quality of life for the 91% of the population who make their living from agriculture, forestry or fishing). In addition to these four main areas of work, administrative staff provide overall support and coordination of the work.

9. WHAT IS THE CURRENT MAKEUP OF THE U M N?

In terms of status and sex, the UMN at present is made up of:

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148 couples	296	71.0%
single women	101	24.2%
single men	20	4.8%
	417	100.0%

These are distributed amongst the following types of work:

Health Services	197	47.2%
Engineering/Industrial Development	75	18.0%
Education	68	16.3%
Central Administration	39	9.4%
Rural Development	38	9.1%
	417	100.0%

These percentages include all UMN expatriate workers, whether with official assignments or not.



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Also, in addition to the 9.4% involved in Central Administration many more people serve at the administrative level in the various projects and programs of the UMN throughout Nepal and in project administration in the Kathmandu Service Of-



fices. Such people are included in the percentages shown above for different types of work carried on.

Kathmandu Valley (including Kathmandu, Patan and language students) accounts for 39.3% of the total. The other 60.7% are spread across Nepal from Okhaldhunga in the east to Jumla and Surkhet in the far west.

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10. ARE THERE ANY AGE RESTRICTIONS FOR WORKING IN NEPAL?

While the majority of workers in the UMN (about 60%) are in their 30's, all age groups are represented, from 11% in their 20's to 7% in their 60's.

11. WHO DECIDES WHAT KIND OF WORK THE U M N DOES?

The UMN is controlled by a Board (made up of representatives from the 37 sending agencies, meeting annually), an Executive Committee of the Board (meeting twice a year) and a Coordinating Committee (meeting regularly throughout the year). Major policies and guidelines are set and implemented by these groups who keep in mind that expatriate workers are in Nepal only by <u>invitation</u> of the UMN and <u>permission</u> of HMGN. They are not here to go their own way but to engage in projects and programs approved in writing between the mission and the Government. One goal of these projects and programs is to train Nepalis to do many of the things presently handled by expatriates. In consideration of these facts the mission operates within a partnership with Nepali society through the agreements signed with HMGN.

12. HOW ARE U M N WORKERS SUPPORTED?

People appointed to work in the UMN come to Nepal with their support already provided. The UMN itself does not hire expatriate workers. The amount of income received by expatriates is deter-

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mined by their supporting agencies--or, in a few instances of direct appointment, by the individual's private supporters. In other words, UMNers may have different levels of support, depending on national background and the regulations of the various sending agencies. However, besides basic support, sending agencies pay to the UMN an annual grant per worker to cover housing costs and other work-related (not personal) expenses. In this way an effort is made to standardize housing and living conditions--depending on location in Nepal--even though personal income varies.

13. HOW IS THE U M N'S WORK FINANCED?

Excluding salaries and allowances of the expatriate workers themselves, the UMN at present

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has an income/expense budget of over U.S.$ 3.5 million, of which approximately $ 1 million is raised locally (by fees, sales, etc.) while $ 2.5 million is obtained from donors abroad. It is worth noting that all UMN project and program accounts are audited and that when money is sent for a particular purpose it is always used for that purpose and not diverted to other projects. A copy of the mission's audited report is available for any donor who wishes it. Such requests should be directed to the Treasurer of the UMN.

14. WHAT IS IT LIKE LIVING IN NEPAL?

Since Nepal is one of the poorest countries in the world, the standard of living for most people is considerably lower than expatriates are used to. Even so, UMNers are expected to live in reasonable comfort and to adopt a style of living that will preserve their physical and emotional health.

It is recognized that this will vary from person to person and place to place. While facilities in the capital Kathmandu are adequate, some people in a village situation will not have electricity or will have it only a few hours a day. Some may not have cooking stoves or even hot plates (much less other appliances!) but will make do with the mud- or brick-chulha (cooking space) on the floor or in a corner of the room which serves as a kitchen. Water may have to be carried some distance and roof-tanks filled by hand so that the house will have a gravity-flow water system. Out-

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side the larger cities plumbing and sanitary facilities may be nonexistent and workers may have to revert to something like the old-fashioned "outhouse" system. Due to a shortage of fuel, houses are likely to be very cold in winter and if heated at all usually only one or two rooms can be warmed. This makes it necessary to wear especially warm clothing in the winter months and to follow the pattern set by Nepalis of sitting/working outdoors in the sunshine during the daytime.

In some locations two contrasting--and in some ways contradictory--conditions also have to be faced: (a) lack of privacy (since one's own busi-

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ness seems to be everyone's business in a village situation!) and (b) isolation (not so much from people but from one's own mother-tongue speakers). Uncertainty about mail delivery and long periods without it can add to the strains that some people experience outside the main centers in Nepal.

But whatever facilities one has at one's disposal in Nepal, UMN personnel are expected to live simply and in a manner consistent with their environment. They have to remember that even the simplest living and humblest furnishings of a foreigner put them in the eyes of most Nepalis into the category of "the rich."

15. IS MAINTAINING GOOD HEALTH A PROBLEM FOR NON-NEPALIS WORKING IN NEPAL?

Yes, it is. Because of the lack of sanitation and the consequent prevalence of contaminated food and water and airborne infections, UMNers are constantly at war with disease, most notably stomach and intestinal troubles. Everywhere, in cities and the countryside, drinking water must be boiled (and cooled down--also, often filtered) and raw foods must be disinfected in iodine solution or given other appropriate treatment (for example, cooked). Precautions must constantly be taken against cholera, typhoid, hepatitis, meningitis and rabies. This is particularly important for those living in isolated places from which transportation may not be readily at hand and in which medical treatment may be quite limited or nonexistent. In a number of situations supple-

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ments (in the form of vitamins/minerals and especially brought-in food items) need to be taken



to make up for the supplies locally unavailable. Ready-to-eat or ready-to-cook foods are not generally available so most meals take a lot of time to prepare.

16. WHAT PLACE DO WIVES HAVE IN THE WORK OF THE U M N?

Most UMN wives are not officially assigned to Board-approved jobs. However, they make a significant contribution not only in homemaking--see the

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previous section--but in a variety of other ways as well. In some cases they teach children (their own and/or others'), teach English to Nepalis, teach crafts and other hand skills to women and children, engage in nonformal education and even do a limited amount of nursing and health care. In short, while their applications to join the UMN are screened along with their husbands', wives are free to determine their own ways of working and witnessing, whether in or outside of the home.

17. WHAT ARE THE EDUCATIONAL FACILITIES FOR U M N WORKERS WITH SCHOOL-AGE CHILDREN?

At the present time UMN expatriates have several options for the education of their children:

(a) Younger children. The UMN has its own tutorial groups in five locations (Amp Pipal, Andhikhola, Butwal, Jumla and Tansen). Younger children can also be accommodated in schools in Kathmandu (for example, KISC--see below--and the British Primary School, the Norwegian School or Lincoln School with its American curriculum). In Pokhara their needs can be met in a school run by a sister mission, the INF.

(b) Children aged 11-18. The Kathmandu International Study Centre (KISC) provides tutorial support for correspondence-course study (for example, in English, Dutch) and enrichment through arts, crafts, sports, music, science, etc. In addition, it offers hostel accommodations both for correspondence-course students and children from outside of Kathmandu who are studying in

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Kathmandu schools (as in [a], above).



Parents who do not choose to use any of the facilities mentioned above can follow home schooling courses (for example, in English, Dutch, German) or can (as some do) send their children abroad for schooling (usually in India or the U. K.).

Admittedly, the enforced separation of families for the sake of the children's education is one of the main sacrifices that expatriate workers coming to Nepal have to make.

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18. DO U M N EXPATRIATE WORKERS HAVE TO LEARN ANOTHER LANGUAGE TO WORK IN NEPAL?

The UMN makes provision for all expatriate workers who stay for a year or longer to have some study in basic Nepali. One would hardly want it otherwise since communication is essential to a satisfying and useful life as Christ's representative in a foreign land. However, because Nepalis in metropolitan areas are keen to learn and practice their English, in some assignments one can "get by" (in the short term) with little more than English.



Moreover, since UMN expatriate workers come from nineteen different countries the common lan-

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guage of the UMN is necessarily English. Therefore, workers coming from non-English-speaking environments sometimes have to improve their communication ability in basic English and, if necessary--depending on their work assignment and location--even have to try and learn other languages and dialects used in the country.

19. HOW LONG ARE PEOPLE WHO APPLY FOR WORK IN THE U M N EXPECTED TO SERVE?

Depending on the special skill of the worker in question, a term of service in Nepal can be as short as a few months or as long as a lifetime! This is largely dependent on the sending agencies and the workers themselves. Naturally, the UMN prefers that people come to stay for at least four, five or six years in the country with perhaps a break for home leave after three years. It is obvious that one cannot in a short period of time learn enough of the language or culture to contribute a great deal to the needs of Nepal. However, in special cases people do come for short periods (for example, to relieve someone else--possibly a doctor--who is going on home leave) or to perform a specific task which is not regarded as long-term (for example, research, study and professional exposure). Still, the mission would rather have people apply for service who are serious and want to identify with the people of Nepal in sacrificial service even while contributing their professional skills.

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20. CAN THOSE WHOSE CLEAR INTENTION IS PRIMARILY BIBLE TEACHING, PREACHING AND THE LIKE BE ACCEPTED FOR WORK IN THE U M N?

The terms of the UMN's agreement with HMGN specifically state that "the UMN and its members shall not engage in any proselytizing and other activities which are outside the scope of their assigned work." Because of this prohibition against "evangelistic" work the UMN does not as a matter of policy and as a mission involve itself in religious activities. However, its members as individuals and as members of the worldwide Christian Church can and do share in the life and wor-



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ship of that Church and seek to strengthen it in appropriate ways as they have opportunity.

They work professionally--as doctors, nurses, teachers, engineers, secretaries, etc.--but they do so in the Name and Spirit of Jesus Christ. They are not "just doctors," "just teachers," "just engineers" or "just secretaries," but Christians who see themselves as God's representatives in their chosen fields of work. They seek to demonstrate how God works in healing, teaching, engineering, typing, etc.; and in doing this they try, as their Lord commanded, to let their light so shine before people that they may see their good



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works and glorify their Father [God] who is in heaven (Matthew 5:16).

Those who apply to work in the UMN are expected to observe the limitations noted above. They have to realize that their actions as individuals--whether favorable or unfavorable--have an impact upon their fellow-workers and the position of the UMN in relation to HMGN. They must therefore use discretion in whatever kind of witness they give and thus avoid through any personal action of theirs putting in danger the work of the mission as a whole.

21. WHOM SHOULD ONE CONTACT IF ONE IS INTERESTED IN WORKING UNDER THE U M N?

You can contact any of the member bodies listed below or write to: The Personnel Department, United Mission to Nepal, P. O. Box 126, Kathmandu, Nepal.

U M N MEMBER BODIES

Assemblies of God, USA
Baptist Missionary Society, UK
Church Missionary Society, Australia
Church Missionary Society, UK
Church of North India
Church of Scotland
Church of South India
Committee for Service Overseas (DÜ), Germany
Danish Santal Mission

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Evangelical Free Church of Finland
Evangelical Lutheran Church in America
Finnish Evangelical Lutheran Mission
Gossner Mission, Germany
InterServe (BMMF)
Japan Antioch Mission
Japan Overseas Christian Medical
Cooperative Service
Korea Christian Medico-Evangelical Association
Mennonite Board of Missions, USA
Mennonite Central Committee, USA
Methodist Church (MCOD), UK
Norwegian Himal-Asia Mission
Örebro Mission, Sweden
Presbyterian Church in Canada
Presbyterian Church in Ireland
Presbyterian Church Synod, Mizoram, India
Presbyterian Church (U. S. A.)
Regions Beyond Missionary Union, Australia, UK
Swedish Free Mission
Swiss Friends for Missions in India and Nepal
TEAR Fund, UK
~~United Church Board for World Ministries, USA~~
United Church of Canada
United Church of Christ in Japan (Kyodan)
United Methodist Church, USA
Wesleyan Church, USA
World Concern, USA
World Mission Prayer League, USA

Christian Church (Disciples of Christ)

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THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay
Treasurer: Mr. E. Wennemyr

Telephone: 212179,215573,212668.
Telex: 2315 UMNEPA
Telegram: UMNEPAL
Location: K-1-325 **Thapathali**
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

8 January 1987

Eingegangen
10. Jan 1987
Erledigt:.....

To: Member Bodies and Personnel Sending Agencies

From: Personnel Department

Re: URGENT PERSONNEL NEEDS

TREASURER By now you should have received Howard Barclay's letter dated 22 December 1986. As highlighted in that letter, we continue to seek someone to replace our treasurer. This is extremely important.

Histopathology technician Patan Hospital is requesting a short term (3-4 months) histopathology technician to train the laboratory technicians at the hospital to work in histopathology.

Auditor Will be responsible for auditing of all UMN projects and programs, which involves travel within Nepal. Expected to give guidance on how to improve accounting procedures, etc.

Primary Tutorial Teachers To teach small groups of primary age missionaries' children in some of our outlying projects.

Managers for companies involved in furniture manufacture and in hydro power development, and for rural electrification distribution.

Mechanical engineers to work with water turbine manufacture and development of rural tools and machinery.

Linesman Supervisor: an electrician/linesman, experienced in rural electrification, to be responsible for training and supervising of distribution line staff for both the erection and operation phases of a rural electrification programme; also assisting in research and development installations in a pilot project of another area.

Management Consultant needed to give management training and advice to UMN-related industries as well as outside entrepreneurs so that they can better manage their businesses.

../2

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Site Supervisor to help in supervision of Technical School in Jumla.

Building/Construction people are needed for a team to design buildings for mission projects. The team needs to design small to medium buildings using available materials. Structural design is sometimes needed. Builders are also needed to supervise such building work.

This memo comes to you in addition to our usual Personnel Needs List because the needs mentioned here are particularly urgent. Please continue to recruit for the other positions mentioned on the October list. Let us know if you would like more detail about any one of these positions. Thank you for your continual help with these crucial matters.

* * * * * * * * * * *

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RECEIVED
OCT 22 1986
UNITED BRETHREN

UNITED MISSION TO NEPAL.....PERSONNEL NEEDS LIST.....OCTOBER 1986.

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

The list below consists of personnel required for approved posts in the UMN and, unless otherwise stated, long-term workers are preferred. The United Mission does not offer a salary to expatriates but looks to the member organizations to send the needed workers with full support, and will try to link any suitable enquirers with such member bodies. Further details can be supplied on request to:

The Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal.

URGENT NEEDS.

AUDITOR. Will be responsible for auditing of all UMN projects and programmes, which involves travel within Nepal. Will be expected to give guidance on how to improve accounting procedures etc.

SECRETARIES. Preferably long-term; for general office work and hospital work. Correspondence, minute taking and office procedures; able to take responsibility.

EXPERIENCED BUSINESS MANAGERS, ACCOUNTANT OR MANAGEMENT ACCOUNTANTS, ADMINISTRATORS WITH SOME ACCOUNTING SKILLS. For various projects including hospitals, rural development, construction projects, etc.

SYSTEMS ANALYST. To assess the need for, and assist in the implementation of micro and/or mini computer systems.

GENERAL PRACTITIONERS. Experienced, preferably with extra training in parasitology and infectious diseases, for all-round diagnosis and treatment of a wide range of diseases. Interest in teaching paramedicals and ability to work within a team approach to health care. Experienced paediatrics, required for some posts.

NURSE EDUCATORS. For staff of the UMN Nurse Campus which trains registered nurses in a basic programme.

NUTRITIONIST. To study nutrition in Nepal and stimulate help towards meeting the needs of the vast numbers of mal-nourished people.

LAB TECHNICIAN. Broad general laboratory experience needed for laboratories with low level technology.

ENGLISH TEACHER. Up to 'O' level, to be Head of English for Regional School, Pokhara.

PRIMARY TUTORIAL TEACHERS. To teach small groups of primary age missionaries' children in some of our outlying projects.

DROP SHAFT CONSTRUCTION EXPERT. We are about excavating a vertical shaft 250 meters deep, 4 meters across, for a hydro project. We also need civil, mechanical, and/or electrical engineers (even short term will help) and a quantity surveyor/cost estimator, for this.

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FORESTERS/ARBORICULTURALISTS. Foresters, preferably with nursery and extension experience, and arboriculturalists (horticulturalists majoring in single tree management for fuel, fodder, and fruit production) are needed for the existing tree planting/forestry program. They will be required to start new work or continue to develop existing work, so all levels of experience acceptable.

LINESMAN SUPERVISOR. An electrician/linesman, experienced in rural electrification, to be responsible for training and supervising of distribution line staff for both the erection and operation phases of a rural electrification program; also assisting in research and development installations in a pilot project of another area.

MANAGEMENT CONSULTANT. Needed to give management training and advice to UMN-related industries as well as outside entrepreneurs so that they can better manage their businesses.

SITE SUPERVISOR. To help in supervision of Technical School in Jumla.

POSTS WHICH ARE LESS URGENT,
BUT STILL NEEDED TO MAKE USE OF OPPPORTUNITIES.

GENERAL.

Rural Development Workers: People with training in rural development, with practical background in agriculture, tree-planting, rural industries, appropriate technology, simple water supplies and sanitation, health teaching etc. Must be long term.

Health and safety advisor. There is a need for an occupational health expert to advise our projects.

ECONOMIC DEVELOPMENT.

Engineers:

a. Structural/civil engineers, costing, geologist, building construction in various parts of the country.
b. Mechanical engineers. Construction of underground power plant (5000 kw) various smaller hydro-power development and installation, ropeways, accessories for crossflow turbines, development of rural tools and machinery.

Senior Consultants. With experience in industrial accounting, management and marketing; in planning and marketing of small-scale agrobased and other rural industries, cottage industries/handicrafts.

Foresters: Especially those with some experience and who are able to develop new work or administer existing work. Ability to fit in with local villagers, Nepali professionals and aid agency staff is essential. Administrative skills are especially required.

Horticulturalists. With expertise and interests in nursery establishment, plant propagation, and tree management for fruit, fuel, and fodder production.

Agriculturalists: Persons with general farming background, preferably with formal agricultural training and with gifts and interest in demonstrating to and communicating with village farmers, for integrated development and agricultural extension work of various types. Special need for: Agronomist, Horticulturalist, Livestock Specialist, and Veterinarian.

Builders: To assist with construction work in several areas, mainly in isolated locations.

Gossner Mission

EDUCATION.

Construction Trade Instructor: To train overseers and extension workers to plan and carry out construction of buildings, water projects, irrigation schemes, trails etc. using simple methods and materials. Training and experience in Industrial Arts or technical edutation required.

Agriculture Trade Instructor: To train extension workers in agriculture, mainly for government posts, to be able to give advice and training in basic livestock and crop programmes and patterns, with all necessary records. Training and experience in agriculture education an advantage.

Note: The above two posts are for training which is 50% practical in nature, with teaching and living conditions which are simple and rugged. Such workers will need to be adaptable and resourceful. Experience in curriculum development or material development useful, though not essential.

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

Teachers with teaching experience in age range 11 years and over; for government schools in rural areas; in maths, science (general), and English. Long-term only, as teaching medium is Nepali.

Cultural Resource Worker: With experience in cross-cultural relationships. To help UMN personnel understand and relate to their cultural environment.

HEALTH SERVICES:

Dentists: For work in UMN's Dentistry Programme which includes both clinical and community dentistry and research.

Drug Store Manager: Knowledge of pharmacology helpful as well as office management.

10/86

Gossner Mission

M E M O R A N D U M

To: UMN workers and supporting agencies

From: Gene Glassman, Publications Secretary

Date: August 22, 1986

Subject: Publications

1. Older publications and mission documents referred to me as the Information Officer. While my job continues as before the title has been changed to "Publications Secretary" and the department to Publications (not Information) Office.

2. People often ask about the UMN colored posters and new photocards (both of which are handled and sold by the Mailroom, not by me). These have been printed but not shipped from Finland yet. By the time correspondence was clarified and the import license was obtained (late June) the monsoon season was upon us. Therefore, at the advice of our friends in Finland we are waiting until October 1986 when (we presume) the rains will have stopped; at that time the goods will be shipped by air. There was too much risk of their being spoiled by sitting around in wet or damp places in transit or at the airport. In the same shipment we expect the updated edition of "Nepal (and the UMN) at a Glance"--although this was already distributed months ago through the BMMF offices in Australia, the U. K. and U. S. A., and the Orebro Mission in Scandinavia.

3. New personnel deployment maps for this year have been in hand since April 1986. They contain our latest statistics about how many people (both numbers and percentages) are located in each place in Nepal where the UMN works, and also the percentage of people assigned to each kind of work that the UMN does. We have plenty of these maps in stock and they are yours for the asking. The maps are updated every April and even though they may look like "last year's model" they are different!

4. Many of you signed up at Workers Conference in May for copies of Dr. Tom Hale's book, Don't Let the Goats Eat the Loquat Trees (The Adventures of an American Surgeon in Nepal), published by Zondervan in the U. S. A. in May 1986. The copies are, we understand, coming with Tom and Cynthia when they return from furlough in late September. I am not sure how they will manage so many copies in air freight, but I know that they will try. When the books are here, you will be informed; and at that time you can pick up your copy or copies and pay for them. For our supporting agencies and friends abroad who may not have heard about the book yet we highly recommend it. As the cover on it rightly says, it is a goldmine of humor, pathos, courage, love and humility. And as Ted Engstrom (President of World Vision) adds: "Dr. Hale is an incredible storyteller, and his book is most difficult to lay aside. It makes the amazing and almost unbelievable experiences of a medical doctor in a mysterious land come alive. Be prepared for an utterly delightful account of serving God in the enchanting and 'closed' mountain country of Nepal."

5. With this circular I am enclosing a new, updated edition of the EDB booklet on "Development." You may have more of these for the asking. For those who are new to the UMN and may not be familiar with our procedures such publicity materials as are produced by this office are available in reasonable quantities

[Clarification for page 2, section 6., line 10: "E. Sussex,"→]

Gossner Mission

free of charge. The only things we (the Mailroom or I) sell are Jonathan Lindell's book, the UMN Cookbook, photocards and posters. Other items, if for sale from time to time, are so labelled in the Mailroom.

6. Almost two years ago I announced the availability of an excellent slide/sound program which includes 120 colored slides with a 30-minute narration on tape and in manuscript form. It was produced by Joy Poppe's father and entitled "People and Mountains--Christian Rural Development in Nepal." It covers the work in Surkhet, Andhikhola and Jumla, similar to what was done in the movie "The Pipal Tree" (which described the work in Lalitpur, Andhikhola and Jumla). Some agencies and individuals have obtained copies of this set but some have had difficulty making contact with the producer. I have just received word from Dr. Gordon Ruff of a change of address and price for this set. It is still available from Mr. Prescot Stephens whose new address is: Brook House, Hempstead Lane, Uckfield, E. Sussex, TN22 3DL, U. K. The current price is £ 82 (or about U. S. $ 125). (You may have noticed that we have used some of Mr. Stephens' excellent photography in our UMN publications.)

7. In the coming months I expect to have a new booklet available to describe the UMN's education work in Nepal. In addition, by next summer a new edition of the yellow book ("Introducing Nepal and the UMN") should be ready. We still have plenty of copies of the present edition in stock if you or your friends (supporters) can use them. I would appreciate receiving from you any especially good photos to use in the education booklet or to replace any of those in the yellow booklet. Black and white negatives are preferable but I can get b/w prints made from color negatives if necessary. I will, of course, guard your photos and return them to you as soon as the copy has been made.

8. It is still early, but a new edition of the UMN Prayer Calendar will come out in late December and we would like to correct any names that may be shown incorrectly. If your name, for example, is Melchisedek and you would like to be known simply as "Mel," then let us know. Conversely, if we have you down as "Mel" and you'd rather have your full name Melchisedek written out, just inform us, please. The information about your location and assignment will, of course, be updated to reflect conditions at that time.

9. Finally, Jane and I will be away from Kathmandu during the month of September; so if you need anything in the way of publications you should contact the Mailroom folks. If they don't have what you want, they can get supplies from my office.

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UMN

JUMLA: Karnali Technical School (KTS), teaching building construction, health and agriculture; teaching in Government village schools; Mother and Child Health (MCH) care; and economic development program — 17

POKHARA: Gandaki Boarding School (GBS); teaching in Government schools; teacher training; farm; Rural Development Centre (RDC) — 32

GORKHA DISTRICT: 45-bed hospital at Amp Pipal; Community Health Program (CHP); education program with UMN teachers secónded to Government village schools — 29

KATHMANDU: UMN Headquarters, Administration, Central Services Department (CSD); two guesthouses; Mahendra Bhawan Girls High School (MBGHS); Support Offices (SOs) of UMN functional boards in Education (EB), Economic Development (EDB) and Health Services (HSB); Community Mental Health Project; people secónded to the Institute of Medicine (IOM) and the Department of Health Services — 80; language students — 37

SURKHET: Groundwork for small-scale technical and agricultural development project — 3

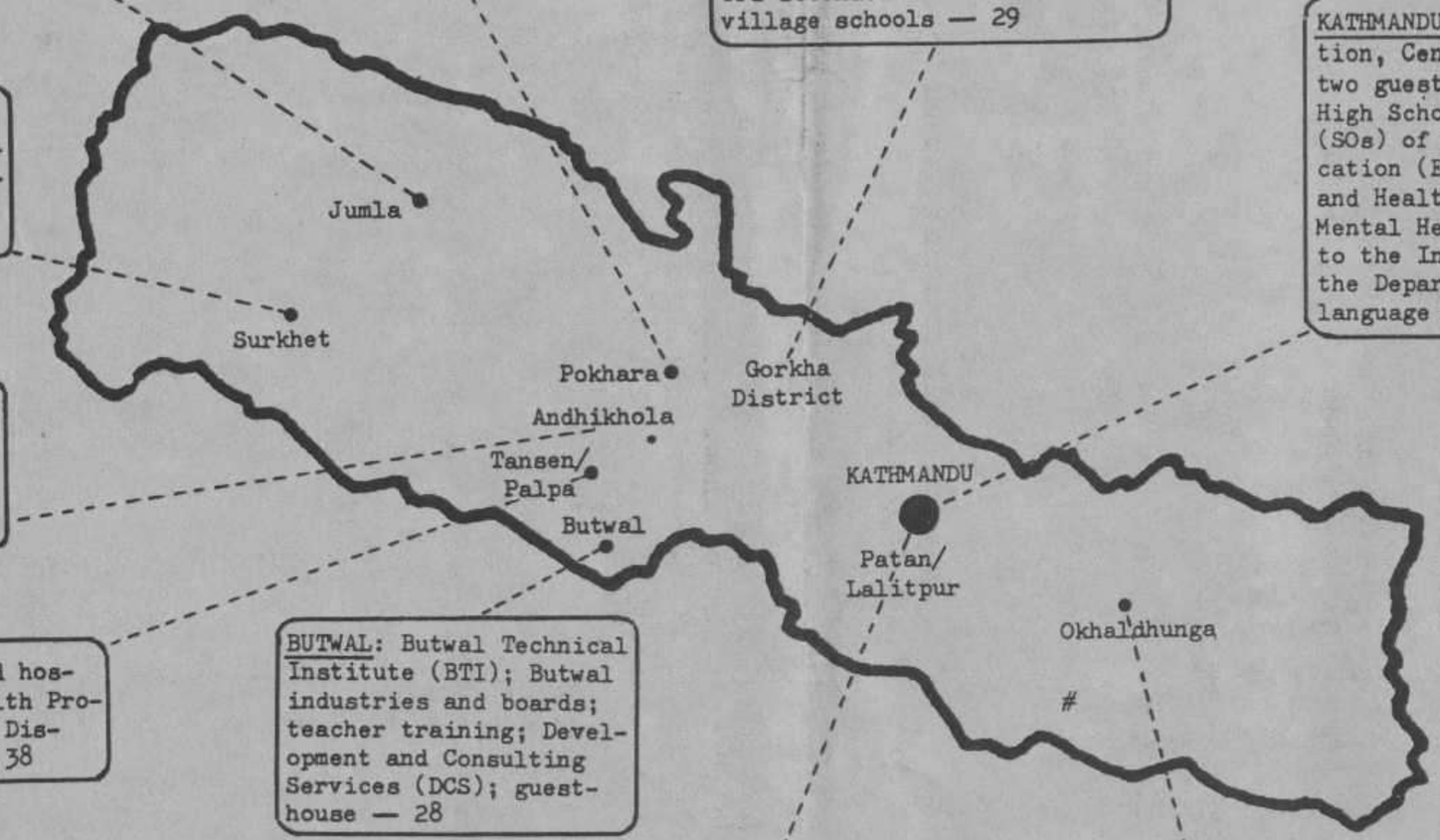
ANDHIKHOLA: 5,000 kw. hydroelectric project; irrigation and rural development programs — 22

TANSEN/PALPA: 100-bed hospital; Community Health Program (CHP) for Palpa District; guesthouse — 38

BUTWAL: Butwal Technical Institute (BTI); Butwal industries and boards; teacher training; Development and Consulting Services (DCS); guesthouse — 28

PATAN/LALITPUR: 138-bed hospital; Nurse Campus; Community Development and Health Project (CDHP) for Lalitpur District — 57

OKHALDHUNGA: 20-bed dispensary; Community Health Program (CHP); rural development program — 12



The UNITED MISSION TO NEPAL (UMN) is made up of 418 expatriate workers from 20 countries, supported by 37 member bodies (plus a few non-members). 394 of the 418 are Board Appointees (BAs) and 24 are Direct Appointees (DAs). 268 Board Appointees are assigned to Board-approved posts, as follows: 38.2% to Health Services, 32.1% to Economic Development, 15.9% to Education and 13.8% to Administration. Most spouses are not formally assigned by the Board.

S U M M A R Y

Location	Persons	Percent
Kathmandu:		
HQ, SOs, Misc.	80	19.1
Language study	37	8.9
Tansen / Palpa	38	9.1
Patan / Lalitpur	57	13.6
Gorkha District	29	6.9
Okhaldhunga	12	2.9
Butwal	28	6.7
Pokhara	32	7.7
Jumla	17	4.1
Andhikhola	22	5.2
Surkhet	3	.7
Secónded (to Paimey* and Lahan#)	5	1.2
On furlough	58	13.9
Total	418	100.0

UMNINFO - April 1986

Gossner Mission

Eingegangen
16. APR. 1986
Erledigt:

zu den Akten

UNITED MISSION TO NEPAL . . . . . PERSONNEL NEEDS LIST . . . . . APRIL, 1986

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

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

The Personnel Secretary, United Mission to Nepal, Post box 126, Kathmandu Nepal.

URGENT NEEDS

SYSTEMS ANALYST. To assess the need for, and assist in the implementation of computer systems. Knowledge of micro and/or mini systems useful.

BUSINESS MANAGERS, ACCOUNTANTS, MANAGEMENT ACCOUNTANTS, ADMINISTRATORS WITH SOME ACCOUNTING SKILLS, AUDITORS. For various projects including hospitals, rural development, construction projects, etc.

SECRETARIES. Preferably long-term; for general office work and hospital work. Typing, duplicating, minutes and office procedures; able to take responsibility.

GENERAL PRACTITIONERS. Experienced, preferably with extra training in parasitology and infectious diseases, for all-round diagnosis and treatment of wide range of diseases. Interest in teaching paramedicals and ability to work within a team approach to health care. Experienced in general surgery, and/or obstetrics and gynaecology, and/or paediatrics, required for some posts.

STAFF NURSES. For involvement in UMN hospitals especially the one in Kathmandu Valley working under Nepali nursing staff.

NURSE EDUCATORS. For staff of the UMN Nurse Campus which trains registered nurses in a basic programme.

LAB. TECHNICIANS. Broad general laboratory experience needed for laboratories with low level technology.

ENGLISH TEACHER. Up to 'O' level, to be Head of English for Regional School, Pokhara.

NON-FORMAL EDUCATION RESOURCE WORKER. Experienced in non-formal education through study and work experience. Task is to train personnel in NFE techniques, keep abreast of developments in NFE theory, methods, materials, research, etc. Field research on NFE needs of UMN projects. Network with other agencies involved in NFE.

LIBRARIAN. For Karnali Technical School, Jumla.

HEALTH TRADE INSTRUCTOR. To train village health workers, based in Karnali Technical School, Jumla, using local hospital, clinics and health posts. Training and experience in Health Education required.

CIVIL ENGINEERS. With experience in hydro power or irrigation construction/design.

DROP SHAFT CONSTRUCTION EXPERT. We are about to drop a vertical shaft 250 meters deep, 4 meters across, for a hydro project. We also need civil, mechanical, and/or electrical engineers (even short term will help) and a quantity surveyor/cost estimator, for this.

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FORESTERS/ARBORICULTURALISTS. Foresters, preferably with nursery and extension experience, and arboriculturalists (horticulturalists majoring in single tree management for fuel, fodder, and fruit production) are needed for the expanding tree planting/forestry program. They will be required to start new work or continue to develop existing work, so all levels of experience acceptable.

LINESMAN SUPERVISOR. An electrician/linesman, experienced in rural electrification, to be responsible for training and supervising of distribution line staff for both the erection and operation phases of a rural electrification program; also assisting in research and development installations in a pilot project of another area.

MANAGEMENT CONSULTANT & MANAGEMENT ACCOUNTANT. Needed to give management training and advice to UMN-related industries as well as outside entrepreneurs so that they can better manage their businesses. The management Accountant will concentrate on helping related industries to set up simple management information systems.

POSTS WHICH ARE LESS URGENT, BUT STILL NEEDED TO MAKE USE OF OPPORTUNITIES

GENERAL

Rural Development Workers: People with training or experience in rural development, with practical background in agriculture, tree-planting, rural industries, appropriate technology, simple water supplies and sanitation, health teaching etc. Must be long-term.

Health and safety advisor: There is a need for an occupational health expert to advise our projects.

ECONOMIC DEVELOPMENT

Engineers:

a) Structural/civil engineers, costing, geologist, building construction in various parts of the country.
b) Mechanical engineers. Construction of underground power plant (5000 kw), various smaller hydro-power development and installation, ropeways, accessories for crossflow turbines, development of rural tools and machinery.

Senior Consultants with experience in industrial accounting, management and marketing; in planning and marketing of small-scale agrobased and other rural industries, cottage industries/handicrafts.

Foresters: Especially those with ten or more years' professional experience and who are able to develop new work or administer existing work. Ability to fit in with local villagers, Nepali professionals and aid agency staff is essential. Administrative skills are especially required.

Horticulturalists: With expertise and interests in nursery establishment, plant propagation, and tree management for fruit, fuel, and fodder production.

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in demonstrating to and communicating with village farmers, for integrated development and agricultural extension work of various types. Special need for: Agronomist, Horticulturalist, Livestock Specialist, and Veterinarian.

Builders: To assist with construction work in several areas, mainly in isolated locations.

Gossner Mission

EDUCATION

Construction Trade Instructor: To train overseers and extension workers to plan and carry out construction of buildings, water projects, irrigation schemes, trails etc. using simple methods and materials. Training and experience in Industrial Arts or technical education required.

Agriculture Trade Instructor: To train extension workers in agriculture, mainly for government posts, to be able to give advice and training in basic livestock and crop programmes and patterns, with all necessary records. Training and experience in agriculture education an advantage. On-site engineering experience desired.

Note: The above two posts are for training which is 80% practical in nature, with teaching and living conditions which are simple and rugged. Such workers will need to be adaptable and resourceful. Experience in curriculum development or material development useful, though not essential.

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

Teachers with teaching experience in age range 11 years and over; for government schools in rural areas; in maths, science (general), and English. Long-term only, as teaching medium is Nepali.

Cultural Resource Worker; with experience in cross-cultural relationships. To help UMN personnel understand and relate to their cultural environment.

HEALTH SERVICES

Dentists: For work in UMN's Dentistry Programme which includes both clinical and community dentistry and research.

Oral Hygienist: For work with the UMN Dental Programme.

Drug Store Manager: Knowledge of pharmacology helpful as well as office management.

Gossner Mission

NEWS AND PRAYER LETTER

United Mission to Nepal
Post Box 126
Kathmandu, Nepal.

May 1985

Dear Partners in fellowship,

In our house-fellowship group for Bible study we are studying Mark's Gospel. Soon after the beginning of Jesus' ministry it is recorded that He selected twelve whom He designated apostles. The job description follows in three concise statements as to their activities, Mark 3: 14, 15.

1) They were to be with Him. This speaks of fellowship. In an amazing way it is Christ's desire that we walk every day in fellowship with Him. While walking in fellowship with Jesus fruit becomes evident, freshness of Spirit, growing likeness, ability to cope, etc. The opposite is also true. To be out of touch with Him can mean frustration, confusion, disharmony, etc.

2) They were to be sent by Him. This calls for availability. As Christ's servants we give priority to hearing His voice and responding to His direction. We can be preoccupied in many ways and fail to hear, and therefore fail to respond.

3) They were to have authority from Him. This provides our enabling. It is in this that we are totally different from the world, not self-sufficient, self-made people. The reminder is constantly needed from Jesus, "Apart from Me you can do nothing." We always have so much work to do. Busyness is the hallmark of our generation. Are we discovering more and more His authority to enable us in His work?

In our prayers for each other, let us together fulfil His calling in lives of daily fellowship, by constant availability, and through God's enabling grace.

Since I last wrote there have been many activities and events.

1. One of the companies established by UMN has purchased Biswas Niketan (formerly Executive Director/Treasurer's apartments and Board Room). This is the first stage of a permanent Headquarters and we are already appreciating how much this helps. We now have UMN Board permission to purchase Asha Niketan next door (presently Guesthouse) and can then develop these two properties as a Headquarters Centre. As we thank God for this provision do pray for good stewardship of its use.

2. Many meetings have been held since November 1984. Finance, Executive in December; Planning & Management Committees for all of our Projects; Functional Boards; followed by Meetings of Finance, Executive and Annual UMN Board just concluded. These all mean hard work - much preparation, working towards right decisions, and then their implementation. Do pray for God's leading to what is right and then strength to do what is His will.

3. Finance. Let us give thanks to God for His good provision in the budget which is now about U.S. $4½ million. This challenge calls for faith with expectancy, as well as much hard work in seeking, receiving and accounting for these funds.

4. In January 1985 we welcomed 23 students to the present language school. However, this coming July could see more than 40 new UMNers, our largest ever new group. All these, both those who will conclude their studies in June, and those arriving in July will need your earnest prayers.

5. Since we last wrote, the Language School has become a Nepali private company. This saves us many headaches, is a definite step towards Nepalization, and continues to give us good service. Pray we will continue to have good relationships with the new school and its staff.

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6. Pokhara School has had a new start with the official opening as a regional school on March 28th. A big responsibility rests on our staff as they move into this new educational program.

7. Our current General Agreement concludes on May 28th. Pray for us as we seek a five-year extension and that this will open up God's ways for us to walk in as we serve Nepal and its people.

8. In our recent Board Minutes we have had to record the passing of three friends who were involved in the early years of UMN. Elizabeth Miller, Cecil Pedley and Jonathan Lindell. We thank God for giving them to UMN and their many years of ministry in Nepal. We pray for God's comfort and strength to be with the loved ones who remain.

9. Our Workers' Conference runs May 10th to 16th. It will probably be concluded by the time this letter reaches you. We thank God for the opportunity of fellowship together and pray that we might be refreshed.

   Immediately following this I expect to leave on May 17th to visit twelve locations in Europe to share something of the work of UMN with staff and friends of our member bodies. Please pray that this will be helpful and lead to better understanding as well as more informed prayer fellowship. I return to Nepal on June 28.

10. We continue to commend the Church in Nepal to your prayers. Recently there have been over 80 involved in situations like Paul when writing a number of his letters, e.g. Philippians. God is working on their behalf, but we must continue to pray for them. Pray too for an increasing sense of unity among congregations. We are seeing God work in this way also; and we give Him thanks.

11. Of interest to many, at our recent Board meeting the suggestion was made that the Board could meet in November rather than in April. This is a big change, but fits much better the new pattern of our annual activities. This was committed for study to the Administration and we are able now to request the Board to hold its next meeting in November 1986 as the start of this new pattern.

12. In response to a request from the Board last year, our Information Officer has prepared three new booklets; two are general booklets on UMN, and one specifically on Economic Development in UMN. We are seeking to make these available in the offices of our member bodies and if you can use them for sharing information please do make sure to request them. The booklets are:
    "Nepal (and the UMN) at a Glance";
    "Introducing Nepal and the UMN";
    "UMN Development Work in Nepal."

May the Lord help you each one in the daily fulfillment of His great purposes and as we share together in the ministry of prayer.

Sincerely in Him,

Howard Barclay

J. Howard Barclay,
Executive Director.

P.S. Our Board of Directors has requested that in future the Minutes of the Board and Executive Committee be circulated only within the membership of the UMN. Some of you have been receiving the Minutes books, and these will still be sent to member body offices. Others will in future receive the reports (and plans if requested) as previously, but without the minutes of the meetings.

JHB

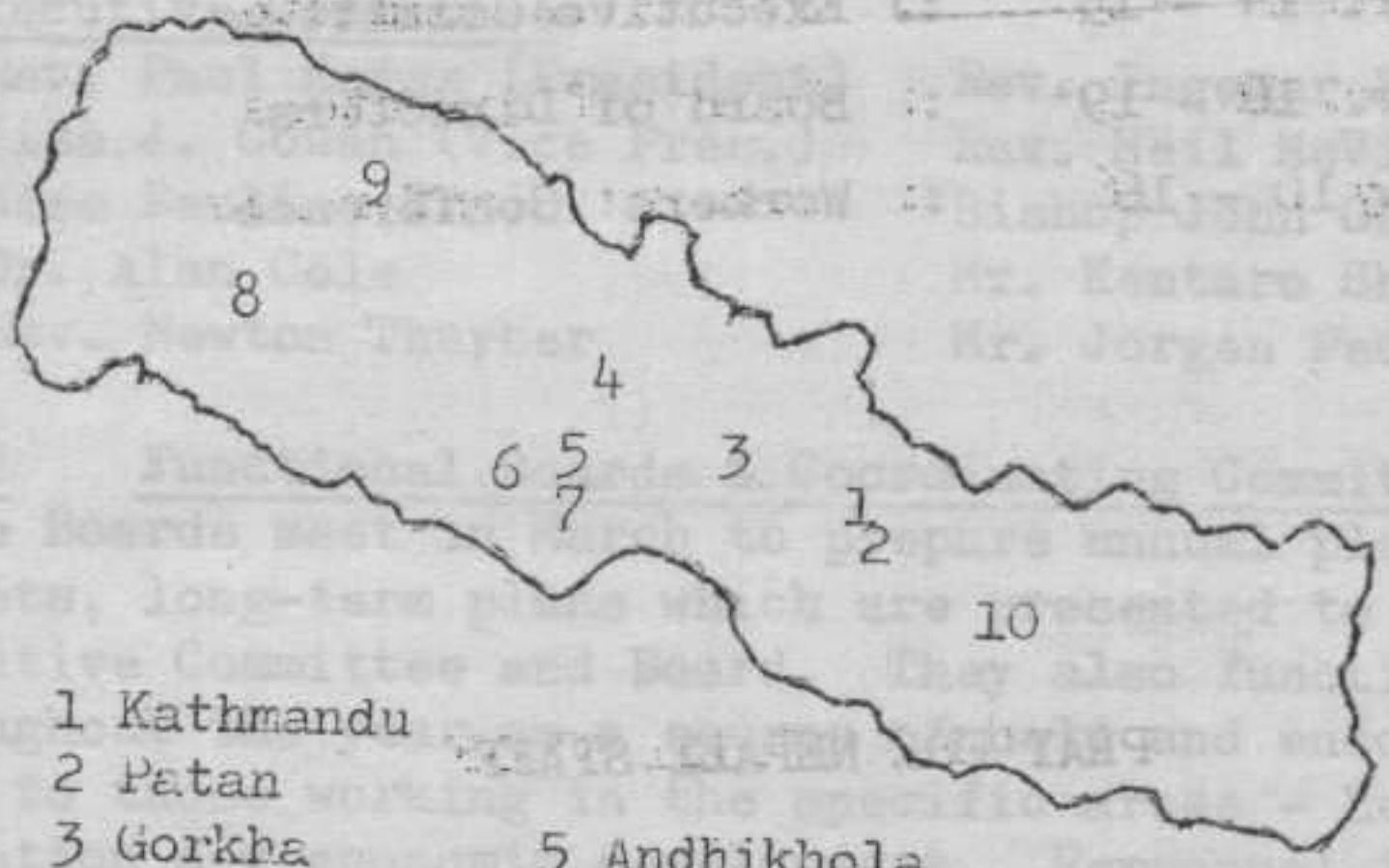
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UNITED MISSION TO NEPAL

PRAYER CALENDAR

January - June 1985

EINGEGANGEN



1 Kathmandu
2 Patan
3 Gorkha
4 Pokhara
5 Andhikhola
6 Tansen
7 Butwal
8 Surkhet
9 Jumla
10 Okhaldhunga

"But the land which you are going over to possess is a land of hills and valleys, which drinks water by the rain from heaven, a land which the Lord your God cares for; the eyes of the Lord your God are always upon it, from the beginning of the year to the end."

Deut. 11: 11, 12.

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PRAY FOR COMING EVENTS

February 1	:	New Language Term begins
February 26	:	Integrated Development Committee
Feb. 28 - Mar. 1	:	Economic Development Board
Mar. 3 - 4	:	Education Board
Mar. 6 - 8	:	Health Services Board
April 12	:	Finance Committee
Apr. 14 - 15	:	Executive Committee
Apr. 16 - 19	:	Board of Directors
May 10 - 16	:	Workers' Conference

PRAY FOR NEPALI STAFF

In the following Projects the UMN expatriate staff are listed, and a few Nepali staff in positions of major responsibility. There are <u>many</u> other Nepali staff working alongside UMN personnel, probably some 1,700 in all. Pray for them each day, especially for those who are Christians.

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Day 1 Member Bodies, & UMN Executive & Finance Committees. Pray for:

a) the 37 member bodies in home countries with responsibility for sharing in policy-making, selection of personnel and sending of finances, etc. There are another 20 or so agencies who send personnel or financial grants;
b) the thousands of people who pray and give; we thank God for all of them;
c) the Board, Executive & Finance Committees meeting in April to deal with plans and budgets, long term plans, personnel, financial and policy matters, etc.

Executive Committee:

Rev. Paul Kniss (President)	Rev. Ingemar Berndtson
Miss J. Cowan (Vice Pres.)	Rev. Neil McVicar
Miss Pauline Brown	Bishop John Ghose
Dr. Alan Cole	Mr. Kentaro Shiozuki
Rev. Newton Thurber	Mr. Jorgen Pedersen

Day 2 Functional Boards & Coordinating Committee. These Boards meet in March to prepare annual plans and budgets, long-term plans which are presented to the Executive Committee and Board. They also function throughout the year as a source of help and encouragement to those working in the specific areas - health, education and economic development. Personnel in isolated situations look to them for support and guidance. Pray also for the Coordinating Committee as it seeks to advise on many mission-wide matters and personnel.

Day 3 Education Board & Service Office. Mission-wide ministries continue in the form of production of written materials, library training, language consultancy, and the study of the local culture as it relates to UMN work and witness. Pray for those involved in these varying tasks and in administrative duties which ultimately touches the lives of many people across the country.

Marie Auld (teacher, to be assigned)
Richard & Janice Clark (Education Secretary)
Berit Hansen (Secretary)
Ann Lycett (Materials Development Coordinator/Writer)
Helen Parsons (Consultant Librarian)

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Dick & Marcia Smith (Language Consultant)
Bucky & Carole Sydnor (Culture Resource Worker)
Ryohei Takatsu (Teacher)

Day 4 Pokhara/Butwal Education Projects. UMN is involved in the building up of the Pokhara School (GAMV) to baccalaureate standard, beginning in February. Pray for wisdom in planning and implementing this large task, and for the provision of the right kind of staff.

Opportunities continue in teacher training in both Pokhara and Butwal, and should provide opportunity for a very real contribution to educational standards in Nepal.

Kenneth Afful (Administrator) GAMV
David & Val Bambach (Headmaster) GAMV
Richard & Heather Cameron (Jr. School Supvr.) GAMV
David & Ann McConkey (Science Teacher) GAMV
Ben & Maria Westerling (Extra-Curricular Activities & Scholarship Officer) GAMV
Alan & Margaret McIlhenny (Teacher Training) Pokhara
Vanlal & Sangi Thiak (Teacher Training) Butwal.

Day 5 Jumla Project. The project is now well established, and is going through a period of consolidation in the Technical School. The first students admitted have finished their four-year course and are very favourably accepted by the community. Pray for those involved in education and health care in the local community, and for the witness and ministry of the whole team in the area.

Larry & Phyl Asher (Co-Principal, KTS)
Lyndon & Nancy Brown (Health Trade Instructors)
Robert Bruce (Forester)
Alan & Iris Davies (Building Trade Instructor)
Richard & Vivienne Fletcher (Construction Prog.)
John & Sheila Finlay (Project Director, March)
John Halls (Construction Program)
Adriaan & Josein Los (Building Trade Instructor)
Helen Matthews (Community Health Nurse)
Jenny Sutton (Com. Health Nurse/Project Director)
Fran Swenson (Business Manager)
Glenys Walker (Teacher, local school)

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Day 6 ESO: Non-formal Education; and Training and Scholarship Program. So many in Nepal are denied formal education - people whose lives may be enriched by learning skills related to their surroundings. Pray for those who seek to give leadership and advice in the central office, and the preparation of suitable materials for those who teach.

Many Nepali colleagues are given the opportunity to gain professional qualifications through the Scholarship Program. Pray for discernment in administering this.

Purushotam Nepali (Training & Scholarship Program Administrative Secretary)
Nancy Molin (Non-formal Education)

Day 7 Gorkha Education Program. Teachers seconded to village schools, working in formal school teaching and in non-formal work amongst villagers, rejoice in the openings God has given. Pray for their witness of life and word, and for wisdom in every situation. They need support and fellowship, in relatively isolated locations.

Jean Baird (Teacher, Makaising)
Margaret Cranston (Teacher, Makaising)
Robert & Denise Judge (Teacher, Thalajung)
Asbjorn & Anne-Therese Ness (Teacher, Thalajung)
Tove Madsen (Teacher, Namjung)
Christine Stone (Teacher, Namjung)

Day 8 Mahendra Bhawan Girls' School; and UMN Secretarial School.

Mahendra Bhawan: We no longer have opportunity to place teachers in the school, but ask for prayer for the Christian Nepali staff. UMNers can still have a ministry informally amongst the girls. The school is much in the public eye; pray for those with responsibility.

Kirsti Kormu (School Nurse)
Nirmit Sittling (Headmistress)

Secretarial School: This school offers training in secretarial, office and business skills to young Nepalis. English teaching is also given to many needing coaching. Pray for opportunities of witness also.

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to these young people.
Sue Bonsteel (English Teacher)
Bob & Phyl Wallace (Director & Instructor)

Day 9 King and Country. 1 Tim. 2:2 gives us the motive for praying for kings and rulers: "That we may live peaceful and quiet lives in all godliness and holiness." We are grateful for the measure of peace and of good relationships with officials. There are agreements still to be negotiated for the work in Surkhet, Patan Hospital, Health Services in general, DCS, RDC, Butwal Technical Institute, Nawal Parasi, Jumla, and the UMN General Agreement.

Day 10 Language and Orientation Program. This is a very crucial time in the life of new workers. Pray for those planning the Orientation Programs, that students will be inspired and challenged and will persevere in language study at a time when discouragement is all too possible.
Keshab Khanal (Principal, Language Centre)
Ann Lycett (Orientation Administrator)
New Workers:

Alie Bulten (Teacher)
Reiny de Wit (Teacher)
Barbara Fargher (Veterinary/Surgeon)
Susan Friesen (Medical Technician)
Dorothy Gale (Hostess)
Carolyn Gallagher (Nutritionist)
Graeme Gugeri (Management Consultant)
Gene & Terry Howard (PE Teacher & Nurse)
Ull & Sue Kohler (Social Workers)
Wim & Margreet Korstanje (Builder & Teacher)
Chun Sim Lee (Nurse)
Marie-Luise Ley (Hostess)
Tim & Joy Linton (Doctor)
Brian Little (Development Worker)
Tom & Elizabeth Moncrieff (Engineer & BA.)
Ruth Powys (Doctor)
Olivia Rountree (Nurse)
Taeko Takatsu (Teacher)
Aino Tuppurainen (Nurse)

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Day 11 Missionaries' Children. Of the many children (about 200) of UMN workers, some are in boarding schools in India, some in tutorial groups in projects, some in school in Kathmandu. Many are under school age. Pray for older children at home in college; and for more Tutorial Group teachers.

Wendy Beesley (Tutorial Group, Butwal)
Ad & Karin Breedveld (Dutch Tutorial Group, Kathmandu)
Ed & Edna Mae Shields (Children's Hostel, Kathmandu)
Margaret Thoday (Tutorial Group, Tansen)
Judith Willis (Tutorial Group, Butwal)

Day 12 Health Services Board & Support Offices.
Pray for the growing team of colleagues who are busy in support services for the health services projects across the country. Their work covers advice and help, ordering of items, supply of materials and library books, drugs, facilities for research projects, etc.

Mary Eldridge (Health Care Consultant/Med. Coord.)
Carl & Betty Anne Friedericks (Sr. Health Consult.)
Raija Hannila (Secretary)
Tom Hale (Doctor)
David & Pam Hickingbotham (Psychiatrist)
Jeanette Hyland (Health Services Secretary)
Miriam Krantz (Nutrition Consultant)
Ann Matthias (Health Care Consultant)
Florence Martin (Business Manager)
Audrey Maw (Employment & Training Advisor)
John & Jean Sibley (Health Care Consultant)
Janelle Talty (Secretary)
Kima & Vani Tochhawng (Statistician/Health Educator)
Muriel Twinem (Nurse, to be assigned)
Niekie Waaning (Nurse, to be assigned)
Christine Wright (Psychiatrist)

Day 13 Institute of Medicine & Nursing Campus.
The Nursing Campus is seeking arrangements for long-term accommodation for the work and witness amongst the students in this busy training program; pray also for the right candidates to be chosen for training.

Those working with non-UMN projects need to know themselves surrounded by prayer for wisdom, patience,

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and adequate fellowship. Many secondments are included in projects mentioned on other days.

Institute of Medicine:
Hisa Asaoka (Course Development/Nursing Training)
Mary Nichol (" " " ")
Margaret Wright (Nurse Tutor)

Nursing Campus, Patan
Jacky Brown (Tutor)
Robert & Lena Jonzon (Tutor)
Bishnu Rai (Director)

Day 14 Patan Hospital. A heavy load of patients continues to come for healing, and there are often real pressures on the staff. Pray for an uplifting of the Lord Jesus in all the work done there, and for wisdom in putting into operation some new methods and policies. The Board has members from UMN, Government and the local community.

Joyce Baldwin (Physiotherapist)
Gill Campbell (Nurse)
John & Angela Dickinson (Medical Director)
Bob & Sharon Gsellman (Physician)
Gerald & Alison Hankins (Surgeon & Med. Librarian)
Brian & Grace Johnston (Anaesthetist)
Ruth Judd (Nursing Superintendent)
Bir Bahadur Khawas (Administrative Officer)
Ingegerd Karlsson (In-Service Training)
Kin & Sue Liu (Lab. Technician)
Elizabeth Overvold (Nurse)
Rut Peterson (Hospital Visitor)
Jim & Elsie Pettibone (Bio-Med. Equipt. & Lab Tech.)
Silvia Scholz (Obstetrician)
Birgitta Sharma (Nurse Anaesthetist)
Marian Smith (Paediatrician)
Isobel Strang (Physiotherapist)
Kerstin Westbacke (Dentist)
John & Wanda Watkins (Pharmacist)
Diane Williams (Social Worker)
Kathy Witherington (Internist)
Alan & Tat Young (Surgeon/Physician)

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Day 15 Lalitpur District Community Development Assistance Program. This work extends into an area of great poverty and ignorance reached by many hours of hard walking. Physical need is obvious and time-consuming; pray that spiritual need will receive the right priority. Assistance is offered in preventive medicine, forestry, water supplies, nutrition teaching, agriculture development, non-formal education, etc.

Margaret Entz (Nutritionist)
Kaarina Heikkila (Non-formal Educator)
Finlay & Rachel Hodge (Agriculturalist)
Kathy Horton (Non-formal Educator)
Jennifer Lind (Nutrition Student)
Walton & Ruth McCaslin (Project Director/Agriculturalist and Nurse)
Carol Nerge (Nutritionist)
Henk & Gerrie Ymker (Agriculturalist)
Frank & Anita Younkin (Agriculturalist & Business)

Day 16 Lalitpur District Community Primary Health Care Program. A large number of Nepali staff work in this team to seek to bring preventive care and teaching to many people in Lalitpur, in close cooperation with government plans. Pray for a continued clear witness in all these contacts.

Bob & Hazel Buckner (Builder)
Cynthia Hale (Doctor)
Michi Maeda (Nurse)
Shyam K. Ranjit (Director)
Dave & Carol Stevens (Administrative Advisor)
Stina Ullberg (Training Coordinator)

Day 17 The Church continues to grow. In places it is at ease, in others it is suffering imprisonment or less obvious persecution. We are part of this Church; let us pray with involved understanding for wise leadership, for Biblical ministry, for effective witness, for believers in isolated areas.

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Day 18 Gorkha Health Services;Projects. Pray for the hospital staff, under pressure of large numbers of patients and shortage of staff. Pray for those working in the area in community health and economic development spheres, some living in outlying villages. Pray for the silent and spoken witness, as lives are watched constantly.

Hospital:

Shoba Gurung (Nursing Superintendent)
Mike & Diane Haskins (Surgeon)
Del & Bev Haug (Medical Director)
Helen Huston (Physician)
Janet Kamps (Nurse)
Winnie Lau (Business Manager)
Ian & Sally Smith (Physician & Nurse)
Keith & Heather Smith (Maintenance Coordinator)

Community Health Team:

Kerry Brown (Nurse)
Oystein & Hildur Johansen (Nurse)
Margaret McCombe (Non-formal Educator/Project Director)
Wendy Moore (Nurse, Choprak)

Day 19 Tansen Hospital. There is always a heavy load of work in this busy hospital; pray that it may be part of the total Christian witness and not seen as a rival to it. Pray for additional staff needed, and for blessing on all contacts with patients, friends, staff and local community. The latter take an active interest. Major renovations are being made in the out-patient departmen

Ken & Jill Anderson (Surgeon)
Henk & Frannie Blom (Business Manager)
Bill & Marshall Clarke (Paediatrician)
Ray & Karen Cross (Dentist)
Gene & Grace Fox (Engineer, Construction)
Pat & Janet Fulks (Lab. Technician)
Margaret Hopkins (Hostess)
Pirjo Itkonen (Nurse Anaesthetist)
Stuart Little (Dentist)
Doreen Maggs (Hostess)
Mel & Betty Meyer(Internist)

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Steve Normanton (Electrician)
Geoff & Aileen Pike (Medical Director)
Bernadette Rai (Nursing Superintendent)
Ray & Barbara Reeves (Maintenance)
Joe Schoonmaker (Doctor)
Neil & Clarice Solvik (Pharmacist)
Martin & Elizabeth Smith (Surgeon)
Garry & Marion Taylor (Maintenance)
Wayne & Pat Thorpe (Physician & Nutritionist)
Steve & Becky Thorson (Physician)
Phebe Uy (Physician)

Day 20 Palpa District CHP. Cooperation with government plans needs to be set against the background of Prayerful preparations, for communities to be motivated for the good of the whole; for officials and individuals who can expedite or block the implementation of plans; and for Nepali and expatriate staff on the job. Pray for the many who are reached by this wide-spread program.

Mirjam Bergh (CHP Director)
Margaret Brass (Nurse/Midwife)
Andrew & Barbara Brown (CH Physician)
Valerie Collett (Nurse/Midwife)
Agne & Kerstin Karlsson (Agriculturalist)
Narayan Maharjan (Development Coordinator)
Ingeborg Skjervheim (Nurse/Midwife)
Peter & Agnes Storey (Agriculturalist)

Day 21 Okhaldhunga. The hospital work and community health work in this area reach a large number of people. Agricultural work is getting underway, and school teaching and non-formal education are included in the total ministry of the project. Pray for the team working in an area where there has been a witness for many years.

Hanne Egner (Nurse, CHP)
Wynn & Tara Flaten (Agriculturalist/CHP Director
Anna-Liisa Jokinen (Business Manager)
Mick & Debbie Langford (Physicians)
Susie Merry (Nurse, CHP)
Judy Nichols (Nurse, CHP)
Sakuntala Tamang (Nursing Supt., Dispensary)

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Jim & Louise Rotholz (Maintenance Supervisor)
Karen Rodwell (Teacher/Non-formal Educator)
Graham & Sue Toohill (Physician, Dispensary)

Day 22 Communications Committee & Literature Work. Continue to pray for Nepalis with gifts to write and to prepare tape recordings. Ask the Holy Spirit to give these gifts or to give recognition of them where they exist, and courage and leisure to use them. Praise for all that is being done, and for distribution of materials available.

Day 23 Economic Development Board & Service Office, etc. Those working in a service office need prayer that they will keep the vision of channelling God's common grace to needy people amidst a mass of administrative detail and assistance to projects. Remember also the constant dealings with government offices and negotiations for various agreements; particularly that concerning any possible future work in Nawal Parasi, where the development project has been closed.

Esa & Anita Ahonen (Manager, EDBSO)
Randy Friesen (Engineer, RDC)
Odd & Tullis Hoftun (Consultant EDB/Gen. Mgr. BPC)
Anders & Birgit Kammensjo (Asst. Econ. Dev. Secr.)
Ed & Annie Kramer (Gen. Mgr. Himal Hydro)
Lionel & Alison Mackay (Admin. Assist. to EDS)
Al & Peggy Schlorholtz (Economic Dev. Secretary)
Winnie Thuma (Marketing Advisor, RDC)

Day 24 BTI-related Projects and Development & Consulting Services (DCS). Negotiations continue for the future of BTI in relation to HMG. Pray that it will be clarified. BTI and related industries are already under Nepali management and some UMNers are seconded to them. DCS is the ongoing UMN presence in Butwal, a base for research, reaching out into the country through field workers of different kinds, and formation of industries such as Himal Hydro Co. Pray that the whole gospel to the whole man will be the outcome of this work involvement.

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Leiv & Mary Boyum (Development Engineer, DCS)
Trevor & Janet Durston (Production Engineer, BEW)
Cliff & Chris Eaton (Architect, Design Office)
Gunnar Espevik (Quality Control, BEW)
David & Elaine Grimoldby (Surveyor, DCS)
Dave & Anne Heuft (Management Trg. Instructor)
Erling & Dagrun Karstad (Master Mechanic, BEW)
Per-Anders & Vivi-Anne Lindgren (Forester, RDC/BPF)
Roger & Margareta Lunden (Production Dev. Engr. BEW)
Delos & Hazel McCauley (Engineer)
Simon Pandey (Director, BTI)
David Payne (Building Materials Tech, Design Office)
Jeff & Sue Rollins (Development Eng., Rural Equipt.)
Craig & Lori Rolwood (Engineers, Design Office & Butwal Power Co.)
Tore & Ragnhild Skeie (Engineer, Design Office)
Isak & Judith Stokseth (Engineer, BEW)
Ben & Coby van Wighe (Engineer, DCS)
Olav & Berta Wergeland (Engineer, BEW)
Ken & Margaret Webster (Director, DCS)
Mike & Linda Wheller (Quantity Surveyor, DCS)
Eivind Wium (Engineer, DCS)
Tom & Mamie Wong (Industrial Development & Bio-Chemical Research)

Day 25 Rural Development Centre, Pokhara. At least 90% of the population of Nepal are still farmers. The team has a unique opportunity of relating to the people in familiar things. Pray for the God of Creation and His good plans for them to become a living reality through the work of this Centre. Its main function is to provide advice and assistance to rural development work in other UMN projects.

Guenter & Gerti Beyrich (Marketing & Crafts, Pokhara)
Richard & Glenys Gijsbers (Forester)
Norman & Maija Holbrook (Agriculturalist)
Steve & Karen Knisely (Forester)
Peter & Mary Quesenberry (Veterinary Surgeon)
John Studley (Forester)
Dave & Mary Thoresen (Agriculturalist)
Marjatta Tolvanen (Food Technologist)
Maarten van den Dool (Agriculturalist)
John & Lynn Williamson (Project Director)

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Day 26 Surkhet, and Secondments. UMN personnel live in Surkhet getting to know the people and seeking to make appropriate plans for the future, while awaiting the finalization of the Project Agreement.

Those in seconded posts are in places of great opportunity for service and witness, and need prayer - especially those in isolated locations.

Surkhet:
- Martin & Inge Anhorn (Director, Jan.)
- Andrew & Coby Bulmer (Director from Feb.)
- Gerhard Honhold (Agriculturalist)

Secondments:
- Paimey: Mary Cundy (Social Worker)
- Lahan: Albrecht & Kristina Hennig (Ophthalmol.)

Day 27 Andhikhola Project, and Himal Hydro Co. The tunnelling is well underway for the Hydro Project, and prayer is needed for safety and wisdom at every stage of development. Pray for good local relationships and cooperation. A rural development program is being developed in the area also, including an important irrigation water distribution program seeking to bring help to all, even the landless.

Andhikhola Team:
- Ken & Gwyneth Brookes (Engineer, Himal Hydro)
- Dave & Rosemary Cooke (Forest, Soil & Water Coord.)
- Ian & Marion Curtis (Engineer)
- Peder & Ulla Ericsson (Electrician, BPC)
- Steve & Gail Erickson (Irrigation Coordinator)
- Amy Fletcher (Non-Formal Educator)
- Arie & Christel de Jong (Engineer, Himal Hydro)
- Gary & Pat Hafvenstein (Engineer, Himal Hydro)
- Dave & Miriam Ramse (Agriculturalist)
- Adrian & Justine Slater (Sr. Site Engineer, Himal H.)
- Dan Spare (Engineer, Irrigation)
- Magne & Dorothea Vestol (Engineer, Himal Hydro)

Himal Hydro Team, Butwal:
- Clive & Su Irvine (Engineer)
- Okoro & Oyidiya Ndukwe (Business Manager)
- Gordon Russell (Site Engineer)
- Siri Stokseth (Engineer Student)
- Sze Kiat & Kuan Thai Tang (Structural Engineer)

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Day 28 UMN Headquarters, Kathmandu. A wide variety of ministries is represented in this team - hostesses caring for language students and guests, people sitting in offices and/or visiting government officials to free others for more obvious contribution to God's kingdom, leaders with heavy responsibilities and decision-making. Pray for fresh anointing daily so that tasks do not become routine.

Howard & Betty Barclay (Executive Director)
Joy Carter (Hostess, Salyan House)
Gene & Jane Glassman (Information Officer)
Martha Janzen (Secretary)
Colin & Sue Law (Treasurer's Assistant)
Bethany Lindell (Secretary)
John Mason (Auditor)
Tony & Valerie McGall (CSD Dir. & Hostess, Asha Niketan)
Ruth Overvold (Mailroom)
Donna Schultz (Hostess, Fleming House)
Nora Vickers (Personal Counsellor)
Erling & Ulla-Britt Wennemyr (Treasurer)
Betty Young (Personnel Secretary)

Day 29 Personnel Needs.

The following are amongst the most urgent present needs:

Secretaries
Business Managers
Teachers for Regional School
Teachers for village High Schools
Trade teachers for Jumla, building & agriculture
Rural Development Workers
Agriculturalists (men)
Foresters
Civil Engineers/Mechanical Engineers
Electrical Engineers
Physicians
Paediatricians
Obstetrician (lady)
Pathologist
Nurses for hospitals and community health
Nurse Tutors
Lab Technician
Librarian

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Day 30 Furloughs

Pray for UMN personnel presenting the work in Nepal in many different countries, and for contacts with praying and interested friends and groups. Many need refreshment, healing of body, guidance for the future, renewed perspective for return to Nepal.

Neil & Robbie Anderson
Aud Bjerke
Gudrun Bonnedal
Stu & Susan Clark
Paul & Julie Curtis
Joop & Janna de Zwaan
Marlene Evans
Tom & Elaine Haggerty
Rigmor Hildershavn
Seija Hjelt
Enni Hokkanen
Margareta Hook
Alan & Jane Iles
Britt Johansson
Dave & Lois Williams.
Trevor & Stella King
Kirsti Kirjavainen
Marketta Lehti
Satoshi & Masako Mori
Tjerk & Corrie Nap
Anja Patila
Duane & Joy Poppe
Bill & Ruth Stephen
Tanja Storm
Shwu Eng Tan
Tomoe Tawara
Ernie & Vangy Thiessen
Sjoerdje van der Wal
Markku & Ritta-Leena Voutilainen.

Day 31 Other Organizations

Pray for the many organizations which uplift Christ in Nepal, that they will be of mutual help and up-building to the Church and each other and never in competition.

Anandaban Leprosy Hospital (Kathmandu)
Campus Crusade for Christ
Dandeldhura Medical Work (Western Nepal)
Discipleship Training Center
International Nepal Fellowship (Pokhara & Western Districts)
NBCBS/IFES (Student Work)
Nepal Bible Ashram
Nepal Bible Society
Nepal Leprosy Trust
Other Christian witness in the nation.

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THE UNITED MISSION TO NEPAL
Post Box 126, Kathmandu, Nepal

February 19, 1985

To all Member Bodies of UMN and other Organisations sending personnel

Dear Friends,

We have tried to keep open to changes and developments in the screening processes for personnel over the years, and are most grateful to our member bodies for their good cooperation and working with us in this matter. The result is a team of valued colleagues here in Nepal who have been accepted and are making a very meaningful contribution to the work and witness in this land, and we appreciate this deeply.

We realise that all of you are also working with other fields and organisations; it is difficult to keep track of all the details for each one, and we need to be in correspondence with your offices individually until systems are well established. However, there is one matter of particular concern to us at present, and we felt that it might be helpful to all of us if we circulate a note about this, and a couple of other points. We are sending it to everyone, and if you are one of the offices who have sent us all the needed information promptly and without reminders, then please accept our appreciation of this and understand that we fully realise that the whole letter does not apply to everyone. But there just might be some detail somewhere which would be helpful, so we are making it a general circular.

MEDICAL REPORTS. This is our main concern. No new worker is accepted by UMN until the full, detailed medical reports have been received here and have been fully passed by the UMN Medical Coordinator. No new worker should come to the field until this has been completely cleared for the whole family, including children coming to Nepal. In the past we repeatedly have had to bring offers of service to our Executive Committee for acceptance "pending clearance of medical reports" because these have not been received.

We want to underline the fact that this is a very important item in the screening of candidates, and would urge our member bodies to please send us the full reports in good time. We need to allow time, not only for acceptance to be finalised properly, but also for correspondence about any points of query in the medical reports, if necessary. Clearance by the medical officer at home does not necessarily guarantee clearance by the UMN Medical Coordinator in the light of experience in Nepal.

Sometimes candidates are offered a considerable time before they will actually come to Nepal. The request of our Medical Coordinator is that full medical reports be sent at the time of Offer, and a further follow up check be done nearer to the time of arrival here.

We are aware that the system of medical examinations varies from country to country, and from many places we receive very adequate reports. We have now formulated a medical questionnaire which may be used by any mission which finds it difficult to understand what we require, or to obtain this from the local doctors. We trust that this will be of help in such cases. (We understand the Situation in Germany!)

Further to the above, the Coordinating Committee is going to request the Executive Commitee in April to approve a policy that no offers of service will be brought to the Executive Committee for acceptance unless the medical reports have been cleared by UMN. This would not be enforced until the November meeting of the Executive Committee but mention of it at this time may help to underline the importance which UMN places on this matter and the fact that it is essential for us to receive them in good time.

NEPAL INFORMATION FORM. It is over a year since we introduced this form in an effort to gather together in one place the very minimum information we need on new candidates. We are finding that the use of this form has been very helpful, and are requesting that all candidates complete it. We also appreciate any further information sent to us by member bodies, such as copies of their own application forms completed by the candidates.

Could you please make sure that you have the Nepal Information Form available for us by each adult applying, and see that this is sent along with other papers. The Supplementary Information Form (August 1981 revision) is still used, but only for short term workers.

PROFESSIONAL DETAILS ON NEW ENQUIRERS. Many times we are asked very briefly if we would be interested in "a teacher," "an agriculturalist," "an engineer," etc., and we can give no clear answer until we have details of qualifications, subjects covered, experience, etc., even if just in outline. It will save delay in additional correspondence if this can be sent initially with such enquiries.

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One added note: it would help us greatly to have all enquiries sent directly to the Personnel Office, even if you happen to know Functional Secretaries and others personally. The concerned personnel will be fully involved in advice and decision-making, but our system is that the total record of enquiries and offers, and channel of correspondence, is the Personnel Office, and this will help to keep administrative matters straight.

And for all the good information which <u>is</u> sent along, THANK YOU! It never ceases to thrill and amaze us as good offers reach our desks through so many different channels and from so many countries, as we correspond with your many offices, and then as new colleagues join us in Nepal to take up the task and opportunities to which the Lord has called them.

With warm Greetings,

Betty

Betty Young,
Personnel Secretary.

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Eingegangen
18. JUN. 85
Erledigt

UNITED MISSION TO NEPAL . . . . . PERSONNEL NEEDS LIST . . . . March 1985

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

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

The Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal.

URGENT NEEDS

BUSINESS MANAGERS. Need experience in accounting and administration, for various projects including hospitals, rural development, construction projects, etc.

SECRETARIES, preferably long-term; for general office work and hospital work. Typing, duplicating, filing, and office procedures; able to take responsibility.

GENERAL PRACTITIONERS. Experienced, preferably with extra training in parasitology and infectious diseases, for all-round diagnosis and treatment of wide range of diseases. Interest in teaching paramedicals and ability to work within a team approach to health care. Experienced in general surgery, and/or obstetrics and gynaecology, and/or paediatrics, required for some posts.

PAEDIATRICIAN. Able to function in a general hospital and without sophisticated equipment. Able to cope with a wide range of paediatric illnesses met in a Third World country with creative interest in adapting to care appropriate to a developing country.

LADY OBSTETRICIAN, for short-term service of 10 months, from May 1985 approximately, for busy hospital.

PATHOLOGIST. For work in association with busy laboratory in a 130 bed hospital.

STAFF NURSES. For involvement in UMN hospitals working under Nepali nursing staff.

COMMUNITY HEALTH NURSE MIDWIVES. With skill in Maternal and Child Health. Willing to work with and at times under Nepali leadership, and alongside Nepali staff in an encouraging and teaching role.

NURSE EDUCATORS, for staff of the UMN Nurse Campus which trains registered nurses in a basic programme.

NURSE PRACTITIONER, to run clinic for expatriate staff and families.

NURSES, for more senior positions in rural hospitals, under Nepali Nursing Superintendents. Third World experience required, and preferably experience in Nepal.

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ANAESTHETIST, for work in a busy general hospital. Must have a vision of simple, appropriate anaesthesia, and training of Nepali staff in anaesthetic techniques.

ENGLISH TEACHER, up to 'O' level, for Regional School, Pokhara.

SCHOOL TEACHERS of English, Science and Maths for secondment to rural high schools; able to live simply and adapt to different educational system and standards. Nepali medium.

LIBRARIAN, for medical library, with general section included. Used missionwide.

LABORATORY TECHNICIAN. For work in building up and organizing basic lab in 100 bed hospital with busy outpatient department.

NON-FORMAL EDUCATION RESOURCE WORKER. Experienced in non-formal education through study and work experience. Task is to train personnel in NFE techniques, keep abreast of developments in NFE theory, methods, materials, research, etc. Field research on NFE needs of UMN projects. Network with other agencies involved in NFE.

AGRICULTURE TRADE INSTRUCTOR. To train extension workers in agriculture, mainly for government posts, to be able to give advice and training in basic livestock and crop programmes and patterns, with all necessary records. Training and experience in agriculture education an advantage. On-site engineering experience desired.

This post is for training which is 80% practical in nature, with teaching and living conditions which are simple and rugged. Such workers will need to be adaptable and resourceful. Experience in curriculum development or material development useful, though not essential.

FORESTERS/ARBORICULTURALISTS. Foresters, preferably with nursery and extension experience, and arboriculturalists (horticulturalists majoring in single tree management for fuel, fodder and fruit production) are needed for the expanding tree planting/forestry program. They will be required to start new work or continue to develop existing work, so all levels of experience acceptable.

AGRICULTURALISTS. Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in demonstrating to and communicating with village farmers, for integrated development and agricultural extension work of various types. Special need for: Agronomist, Horticulturalist, Livestock Specialist, and Veterinarian.

BUILDERS, to assist with construction work in several areas, mainly in isolated locations.

LINESMAN SUPERVISOR. An electrician/linesman, experienced in rural electrification, to be responsible for training and supervising of distribution line staff for both the erection and operation phases of a rural electrification program; also assisting in research and development installations in a pilot project of another area.

COOPERATIVE BUSINESS CONSULTANT. Business Consultant, experienced in the concept and operation of cooperatives, who will assist and train a Technical Society's members in the management of assets and cooperative ventures, including share investment in companies owned, as employees.

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POSTS WHICH ARE LESS URGENT, BUT STILL NEEDED TO MAKE USE OF OPPORTUNITIES!

GENERAL

Rural Development Workers. People with training or experience in rural development, with practical background in agriculture, tree-planting, rural industries, appropriate technology, simple water supplies and sanitation, health teaching, etc. Must be long-term.

ECONOMIC DEVELOPMENT

Engineers

a) Structural/civil engineers, costing, geologist, building construction in various parts of the country.

b) Mechanical engineers. Construction of underground power plant (5000 kw), various smaller hydro-power development and installation, ropeways, accessories for crossflow turbines, development of rural tools and machinery.

Sociologists. Two or three are needed to study:-

a) Community-felt needs, change possibilities, effects, able to act as a communicator link between centre and community as resource person with practical, sensitive awareness and enabling skills (could be an experienced social worker);

b) A resource person skilled in industrial and business world problems and potentials.

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

EDUCATION

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

Teachers with teaching experience in age range 11 years and over; for government schools in rural areas; in maths, science (general), and English. Long-term only, as teaching medium is Nepali.

Cultural Resource Worker; with experience in cross-cultural relationships. To help UMN personnel understand and relate to their cultural environment.

HEALTH SERVICES

Secretary-cum-Hostess. For one project in the hills where a hospital and community health programme are based.

Dentists. For work in UMN's Dental Programme which includes both clinical and community dentristry and research.

Oral Hygienist. For work with the UMN Dental Programme.

Drug Store Manager. Knowledge of pharmacology helpful as well as office management.

Gossner Mission

EIN... EN
12. DEZ. 1984

NEWS AND PRAYER LETTER

November 1984

United Mission to Nepal
Post Box 126
Kathmandu, Nepal.

Dear Partners in the fellowship of UMN

Recently, as a party of us drove from Kathmandu to Pokhara, the activity which was evident for the total journey was harvesting. Crops, either ripened and still standing in the fields, or cut, being threshed, and carried home. Huge bundles of straw, and the small, but heavy bags of grain, to meet the food needs of the people. It seems a good harvest. What a blessing to people who normally have a bare minimum to exist on. But how fortunate are these compared with the millions in drought-stricken North Africa - many facing starvation at this very time.

God's gift is fruitfulness. His life-giving touch is seen where-ever life is found. This is what we saw today. I wonder how much we see of His fruitfulness in our personal lives and in the work we do, in the total life of our mission and in the Nepali Church of which we are a part.

Here is a roundup of events and concerns from the last few months, some expressing fruitfulness and some expressing the need for God's touch upon it. Here then are the matters that you can remember, both in praise for what God is doing, and in prayer for what we long to see God do.

1. Nawal Parasi Hills Development Programme. In August the Project Director was called to the District Office and was told that the Project was to discontinue immediately. All workers were to be out of the district within two weeks. The reasons given were officially, we had no agreement, but unofficially we were told we were carrying on religious propaganda and converting people to Christianity. While we did not have a signed agreement, we had the full support of the local officials; what we were doing was fully known by the Central Government, and our application for permission had been with the appropriate ministry for over two years. As for our religious activities, while we were meeting and fellowshiping with local Christians, which is allowed by the Constitution of the country, what we were accused of was not what we were doing at all. While we did move out we are still working on getting an agreement and have real encouragement that it will come, and we plan to resume our work when we receive it.

2. Headquarters. In August/September, we were asked to vacate one of our main buildings in Thapathali, as it was to be sold. The building was built for us in 1971/72 and it would be extremely difficult for us not to have it. Now in November we still have possession of it and it is possible we may obtain permanent possession of it and even develop it so that most of our Headquarters activities can be in one place. This would give us a sense of stability as well as greatly helping in the communication between, and coordination of our Headquarters activities.

3. Agreements. I have already referred to the Nawal Parasi matter. On the other side, just this week we have signed the Agreement allowing us to assist HMG in setting up the Regional School in Pokhara, replacing the present Boys Boarding School which was established by us in the late 60's. This is an important assignment which has been given to us by the Government, as it will seek to provide a good, basic education to top potential national leadership for the future.

   Some of our other Agreements are still pending and waiting finalization and signing. Patan Hospital is an important one and appears to be near completion. There are some of our Agreements needing revision and renewal. Most important, our UMN General Agreement, which will conclude in May 1985, is to be re-negotiated.

4. Language and Orientation Program. In this past session we had 26 students. Good people from UK and Scotland, Norway and Sweden, Canada and U.S.A., East and West Australia. What a real variety of gifts and professions they bring to share in the outreach and ministry of UMN. They will finish official language at the end of December and a new group of at least as many again will commence in February, 1985.

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The proposal to nationalize the Language School is still to be negotiated. There is no concensus that gives us confidence to finalize the matter. We work on with it.

5.. We are still <u>building and growing</u>. Tansen is moving into a large building program. The purpose is not to enlarge our work, but to reorganize our facilities to enable our present staff to cope with increasing outpatient load.

The Nursing School also needs a sense of physical stability. So the proposal before us is to purchase the present facilities and build to provide a permanent an adequatc campus in which to train our nurses. There are still only about 800 registered trained nurses for a population of over 15 million people. Our campus has trained alsmost half of these present nurses in Nepal. It is a most important task which we continue to carry.

6. <u>Leadership</u>. We have seen many changes of leadership in our Projects these past months. Nine of our Projects have had new directors recently, which covers a large proportion of our work. The reasons are many, but the effect is not always helpful. And unfortunately, looking ahead we see that these changes have not concluded; there are likely to be more.

7. <u>Sickness and safety</u>. While the former is probably always with us to a greater or lesser degree, the past few months saw the team at Jumla seriously handicapped because of illness. We are grateful for restoration and for God's keeping of them through those days. However, it is a matter of real concern and especially for those who are in the more isolated locations.

We are also often reminded of God's safe-keeping of us as we travel around the country constantly. On the recent visit to and from Pokhara, which I mentioned above, I saw five vehicles along the side of the road which had been involed in accidents - buses and trucks. The newspapers carry stories of tragedies on our roads. God has kept and preserved us and we are grateful to Him.

8. <u>Meetings</u>. These continue with us. Someone suggested UMN must mean "Unlimited Meetings Nepali"/ Planning and Management Committees (PMC) August/September. Functional Boards (FB) October. Finance and Executive Committees November/ December, and many others too apart from these, But they are all important to help us discover God's plan and how we ought to do it.

Finally, the end of 1984 is close. Betty and I, and on behalf of our colleagues in UMN, greet you in the name of Him who made and continues to make Christmas a reality. May His joy and peace be with you at Christmas, and may His fruitfulness fill your days on through 1985. May I leave with you at the close, matters for praise and for prayer.

Yours sincerely in fellowship of the Gospel,

Howard Barclay

J. Howard Barclay,
Executive Director.

<u>Praise for signs of New Life (the Harvest)</u>

Two good language groups (over 50 people).
God's constant provision in people and finances.
God's protection over us as a fellowship.
Good growth in the life of the Church

<u>Prayer to support the continuing growth</u>

Pray for new people coming to UMN (those going to Projects after language study, those leaving home).
New leadership in UMN.
Other personnel still needed.
Agreements to be signed.
For new growth in the life of the Church.

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UMN MAILING LIST CHECK, OCTOBER 1984

The United Mission has changed its financial year to begin and end in mid-July, in line with the Nepali fiscal year. This means that our annual reports on work for the previous year will now appear in the November Executive Committee minutes book, and the annual plans for the coming year in the April Board Meeting minutes book. This is a changeover from the previous system, and we assume it will mean some changes in the mailing list also. In addition to the minutes books, we have been offering to send out annual reports in duplicated form by airmail, and these are available much earlier than the minutes book in which they are also included.

It is a good time to make a check on this, and we are listing below what we understand you wish to receive. If there are any corrections to be made, in your address or in the materials you wish to receive from us, please let us know by returning this form. If we do not hear from you, we will leave your name on the list as indicated below.

To: The Administrative Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal.
Gossner Mission
The Asia Secretary, Gossner Mission

Name . . . . . .

Gossner Haus, Handjerystrasse 19/20 D 1000 Berlin 41
WEST GERMANY

Full postal address . . . . . .

Please keep my name on the mailing list for the following:

News and Prayer Letters . . . . . 1 (state number if more than one)
(issued 3-4 times a year)

Prayer Calendar (issued twice a year) . . . . . 1 . . . . . .

Personnel Needs List (issued 2-3 times a year) . . . . . 1 . . . . . .

Annual Reports in duplicated form (available) 1
about Sept/October each year) . . . . . .

Printed November Executive Minutes Book 1
(including annual reports) . . . . . .

Printed Board Minutes Book (including annual plans) . . . . . 1 . . . . . .

N.B. The UMN year runs from mid-July, to coincide with the Nepali fiscal year.

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EINGEGANGEN
13. NOV. 1984
Erledigt .....

October 30, 1984

Member Bodies of
United Mission to Nepal

Re: Comprehensive Review of UMN's Language and Orientation Policies and Program

Dear Friends,

The UMN Education Board has just completed its October meeting with some forty items on the agenda, one of which is given below. We would very much appreciate your help with this review.

EB 31/84(e) The Language Consultant presented a proposal for a review of the LOP during the remaining months to the next Board Meeting. It was RESOLVED:

i) To recommend approval of this review;
ii) To approve the following Review Committee: Gene Glassman, Bucky Sydnor, Richard Clark, Keshab Khanal, Christine Wright, Rajendra Rongong, Sharon Gsellman, Dick Smith, Krishna Rana.
iii) To recommend approval of a budget of Rs. 8,000 for this study.

Eight years ago a special committee studied matters related to UMN's language training and orientation of new Workers and called for the creation of a full-time post of "Language Supervisor" to be filled by a professional linguist. In August, 1978 my family and I arrived in Nepal in the expectation of filling that post and since then there has been much change and development both in the Mission as a whole and in the Language and Orientation Program (LOP). The Education Board has decided that it is time for another thorough review which would have the following objectives:

1) To review the relationship of LOP objectives, plans and policies to those of concerned Member Bodies and departments of the UMN.

2) To record the changes that have taken place in the LOP and their effects on individuals and on the Mission as a whole.

3) To gather and digest background information upon which the UMN can consider future plans regarding language/culture learning and orientation.

4) To present a plan or set of options for the future shape and direction of the LOP.

To oversee and guide in this evaluation, the Education Board has appointed the following committee and set the following time targets:

LOP REVIEW COMMITTEE: (Field of Expertise and appointed person)
International Experience: Rev. Eugene Glassman (former director of language schools in Pakistan and Afghanistan; author of Urdu language textbook)
Research Design/Culture: Rev. Bucky Sydnor (Culture Resource Worker; former orientation director)
UMN Administration: Richard Clark (Education Secretary; former science teacher)
LOP Administration/Nepali: Keshab Khanal (LOP Center Principal; 18 years language teaching; 2 course books)
LAMP Program/tutors: Krishna Rana (LAMP program director; 8 years language teaching)
Psychology/Counselling: Chris Wright (Psychiatrist)
Education/Church: Rajendra Rongong (Ph.D. in Education; Director of Curriculum Development Center of Tribhuvan University; Member of E.B., Church leader)
Learner's Perspective: Sharon Gsellman (former Project Language Supervisor; Teacher; Attended TIL)
Implementation/Linguistics: Dick Smith (UMN Language Consultant; Ph.D. in Linguistics; 6 years university language and area studies teaching)

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TIME FRAME:

October: Constitute committee; planning; informal interviews; enquiries to Member Bodies.
November: Develop and test evaluation instruments.
December: Send questionnaires: begin formal interviews.
January: Continue interviews: Collate responses.
February: Analyze data: draft report.
March: Prepare report and recommendations for UMN Board.

At the very beginning of this review we would like to have substantial input from our Member Bodies and would ask you to either make this input yourself or be sure that this request gets to the person or persons who could address the issues best. There are several categories of information and input we would especially welcome. Please take these as starting points to trigger your memory and imagination and feel free to write or send whatever you feel might be relevant.

1) Your organization's statements of policy and objectives regarding missionaries' orientation/adaptation overseas. Any personal comments relating to them.

2) Descriptions, curricula, bibliographies or language and/or orientation courses normally attended by your newly appointed missionaries.

3) Your idea of an ideal program for UMN - Full description, outline, or a few specific or concrete items or characteristics.

4) Evaluation reports, questionnairs, or anything else that might help us in the design and implementation of this review.

Currently sixty to seventy missionaries join UMN each year and spend the equivalent of more than a year's time in language study and orientation during their first two or three years. That represents an annual investment of over sixty person-years of missionary time in this enterprise, not to mention the impact that this training can have throughout the careers of all these new folk. So we hope you and your colleagues will take this review seriously and give us your responses as early as possible. If you think a more formal questionnaire would be helpful, please give us your detailed suggestions and we will be happy to put one together.

Yours faithfully,

Dick Smith

Dick Smith
Language Consultant

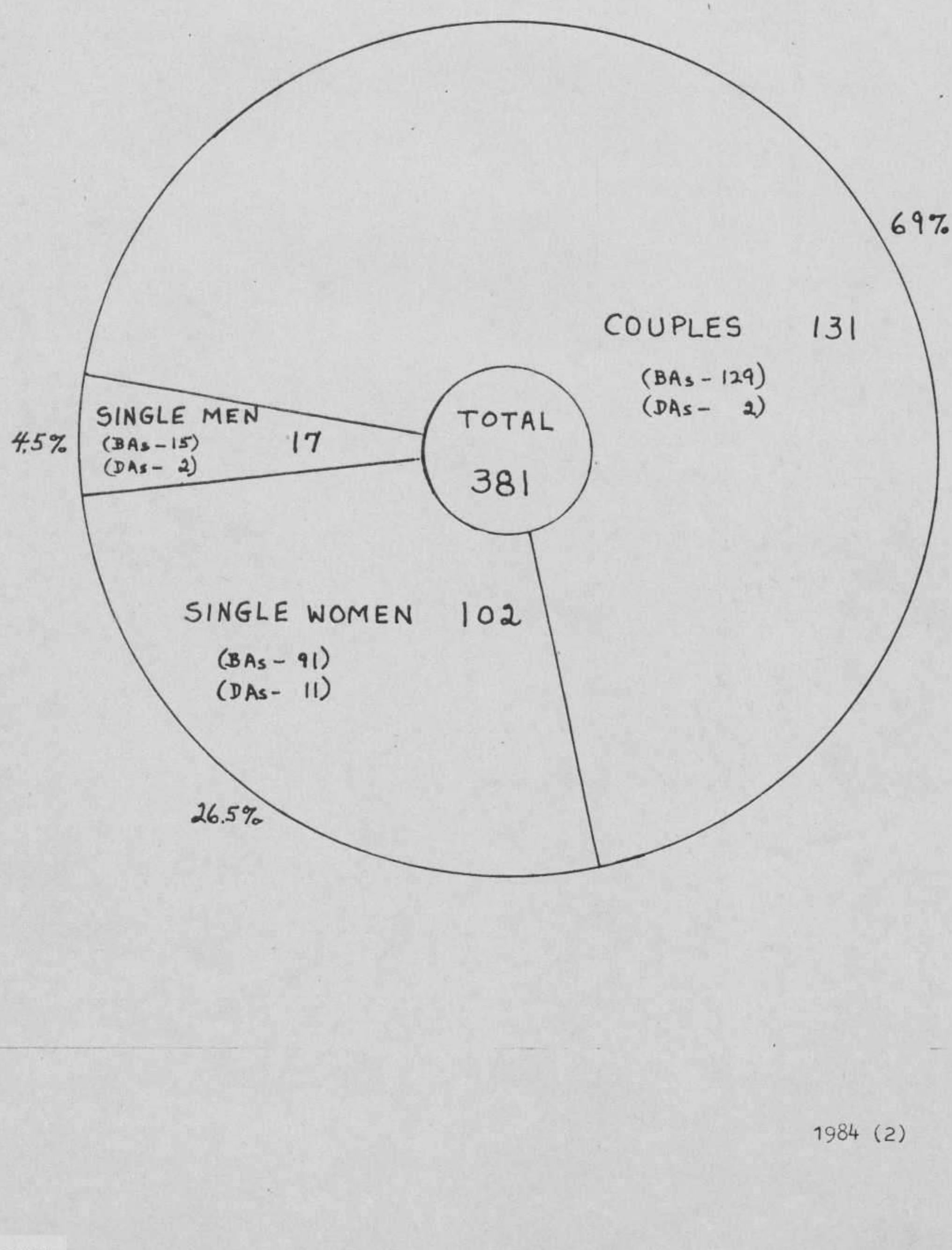
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UMN
PERSONNEL
PROFILE

April 1984

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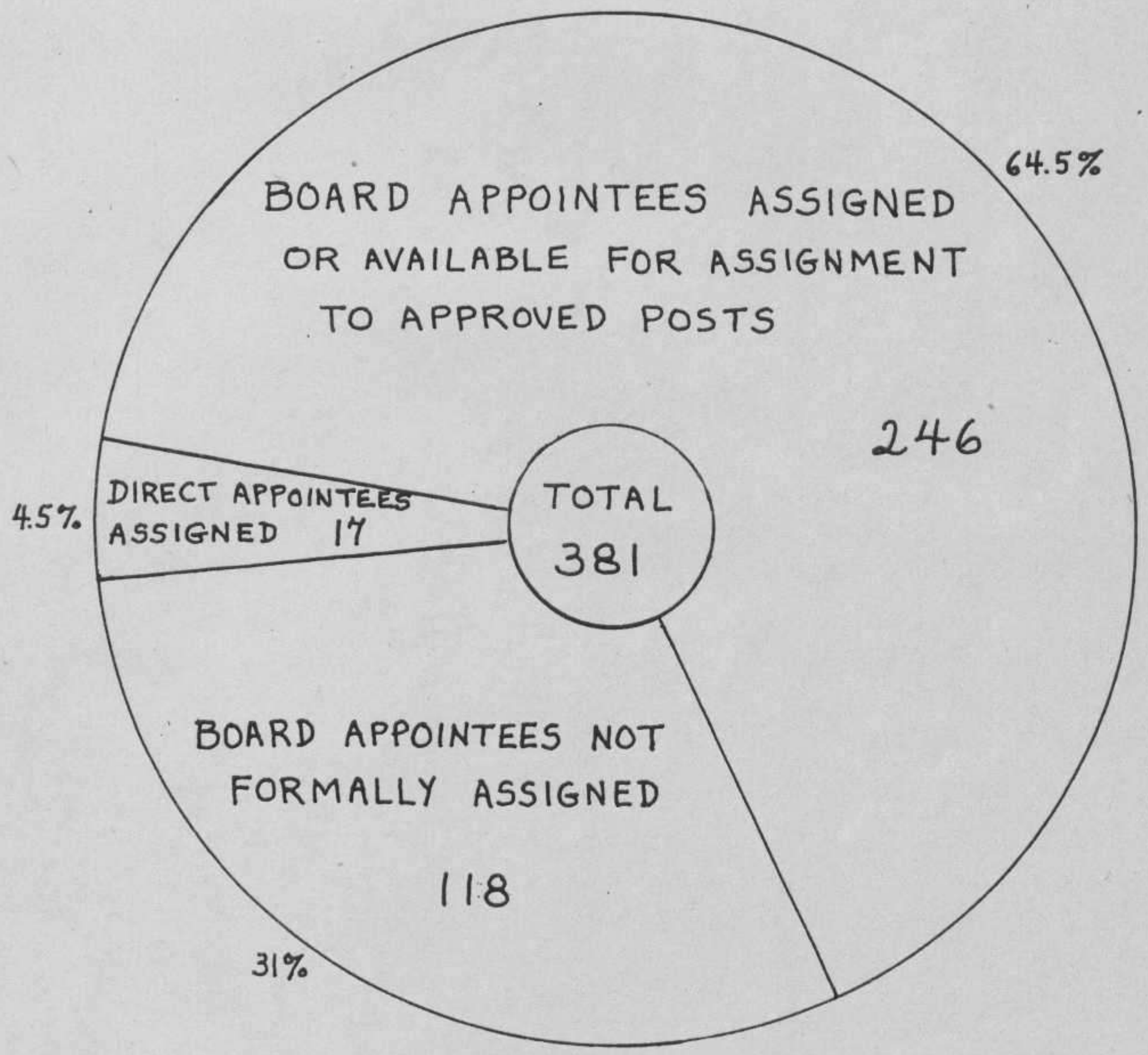
TOTAL PERSONNEL IN THE UMN



1984 (2)

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TOTAL PERSONNEL IN THE UMN

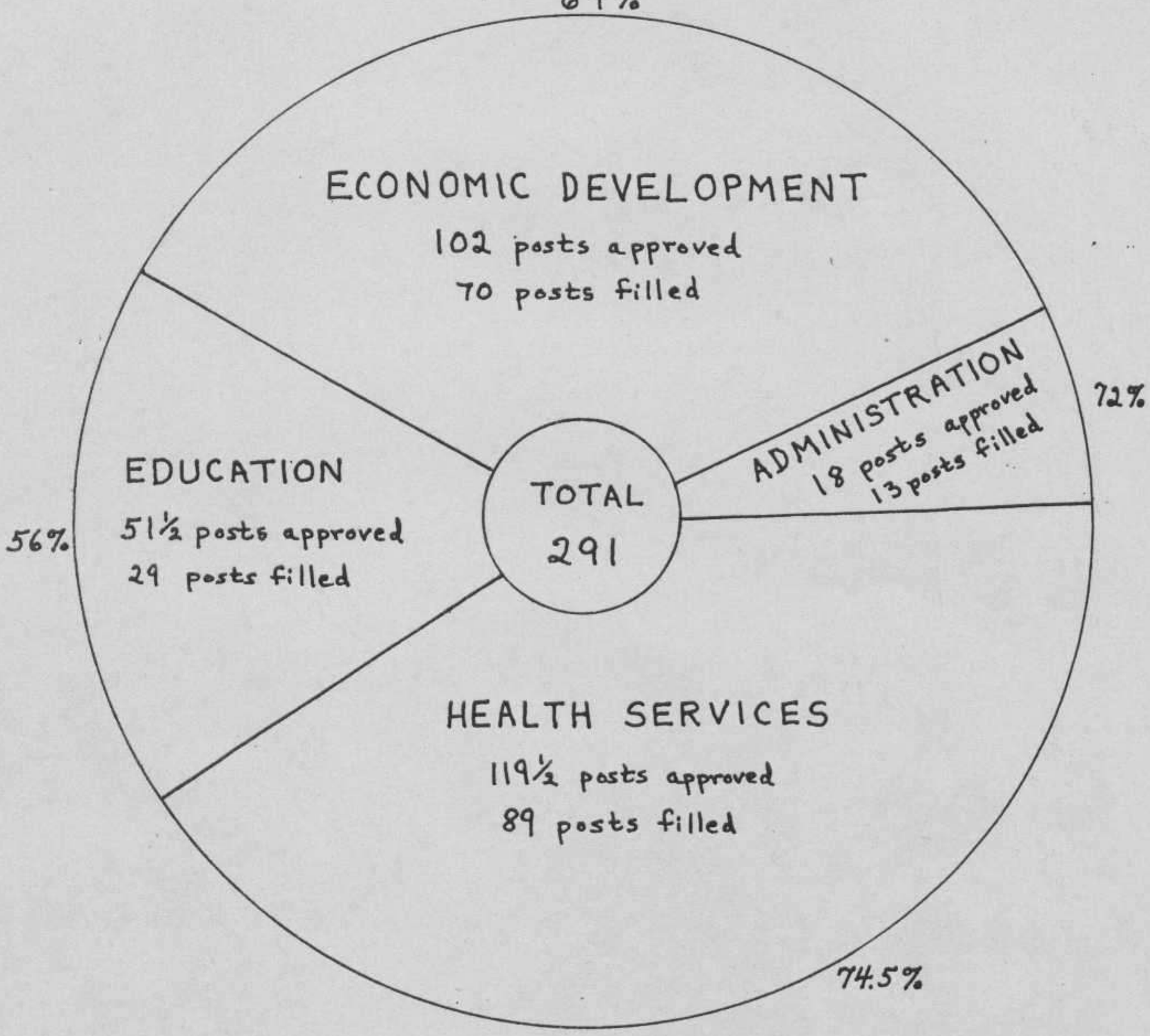


Notes:
* Board Appointees (BAs) = 364; Direct Appointees (DAs) = 17
* It is expected that about 40 of the above will terminate service in the UMN in the next three months and that probably 25 new workers will come in July/August. Therefore 365 is a more realistic total.

1984 (3)

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UMN APPROVED POSTS



Notes: * Under "Administration," the 18 posts approved include 3 counsellors.

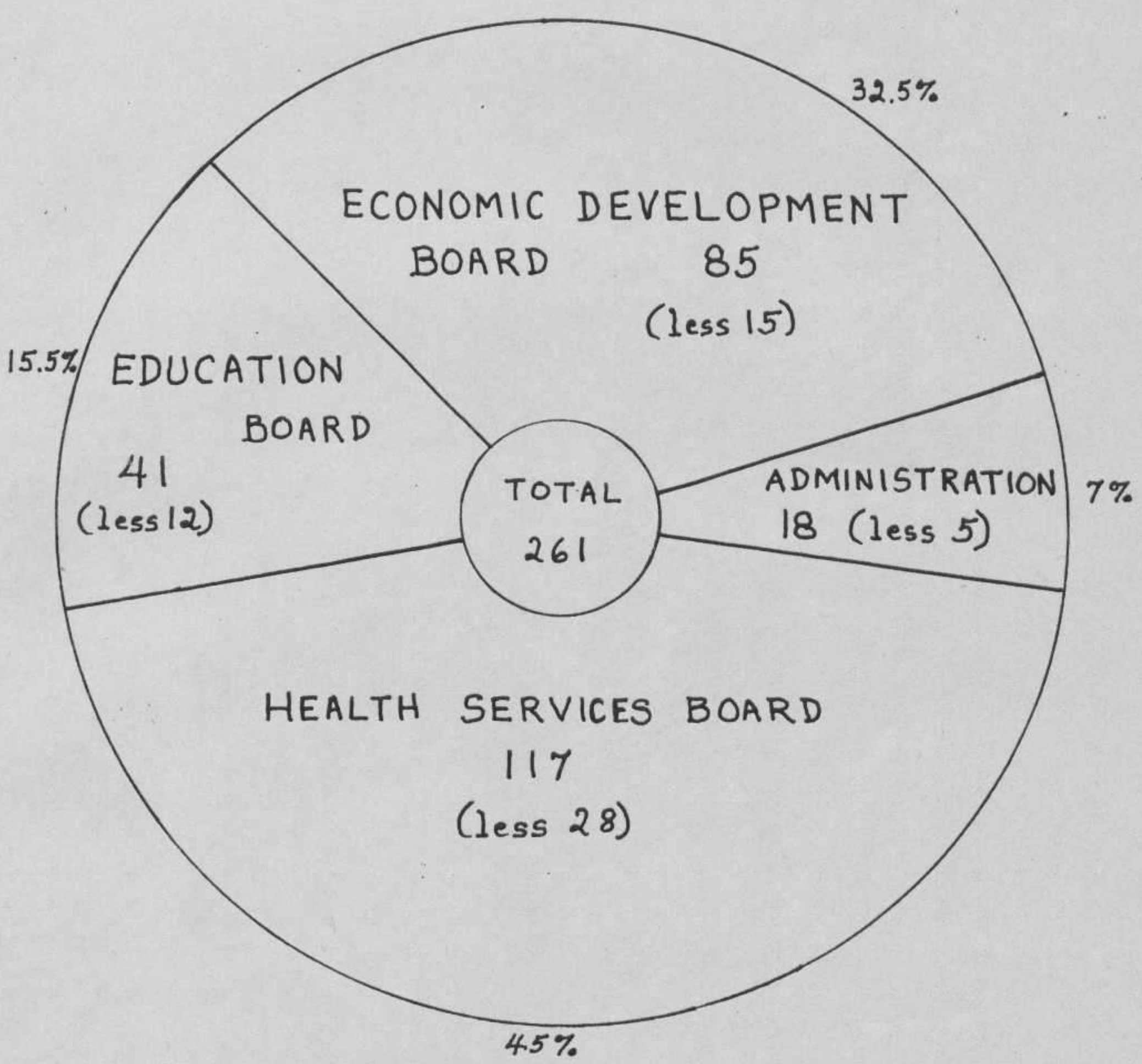
* Functional secretaries are not counted under "Administration" since they are included under their own Functional Boards.

* Number of approved posts, 291
" " posts filled, 201
" " " vacant, 90
" " people on furlough or in language study, 60
69 % of approved posts filled.

1984 (4)

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BOARD APPOINTEES ASSIGNED TO UMN APPROVED POSTS



Notes: * Of the 261 total, 60 are on furlough or in language study.

* The figures given as (less ...) indicate those on furlough or still in language study.

1984 (5)

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UMN APPROVED POSTS, APRIL 1984

	Posts for H.S.B. personnel	Posts for E.D.B. personnel	Posts for E.B. personnel	Posts for Admin. personnel	Total posts in projects
Posts in HSB projects	97	14	3½	11	125½
Posts in EDB projects	2½	78	1	3	84½
Posts in EB projects	4	6	44	3	57
Posts in non-UMN-related projects	5	1	0	0	6
	108½	99	48½	17	273
Posts in HQ administration				18	18
TOTAL POSTS					291

Notes:

* Of the 261 people available for filling approved posts, 60 are on furlough or in language study at the present time.

* While all approved projects and posts have been listed as under the UMN Functional Boards, it is of course recognized that quite a number of these are government projects, or posts in government and other projects. But they are "UMN approved posts" in the sense that we are actively involved in the work and committed to seeking workers to fill them.

NUMBER OF NEPALIS CONTACTED

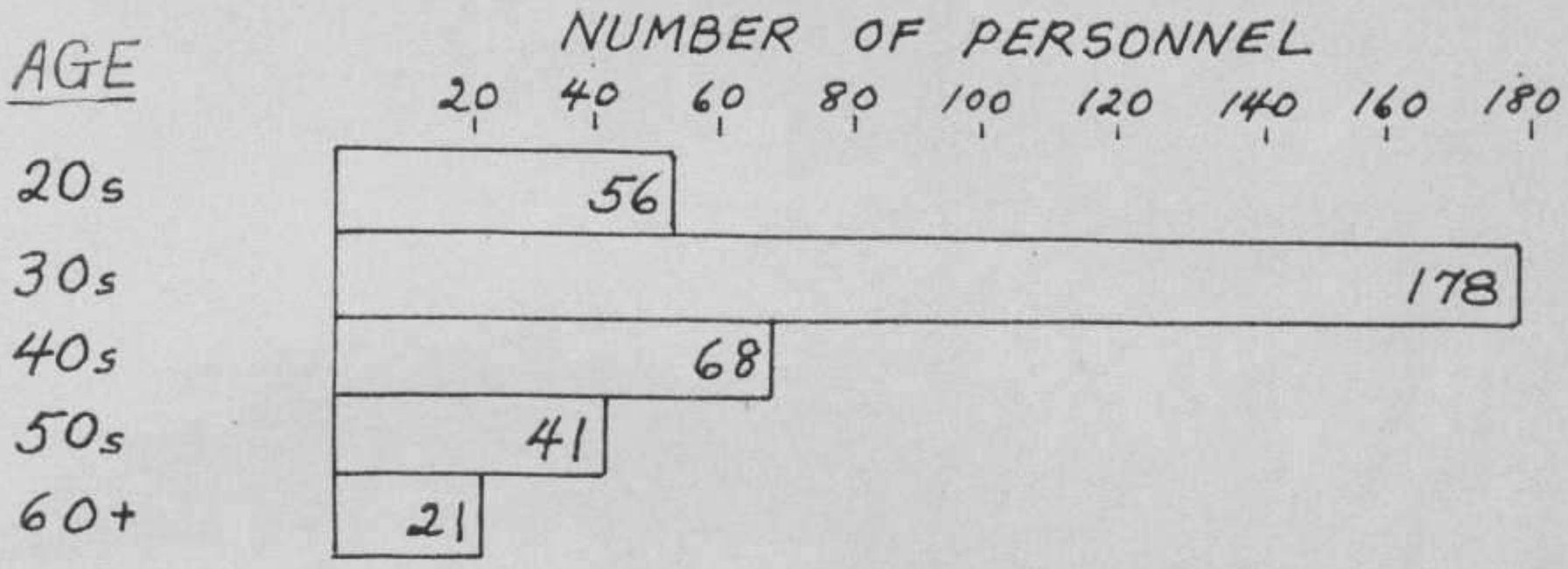
BY OUR WORK AND SERVICE

	HSB	EB	EDB	Admin.	Total
Work relationship	900	300	470	35	1,705
Service relationship	375,000	9,000	187,000	100	571,100

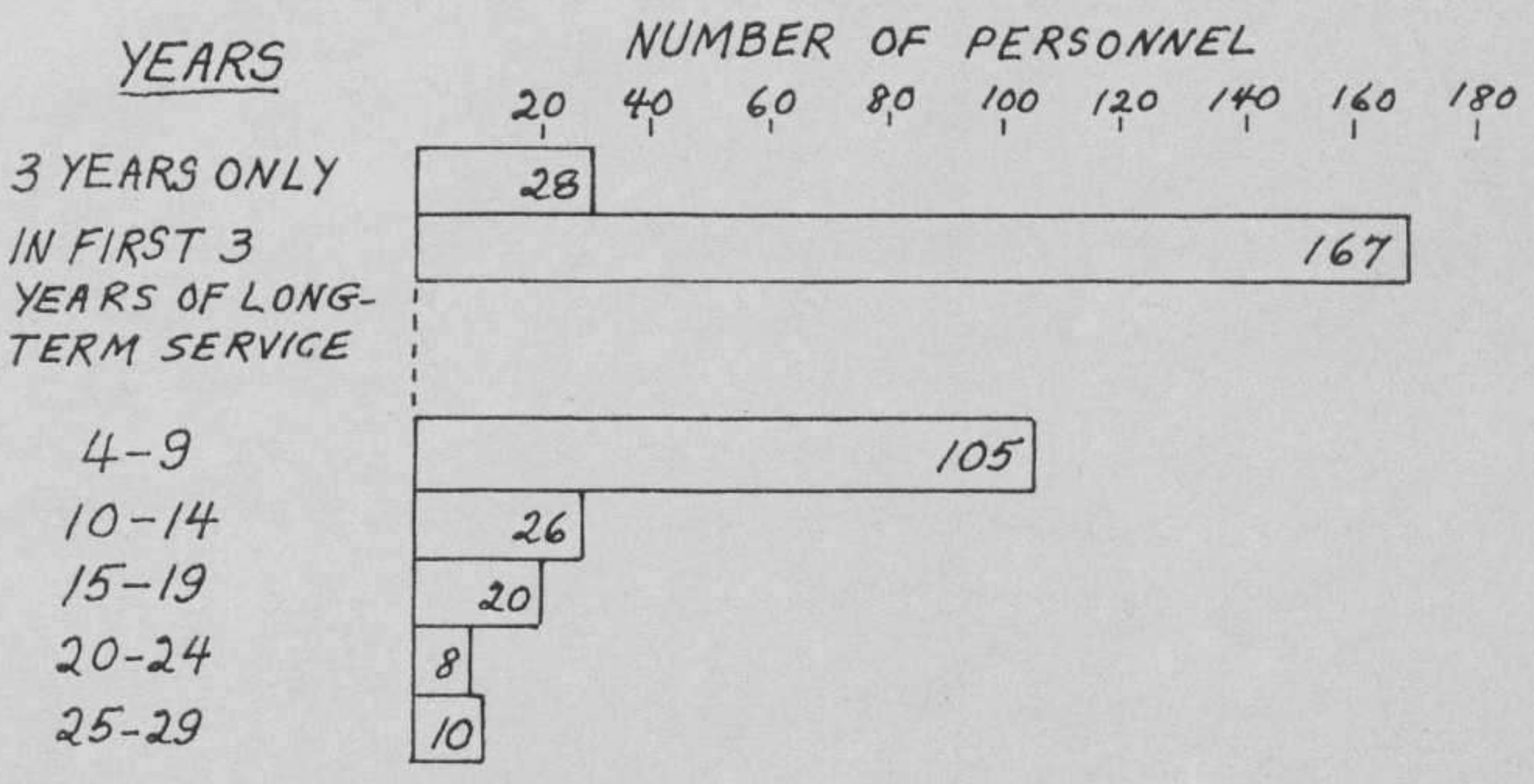
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AGE AND SERVICE STATISTICS OF UMN BOARD APPOINTEES

AGE RANGE

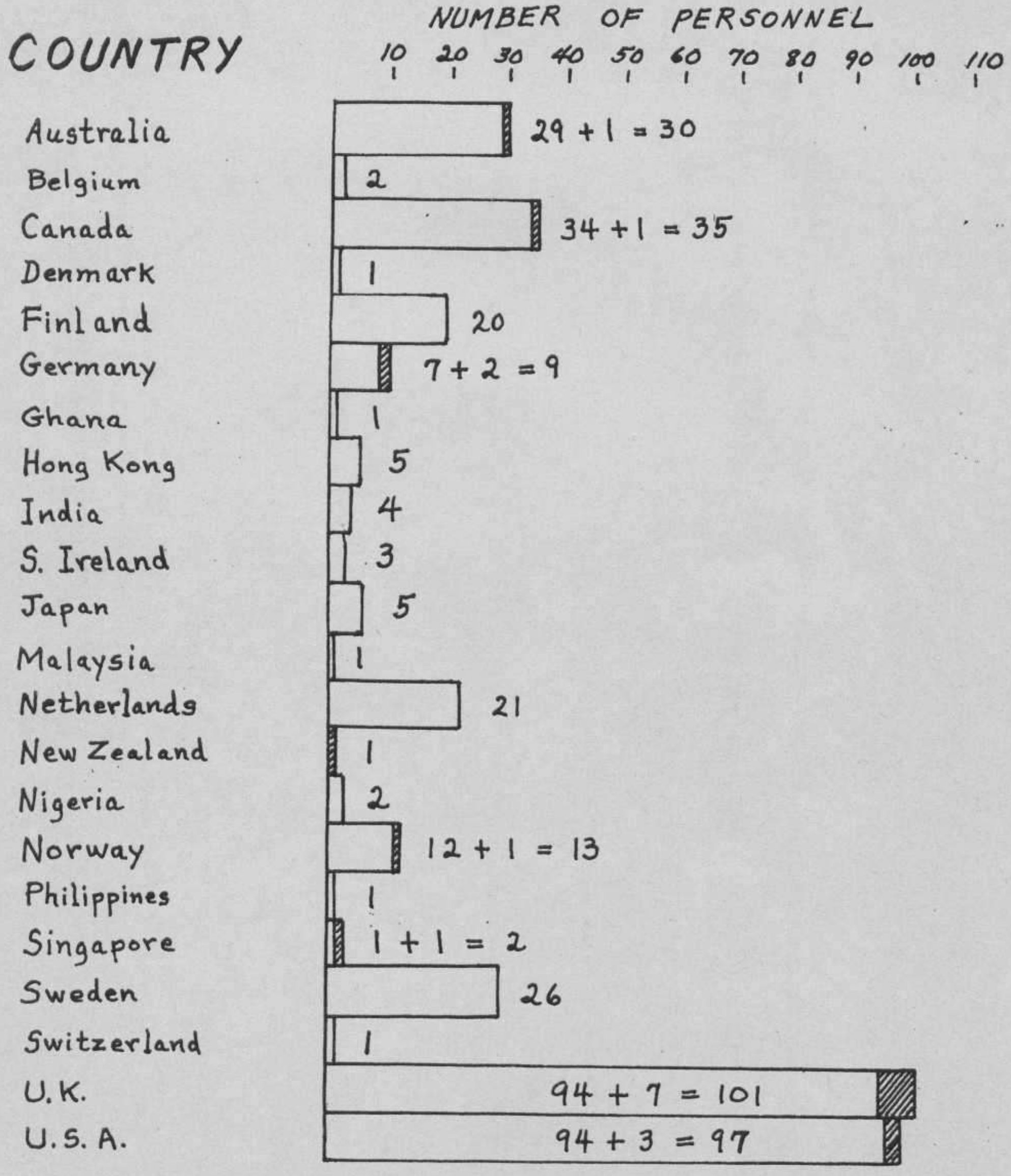


YEARS OF SERVICE IN UMN



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HOME COUNTRIES OF UMN PERSONNEL



Notes: * = Board appointees, 364

= Direct appointees, 17

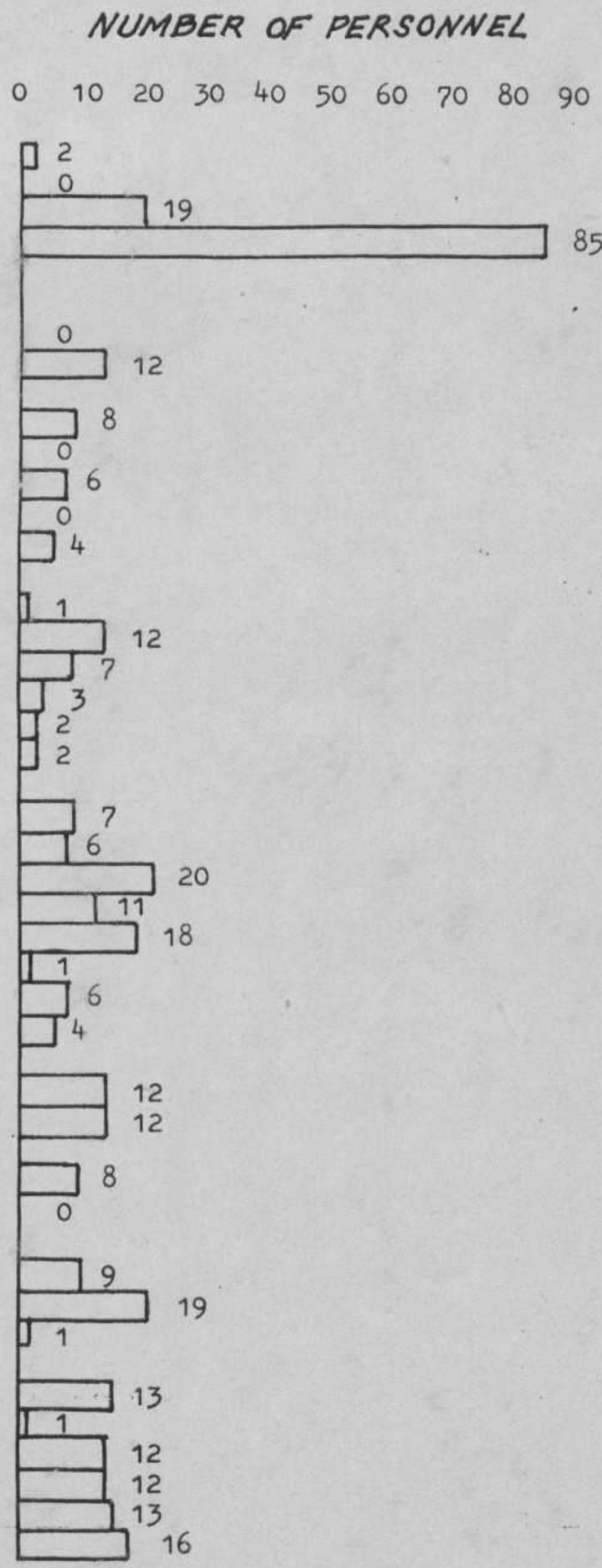
* Total, 381 workers from 22 countries.

1984 (8)

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UMN BAs' SENDING AGENCIES

MEMBER BODIES



American Lutheran Church	2
Assemblies of God, USA	0
Baptist Missionary Society, UK	19
BMMF International, Australia, Canada, India, Netherlands, New Zealand, Scotland, UK, USA	85
Christian Church (Disciples), USA	0
Church Missionary Society, Australia	12
Church Missionary Society, UK	8
Church of North India	0
Church of Scotland	6
Church of South India	0
Committee for Service Overseas, Germany	4
Danish Santal Mission	1
Finnish Missionary Society	12
Free Church of Finland	7
Gossner Mission, Germany	3
Japan Antioch Mission	2
Japan Overseas Christian Medical Cooperative Service	2
Lutheran Church in America	7
Mennonite Board of Missions, USA	6
Mennonite Central Committee, USA	20
Methodist Church, UK	11
Orebro Mission, Sweden	18
Presbyterian Church in Canada	1
Presbyterian Church in Ireland	6
Presbyterian Church Synod, Mizoram, India	4
Presbyterian Church (USA)	12
Regions Beyond Missionary Union, Australia, UK	12
Swedish Free Mission	8
Swiss Friends for Missions in India and Nepal	0
TEAR Fund, UK	9
United Church of Canada	19
United Church of Christ in Japan (Kyodan)	1
United Methodist Church, USA	13
Wesleyan Church, USA	1
World Concern, USA	12
World Mission Prayer League, Norway	12
World Mission Prayer League, USA	13
Others (Non-member bodies)	16

Note: * Total Member Bodies = 37, plus "Others"

1984 (9)

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COMPARATIVE FIGURES FOR UMN STAFF, 1980—84

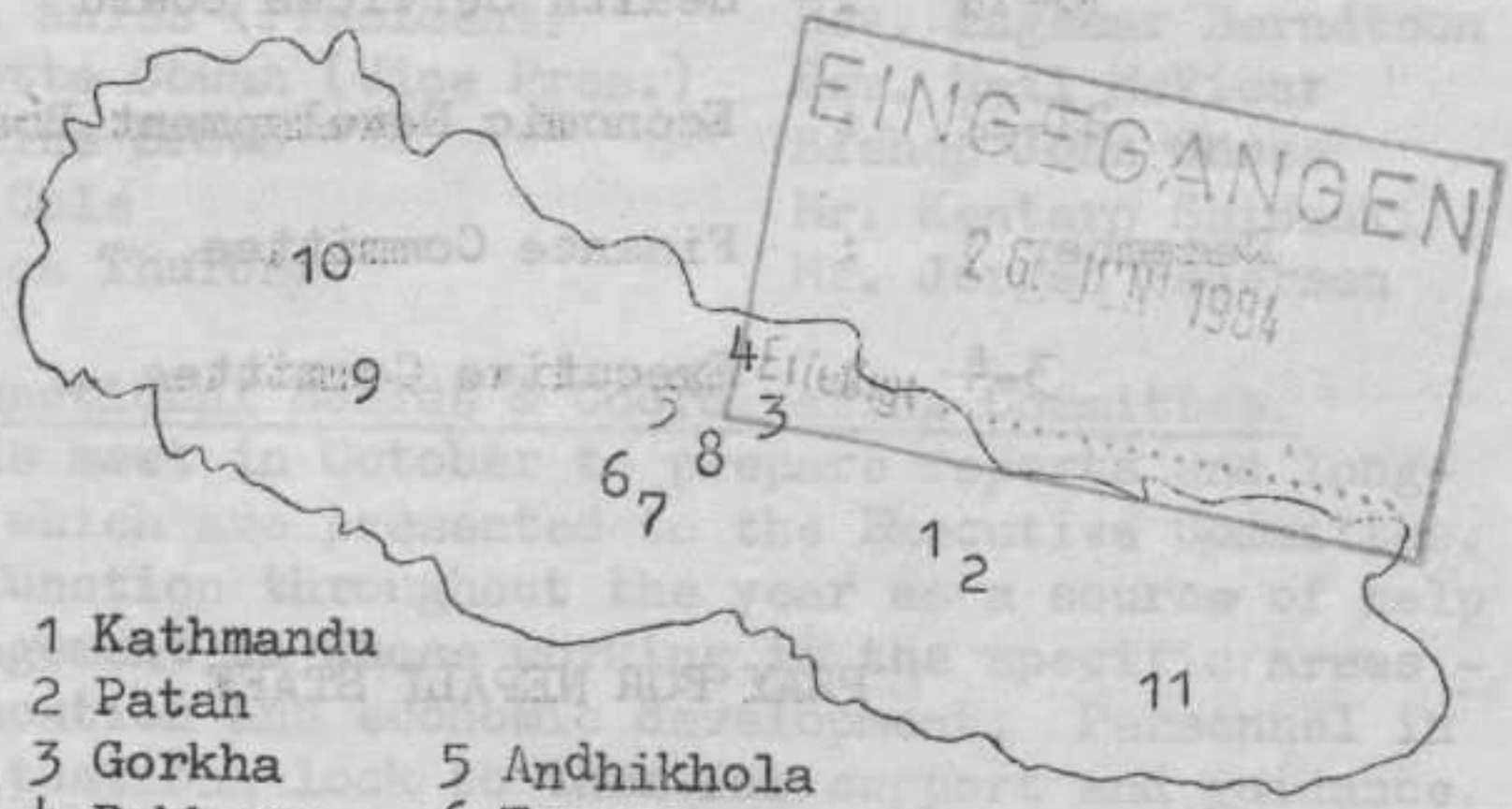
	1980	1981	1982	1983	1984
Board appointees assigned to approved posts or available for assignment	190	189	225	217	246
Board appointees not formally assigned	64	103	92	101	118
Total board appointees (BAs)	254	292	317	318	364
Direct appointees assigned to approved posts	18	14	16	15	15
Direct appointees not formally assigned	0	1	2	2	2
Total direct appointees (DAs)	18	15	18	17	17
Total posts approved	298	264½	269	278	291
Total posts filled	178	175½	189	200	201
Percentage filled	60%	66%	70%	85%	69%
Total personnel statistics					
Couples	83	96	114	111	131
Single women	77	85	93	98	102
Single men	11	15	14	15	17
Board appointees statistics					
Age range:					
20s	44	63	53	51	56
30s	98	112	138	151	178
40s	56	55	65	56	68
50s	50	50	44	41	41
60s	7	12	17	19	21
Length of service:					
3 years only	138	182	35	33	28
In first 3 years			142	132	167
4 - 9 years	56	52	79	97	105
10 - 15 "	38	30	32	27	26
15 - 20 "	7	10	9	11	20
20 - 24/26 years	15	18	15	11	8
25 - 29 years	-	-	3	7	10

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UNITED MISSION TO NEPAL

PRAYER CALENDAR

July - December 1984



EINGEGANGEN
26 JUN 1984

1 Kathmandu
2 Patan
3 Gorkha
4 Pokhara
5 Andhikhola
6 Tansen
7 Butwal
8 Nawal Parasi Hills
9 Surkhet
10 Jumla
11 Okhaldhunga

"But the land which you are going over to possess is a land of hills and valleys, which drinks water by the rain from heaven, a land which the Lord your God cares for; the eyes of the Lord your God are always upon it, from the beginning of the year to the end."

Deut.11: 11,12

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PRAY FOR COMING EVENTS

August 1	:	New Language Term Begins
October 14	:	Integrated Development Committee
15-16	:	Education Board
18-19	:	Health Services Board
21-22	:	Economic Development Board
December 1	:	Finance Committee
3-4	:	Executive Committee

PRAY FOR NEPALI STAFF

In the following Projects the UMN expatriate staff are listed, and a few Nepali staff in positions of major responsibility. There are <u>many</u> other Nepali staff working alongside UMN personnel, probably some 1,700 in all. Pray for them each day, especially for those who are Christians.

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Day 1 Member Bodies, and UMN Executive & Finance Committees. Pray for the 37 member bodies in home countries with responsibility for sharing in policy-making, selection of personnel and sending of finances etc. There are another 20 or so agencies who send personnel or financial grants, and thousands of people who pray and give, and we thank God for all of them. Pray also for the Executive & Finance Committees meeting in December to deal with reports, long term plans, personnel, financial and policy matters etc.

Executive Committee:

Rev. Paul Kniss (President)
Miss Janette Cowan (Vice Pres.)
Miss Pauline Brown
Dr. Alan Cole
Rev. Newton Thurber
Rev. Ingemar Berndtson
Rev. Neil McVicar
Bishop John Ghose
Mr. Kentaro Shiozuki
Mr. Jorgen Pedersen

Day 2 Functional Boards & Coordinating Committee. These Boards meet in October to prepare reports and long-term plans which are presented to the Executive Committee. They also function throughout the year as a source of help and encouragement to those working in the specific areas - health, education and economic development. Personnel in isolated situations look to them for support and guidance. Pray also for the Coordinating Committee as it seeks to advise on many missionwide matters and personnel.

Day 3 Education Board & Service Office. Missionwide ministries continue in the form of production of written materials, library training, language consultancy, and the study of the local culture as it relates to UMN work and witness. Pray for those involved in these varying tasks which ultimately touch the lives of many people across the country.

Richard & Janice Clark (Education Secretary)
Ann Lycett (Materials Development Coordinator/Writer)
Helen Parsons (Consultant Librarian)
Dick & Marcia Smith (Language Consultant)
Bucky & Carole Sydnor (Culture Resource Worker)
Shwu Eng Tan (Secretary)

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Day 4 Pokhara/Butwal Education Projects. UMN has accepted the invitation to be involved in the building up of the Pokhara School (GAMV) to baccalaureate standard. Pray for wisdom in planning and implementing this large task, and for the provision of the right kind of staff.

Opportunities continue in teacher training in both Pokhara and Butwal, which is a new program for UMN, and should provide opportunity for a very real contribution to educational standards in Nepal.

Kenneth Afful (Business Manager) GAMV
Richard & Heather Cameron (Maths Teacher) GAMV
David & Ann McConkey (Acting Headmaster) GAMV
Ben & Maria Westerling (Hostel Parents & Scholarship Officer) GAMV
Alan & Margaret McIlhenny (Teacher Training) Pokhara
Vanlal & Sangi Thiak (Teacher Training) Butwal

Day 5 Jumla Project. The project is now well established, and is going through a period of consolidation in the Technical School. The first students admitted have finished their four year course. Pray for those involved in education and health care in the local community, and for the witness and ministry of the whole team in the area.

Larry & Phyl Asher (Co-Principal, KTS)
Lyndon & Nancy Brown (Health Trade Instructor)
Robert Bruce (Forester)
Alan & Iris Davies (Building Trade Instructor)
Richard & Vivienne Fletcher (Construction Program)
Judy Henderson (Health Trade Instructor)
Young-Sol Kim (Crafts Teacher)
Adriaan & Josein Los (Building Trade Instructor)
Steve Normanton (Electrician)
John & Jean Sibley (Health Trade Instructor/ Project Director)
Jenny Sutton (Community Health Nurse)
Dave & Mary Thoresen (Agriculture Trade)
Glenys Walker (Teacher, village school)
Frank & Anita Younkin (Agriculturalist/Business Manager)

Gossner Mission

Day 6 Non-formal Education; and Training & Scholarship Program. So many in Nepal are denied formal education - people whose lives may be enriched by learning skills related to their surroundings. This demands of UMN personnel a degree of identity with village life which is costly in loss of privacy and comfort. Pray for them, and for those who seek to give leadership and advice in the central office.

Many Nepali colleagues are given the opportunity to gain professional qualifications through the Scholarship Program. Pray for discernment in administering this.

Purushotam Nepali (Training & Scholarship Program Administrative Secretary)

Nancy Molin (Non-formal Education)

Day 7 Gorkha Education Program. Teachers seconded to village schools, working formal school teaching and in non-formal work amongst villagers, rejoice in the openings God has given. Pray for their witness of life and word, and for wisdom in every situation. They need support and fellowship, in relatively isolated locations.

Jean Baird (Teacher, Makaising)
Margaret Cranston (Teacher, Makaising)
Robert & Denise Judge (Teacher, Thalajung)
Asbjorn & Anne-Therese Ness (Teacher, Thalajung)
Tove Madsen (Teacher, Namjung)
Christine Stone (Teacher, Namjung)

Day 8 Mahendra Bhawan Girls' School; and UMN Secretarial School.

Mahendra Bhawan: We no longer have opportunity to place teachers in the school, but ask for prayer for the Christian Nepali staff. UMNers can still have a ministry in the hostel amongst the girls. The school is much in the public eye; pray for those with responsibility.

Enni Hokkanen (Hostel Worker)
Kirsti Kormu (School Nurse)
Nirmit Sittling (Headmistress)

Secretarial School: After over a year's closure, this school is again offering training in secretarial, office and business skills to young Nepalis. English teaching is

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also given to many needing coaching. Pray for opportunities of witness also to these young people.
Mabel Chum (English Teacher)
Bob & Phyl Wallace (Director & Instructors)

Day 9 King and Country. I Tim.2:2 gives us the motive for praying for kings and rulers: "That we may live peaceful and quiet lives in all godliness and holiness." We are grateful for the measure of peace and of good relationships with officials. There are some agreements still to be negotiated for the work in Surkhet, Patan Hospital, Health Services in general, DCS, the future of Butwal Technical Institute, and other projects.

Day 10 Language & Orientation Program. This is a very crucial time in the life of new workers. Pray for those planning the Orientation Program that students will be inspired and challenged, at a time when discouragement is all too possible, and will persevere in language study.
Keshab Khanal (Principal, LOP Center)
Ann Lycett (Orientation Administrator)
LOP new workers:
David & Val Bambach (Teacher)
Nancy Eimer (Nurse)
David & Elaine Grimoldby (Surveyor)
David & Pam Hickingbotham (Psychiatrist)
Steve & Karen Knisely (Forester)
Chun Sim Lee (Nurse)
Per-Anders & Vivi-Anne Lindgren (Forester)
Carol Nerge (Nutritionist)
Martin & Elizabeth Smith (Surgeon)
Daniel Spare (Engineer)
Isak & Judith Stokseth (Engineer)
Isobel Strang (Physiotherapist)
Gary & Marion Taylor (Maintenance Supervisor)
Wayne & Pat Thorpe (Paediatrician)
Magne & Dorothea Vestol (Engineer)
Olav & Berta Wergeland (Engineer)
Judith Willis (Teacher)

Gossner Mission

Day 11 Missionaries' Children. Of the many children (about 200) of UMN workers, some are in boarding schools in India, some in tutorial groups in projects, some in school in Kathmandu. Many are under school age. Pray for older children at home in college.

Wendy Beesley (Tutorial Group, Butwal)
Ad & Karin Breedveld (Dutch Tutorial Group, Kathmandu)
Ed & Edna Mae Shields (Children's Hostel, Kathmandu)
Margaret Thoday (Tutorial Group, Tansen)

Day 12 Health Services Board & Support Offices.
Pray for the growing team of colleagues who are busy in support services for the health services projects across the country. Their work covers advice and help, ordering of items, supply of materials and library books, drugs, facilities for research projects etc.

Health Services Office:
Kim Burr (Nurse)
Mary Eldridge (Health Care Consultant)
Justine Emerson (Nurse)
Raija Hannila (Secretary)
Jeanette Hyland (Health Services Secretary)
Miriam Krantz (Nutrition Consultant)
Ann Matthias (Health Care Consultant)
Florence Martin (Business Manager)
Christine Wright (Psychiatrist)

Health Services Support Project:
Audrey Maw (Project Director)
Kima & Vani Tochhawng (Statistician/Health Educator)

Day 13 Institute of Medicine & Nursing Campus.
The Nursing Campus is able to remain in its present location for the present, but is seeking long-term accommodation for the work and witness amongst the students in this busy training program, and for the right candidates to be chosen for training.

Those working with non-UMN projects need to know themselves surrounded by prayer for wisdom, patience, and adequate fellowship. Many secondments are included in projects mentioned on other days.

(Cont:)

Gossner Mission

Institute of Medicine:
Hisa Asaoka (Course Development/Nursing Training)
Mary Nichol (" " ")

Nursing Campus, Patan:
Jacky Brown (Tutor)
Robert & Lena Jonzon (Tutor)
Bishnu Rai (Director)
Tomoe Tawara (Tutor)

Day 14 Patan Hospital. The main construction of the hospital is complete, and finishing off work is being carried on. A heavy load of patients come for healing, and there is a real need for more medical and nursing staff. Pray for an uplifting of the Lord Jesus in all the work done there, and for wisdom in putting into operation some new methods and policies.

Joyce Baldwin (Physiotherapist)
Paul & Julie Curtis (Physician)
John & Angela Dickinson (Medical Director)
Marq & Marlene Gorton (Physician)
Bob & Sharon Gsellman (Physician)
Gerald & Alison Hankins (Surgeon & Medical Librarian)
Rigmor Hildershavn (Nurse)
Brian & Grace Johnston (Anaesthetist)
Ruth Judd (Nursing Superintendent)
Bir Bahadur Khawas (Administrative Officer)
Ingegerd Karlsson (In-Service Training)
Mick & Debbie Langford (Physician)
Kin & Sue Liu (Lab. Technician)
Alex & Myrena Mercken (Dentist)
Rut Peterson (Hospital Visitor)
Jim & Elsie Pettibone (Bio-Med. Equipt. & Lab. Tech.)
Silvia Scholz (Obstetrician)
Birgitta Sharma (Nurse Anaesthetist)
Marian Smith (Paediatrician)
Kerstin Westbacke (Dentist)
John & Wanda Watkins (Pharmacist)
Diane Williams (Social Worker)
Kathy Witherington (Internist)
Alan & Tat Young (Surgeon)
Neil & Robbie Anderson (Business Manager, Building)
Gary & Pat Hafvenstein (Engineer, Building Program)

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Day 15 Lalitpur District Community Health and Development Programs. This work extends into an area of great poverty and ignorance reached by many hours of hard walking. Physical need is obvious and time-consuming; pray that spiritual need will receive the right priority. Assistance is offered in preventive medicine, forestry, water supplies, nutrition teaching, agricultural development, non-formal education etc.

Community Primary Health Care Program:

Bob & Hazel Buckner (Builder)
Alison Gregory (Secretary)
Michi Maeda (Nurse)
Shyam K. Ranjit (Director)
Dave & Carol Stevens (Administrative Advisor)
Stina Ullberg (Training Coordinator)

Community Development Assistance Program:

Margaret Entz (Nutritionist)
Kathy Horton (Non-formal Educator)
Kaarina Heikkila (Non-formal Educator)
Walton & Ruth McCaslin (Project Director/ Agriculturalist and Nurse)
Henk & Gerrie Ymker (Agriculturalist)

Day 16 The Church continues to grow. In places it is at ease, in others it is suffering imprisonment or less obvious persecution. We are part of this Church: let us pray with involved understanding for wise leadership, for Biblical ministry, for effective witness, for believers in isolated areas.

Day 17 Gorkha Health Services Projects. Pray for the hospital staff, under pressure of large numbers of patients and shortage of nursing staff. Pray for those working in the area in community health and economic development spheres, some living in outlying villages. Pray for the silent and spoken witness, as lives are watched constantly.

Hospital:

Shoba Gurung (Nursing Superintendent)
Mike & Diane Haskins (Surgeon)
Del & Bev Haug (Medical Director, Sept.)
Margareta Hook (Surgeon)

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Helen Huston (Physician)
Janet Kamps (Nurse)
Winnie Lau (Business Manager)
Tjerk & Corrie Nap (Physician)
Ian & Sally Smith (Physician & Nurse)
Keith & Heather Smith (Maintenance Coordinator)

Community Health Team:
Kerry Brown (Nurse)
Marlene Evans (Nurse)
Oystein & Hildur Johansen (Nurse)
Britt Johansson (CHP Director)
Margaret McCombe (Non-formal Educator)
Wendy Moore (Nurse, Choprak)

Day 18 Tansen Hospital. There is always a heavy load of work in this busy hospital; pray that it may be part of the total Christian witness and not seen as a rival to it. Pray for the additional medical/ nursing staff needed, and for blessing on all contacts with patients, friends, staff and local community. The latter take an active interest.

Ken & Jill Anderson (Surgeon)
Gladys Brand (Hostess)
Henk & Frannie Blom (Business Manager)
Bill & Marshall Clarke (Paediatrician)
Pat & Janet Fulks (Lab. Technician)
Tom & Cynthia Hale (Surgeon & Physician)
John Halls (Builder)
Margaret Hopkins (Hostess)
Pirjo Itkonen (Nurse Anaesthetist)
Stuart Little (Dentist)
Mel & Betty Meyer (Internist)
Kari Punkkinen (Building Engineer)
Bernadette Rai (Nursing Superintendent)
Ray & Barbara Reeves (Maintenance)
Neil & Clarice Solvik (Pharmacist)
Steve & Becky Thorson (Physician)
Dave & Lois Williams (Physician)

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Day 19 Palpa District CHP. Old saints used to speak of "moving men by prayer alone". Cooperation with government plans needs to be set against that background of prayerful preparations, for communities to be motivated for the good of the whole; for officials and individuals who can expedite or block the implementation of plans; and for Nepali and expatriate staff on the job.

Mirjam Bergh (CHP Director)
Margaret Brass (Nurse/Midwife)
Andrew & Barbara Brown (CH Physician)
Valerie Collett (Nurse/Midwife)
Agne & Kerstin Karlsson (Agriculturalist)
Narayan Maharjan (Development Coordinator)
Ingeborg Skjervheim (Nurse/Midwife)
Peter & Agnes Storey (Agriculturalist)

Day 20 Okhaldhunga. The hospital work and community health outreach in this area reach a large number of people. Agricultural work is getting under way, and school teaching and non-formal education have been included in the total ministry of the project. Pray for the team working in an area where there has been a witness for many years.

Hanne Egner (Nurse, CHP)
Wynn & Tara Flaten (Agriculturalist/Director,CHP)
Anna-Liisa Jokinen (Business Manager)
Judy Nichols (Nurse, CHP)
Jim & Louise Rotholz (Maintenance Supervisor)
Karen Rodwell (Teacher/Non-formal Educator)
Sakuntala Tamang (Nursing Supt. Dispensary)
Graham & Sue Toohill (Physician, Dispensary)
Phebe Uy (Physician)

Day 21 Communications Committee & Literature Work. Continue to pray for Nepalis with gifts to write and to prepare tape recordings. Ask the Holy Spirit to give these gifts or to give recognition of them where they exist, and courage and leisure to use them. Praise for all that is being done.

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Day 22 Economic Development Board & Service Office.
Permission is still awaited for the Technical Center in Surkhet. Those working in a service office need prayer that they will keep the vision of channelling God's common grace to needy people amidst a mass of administrative detail and assistance to projects.

Odd & Tullis Hoftun (Consultant EDB/Gen Mgr.BPC)
Ed & Annie Kramer (Gen. Mgr. Himal Hydro)
Anders & Birgit Kammensjo (Asst. Econ. Dev. Sec.)
Lionel & Alison Mackay (Admin. Asst. to EDS)
Al & Peggy Schlorholtz (Economic Dev. Secretary)

Day 23 BTI-related Projects and Development & Consulting Services (DCS). Negotiations continue for the future of BTI in relation to HMG. Pray that it will be clarified. BTI and related industries are already under Nepali management and some UMNers are seconded to them. DCS is the ongoing UMN presence in Butwal, a base for research, reaching out into the country through field workers of different kinds, and formation of new appropriate industries such as Himal Hydro Co. Pray that the whole gospel to the whole man will be the outcome of this work involvement.

Leiv Boyum (Development Engineer, DCS)
Trevor & Janet Durston (Engineer, BEW)
Cliff & Chris Eaton (Architect, Design Office)
John & Sheila Finlay (Engineer, Rural Development)
Dave & Anne Heuft (Management Trg. Instructor)
Seija Hjelt (Hostess)
Roger & Margareta Lunden (Production Dev. Engr,BEW)
David Payne (Building Materials Tech, Design Office)
Jeff & Sue Rollins (Development Engineer,Rural Equpt)
Craig & Lori Rolwood (Engineers, Design Office & Butwal Power Co.)
Simon Pandey (Director, BTI)
Tore & Ragnhild Skeie (Engineer, Design Office)
Ken & Margaret Webster (Director, DCS)
Mike & Linda Wheller (Quantity Surveyor, DCS)
Tom & Mamie Wong (Industrial Development and Bio-chemical Research)

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Day 24 Nawal Parasi Hills Development Project.
The term 'Rural Development' embraces many aspects of life that we take for granted: agriculture, drinking water and sanitation, grain storage, education, health, irrigation, reforestation, rural industries and marketing. Pray for God's leading and His blessing on what is done.

Steve & Gail Erickson (Health Educator/Project Director)
Mary Grimes (Agriculturalist)
Muriel Twinem (Nurse, Community Development)

Day 25 Rural Development Centre, Pokhara. At least 90% of the population of Nepal are still farmers. The team has a unique opportunity of relating to the people in familiar things. Pray for the God of Creation and His good plans for them to become a living reality through the work of this Centre. Its main function is to provide advice and assistance to rural development work in other UMN projects.

Guenter & Gerti Beyrich (Marketing & Crafts, Pokhara)
Andrew & Coby Bulmer (Community Development)
Richard & Glenys Gijsbers (Forester)
Satoshi & Masako Mori (Agriculturalist)
Peter & Mary Quesenberry (Veterinary Surgeon)
John Studley (Forester)
Winnie Thuma (Marketing, Kathmandu)
Maarten van den Dool (Agriculturalist)
John & Lynn Williamson (Project Director)

Day 26 Surkhet, and Secondments. UMN personnel live in Surkhet getting to know the people and seeking to make appropriate plans for the future, while awaiting the finalisation of the Project Agreement.

Those in seconded posts are in places of great opportunity for service and witness, and need prayer - especially those in isolated locations.

Surkhet:
Martin & Inge Anhorn (Director)
Gerhard Honold (Agriculturalist)

Secondments:
Paimey: Mary Cundy (Social Worker)
Pokhara, Gandaki Hospital: Tom & Cynthia Hale (Surgeon)
Lahan: Albrecht & Kristine Hennig (Ophthalmologist)

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Day 27 Andhikhola Project, and Himal Hydro Co.
Irrigation and electricity are not always recognized for the wide benefit they will give; sometimes local resentment and suspicion make difficulties. Pray that this will not be so; pray for good relationships and cooperation. A rural development program is being developed in the area also, including an important irrigation water distribution program seeking to bring help to all, even the landless.

Andhikhola Team:
Ian & Marion Curtis (Engineer)
Amy Fletcher (Non-Formal Educator)
Arie & Christel de Jong (Engineer, Himal Hydro)
Gene & Grace Fox (Engineer, Himal Hydro)
Duane & Joy Poppe (Project Director, Non-formal Education)
Dave & Miriam Ramse (Agriculturalist)
Adrian Slater (Senior Site Engineer, Himal Hydro)

Himal Hydro Team, Butwal:
Joop & Janna de Zwaan (Site Engineer)
Sze Kiat & Kuan Thai Tang (Structural Engineer)
Clive & Su Irvine (Engineer)
Okoro & Oyidiya Ndukwe (Business Manager)
Gordon Russell (Site Engineer)

Day 28 UMN Headquarters, Kathmandu. A wide variety of ministries is represented in this team - hostesses caring for language students and guests, people sitting in offices and/or visiting government officials to free others for more obvious contribution to God's kingdom, leaders with heavy responsibilities and decision-making. Pray for fresh anointing daily so that tasks do not become routine.
Howard & Betty Barclay (Executive Director)
Joy Carter (Hostess, Salyan House)
Gene & Jane Glassman (Information Officer)
Colin & Sue Law (Treasurer's Assistant)
Bethany Lindell (Secretary)
Tony & Valerie McGall (CSD Director & Hostess, Asha Niketan)

(Cont:)

Gossner Mission

John Mason (Auditor)
Ruth Overvold (Secretary)
Donna Schultz (Hostess, Fleming House)
Fran Swenson (Acting Treasurer)
Nora Vickers (Personal Counsellor)
Betty Young (Personnel Secretary)

Day 29 Personnel Needs.
The following are amongst the most urgent present needs:

Secretaries
Business Managers
Teachers for Regional School
Trade teachers for Jumla, building & agriculture
Rural Development Workers
Agriculturalists
Foresters
Civil Engineers/Mechanical Engineers
Electrical Engineers
Physicians
Paediatricians
Pathologist
Nurses for hospitals and community health
Nurse Tutors
Lab. Technician
Librarian

Day 30 Furloughs. Pray for UMN personnel presenting the work in Nepal in many different countries, and for contacts with praying and interested friends and groups. Many need refreshment, healing of body, guidance for the future, renewed perspective for return to Nepal.

Esa & Anita Ahonen
Ken & Gwyneth Brookes
Aud Bjerke
Gudrun Bonnedal
Stu & Susan Clark
David & Rosemary Cooke
Ray & Karen Cross
Peder & Ulla Ericsson
Carl & Betty Anne Friedericks
Randy Friesen
Sue Fry
Tom & Elaine Haggerty
Norman & Maija Holbrook
Alan & Jane Iles
Trevor & Stella King
Kirsti Kirjavainen

Gossner Mission

Marketta Lehti
Helen Matthews
Delos & Hazel McCauley
Susie Merry
Anja Patila
Geoff & Aileen Pike
David & Mary Stengel
Bill & Ruth Stephen
Tanja Storm
Marjatta Tolvanen
Ryohei Takatsu
Markku & Ritta-Leena Voutilainen
Sjoerdje van der Wal
Niekie Waaning
Erling & Ulla Britt Wennemyr
Margaret Wright

Day 31 Other Organizations.

Pray for the many organizations which uplift Christ in Nepal, that they will be of mutual help and upbuilding to the Church and each other and never in competition.

Anandaban Leprosy Hospital (Kathmandu)
Campus Crusade for Christ
Dandeldhura Medical Work (Western Nepal)
Discipleship Training Center
International Nepal Fellowship (Pokhara & Western Districts)
NBCBS/IFES (Student Work)
Nepal Bible Ashram
Nepal Bible Society
Nepal Leprosy Trust
Other Christian witness in the nation

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Gossner Mission

EINGEGANGEN
30. JULI 1984
[illegible]

NEWS AND PRAYER LETTER

United Mission to Nepal
Post Box 126
Kathmandu, Nepal

June 1984

Dear Partners in Intercession

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

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

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

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

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

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

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

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

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

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

Gossner Mission

5. Headquarters needs more space. Yes, there is some growth, but not too much. Rather the need more is to try to consolidate our activity first geographically, and then we hope, in other ways too. For this reason the Wennemyrs and Barclays have offered to move out of their flats with the purpose of it being an office complex providing space for Functional Secretaries. We will also look carefully into whether we retain some of our other presently rented office space.

6. Comings and goings. This seems never ending - some for holiday, others for home leave, sorrowfully some not planning to return. Our love and prayers go with each one. You will be missed whether the time from us is short or more permanent. For those not planning to return, may God give you a new and fruitful ministry at home. Others are coming or returning. We welcome you with joy and sometimes with great relief.

7. Especially we mention our Language & Orientation Programme. For information there are some difficulties in negotiations on the part of our Nepali teaching staff who would like to take full ownership of this programme. So there is delay. This present group of students, our largest ever, is about to move into their work. Anticipation, some apprehension, but faith and courage, perhaps best sum up their feelings.

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

8. I recently attended in Butwal a seminar on Nepal's Energy Crisis. For me it was a disturbing experience. We heard again the strong warning of the results of deforestation. In the last 20 years one third of Nepal's forests have been used. With similar use, in 20 years there will be none left. Why is this? Basically while about 58,000 m^3 of wood is used annually for commercial purposes, 10,500,000 m^3 is used in the same period as firewood for cooking purposes.

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

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

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

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

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

Sincerely in fellowship

J. Howard Barclay
Executive Director

Gossner Mission

EINGEGANGEN
24 APR 1984

Occasional Newsletter — Nepal Bible Ashram — March 1984

"Abraham answered, 'Take care that you don't send my son back there!' "[Gen. 24:6]

Dear Praying Friends:

The students and I have been studying the book of Romans together. Paul in Rom.4 upholds Abraham as an example. But Genesis 24:1-9 gives some of the reasons why. The three P's of Abraham's life in this short passage have been purity[3], progress[6], and God's promises[7]. For him there was no turning back to the land of the Chaldeans. For the NBA we pray that there shall be no turning back on the first love that motivated us when this particular ministry was initiated.

The one month Bible school last January in East Nepal was a silver lining in midst of all the dark clouds that passed over us in 1983. The 28 students that stayed till the end of the course hungrily took in everything taught. This keen interest has encouraged us to have a similar event in West Nepal in May. Meanwhile in Kathmandu our hostels are filled to the maximum capacity with 11 men and 4 women students. The new session started on Feb. 27. God has graciously given us dedicated teachers many of whom serve voluntarily. Besides, we have faithful prayer partners the world over bringing us to the throne of grace. So I mention the dark clouds with caution. God has not blundered. Some questions are best not answered, but there is no doubt that NBA has received the BEST from His Hands.

A big debate in our minds has been how not to spoil our simple village brothers and sisters who spend two years or less in the city atmosphere of Kathmandu. In April we hope the NBA board will come up with some helpful guidelines. Perhaps one solution is to award the certificates only after creditting the practical work done during the vacations and the first year after leaving NBA. The shortage of teachers at present forbid us to adapt some of the more obvious solutions, like the one year practical work break in midst of the two year course. Do you have suggestions you would like to share with us?

The auditor's report cited below shows that God has been faithful in keeping His promises:

Summary of the Auditor's Report- NBA 1983

Income and Expenditure Statement

Income:		
Gifts	N. Rs. 134, 670*	
Other income	13, 738	148, 408
Expenditure		
Cost for school and students	52, 125	
Salaries and staff allowance	70, 765	
Short courses outside Kathmandu	10, 360	
Office expenses and miscellaneous	10, 861	144, 111
	Surplus	4, 297

*Included in Gifts is Rs. 12500 for special purpose.

Balance Sheet as at 31-12-1983

Assets:	N. Rs. 2300, 000	
Cash, bank	92, 567	
Other assets	11, 193	2403, 760
NBA Capital		2403, 760

"I hereby state that, subject to the notes as a part of this report, to the best of my opinion, these statements accurately reflect the past year's operations and the current financial position of the school. The books have been kept in an oderly way and are generally accurate." Ron Layman- Auditor

Do join us please in praising our Jehovah-Jireh, the God Who Provides[Gen. 22:14]. God has also provided for a wider fellowship. On Dec. 9, 1983, the NBA board voted to join the Evangelical Fellowship of Asia, which in turn is linked to the World Evangelical Fellowship. Last January we were privileged to have Mr John Richard and Dr David Howard visit Kathmandu. They have been an inspiration to us. Finally, I end by rewording Paul's appeal in Rom. 15:31,"Pray that we may be kept safe... and that our service may be acceptable to God's people here."

Ramesh Khatry, Principal-NBA

A. C. & E. R. WITTS
"NORTH MARKS"
30 WOODLANDS ROAD
FARNBOROUGH
HAMPSHIRE GU14 9QF
ENGLAND

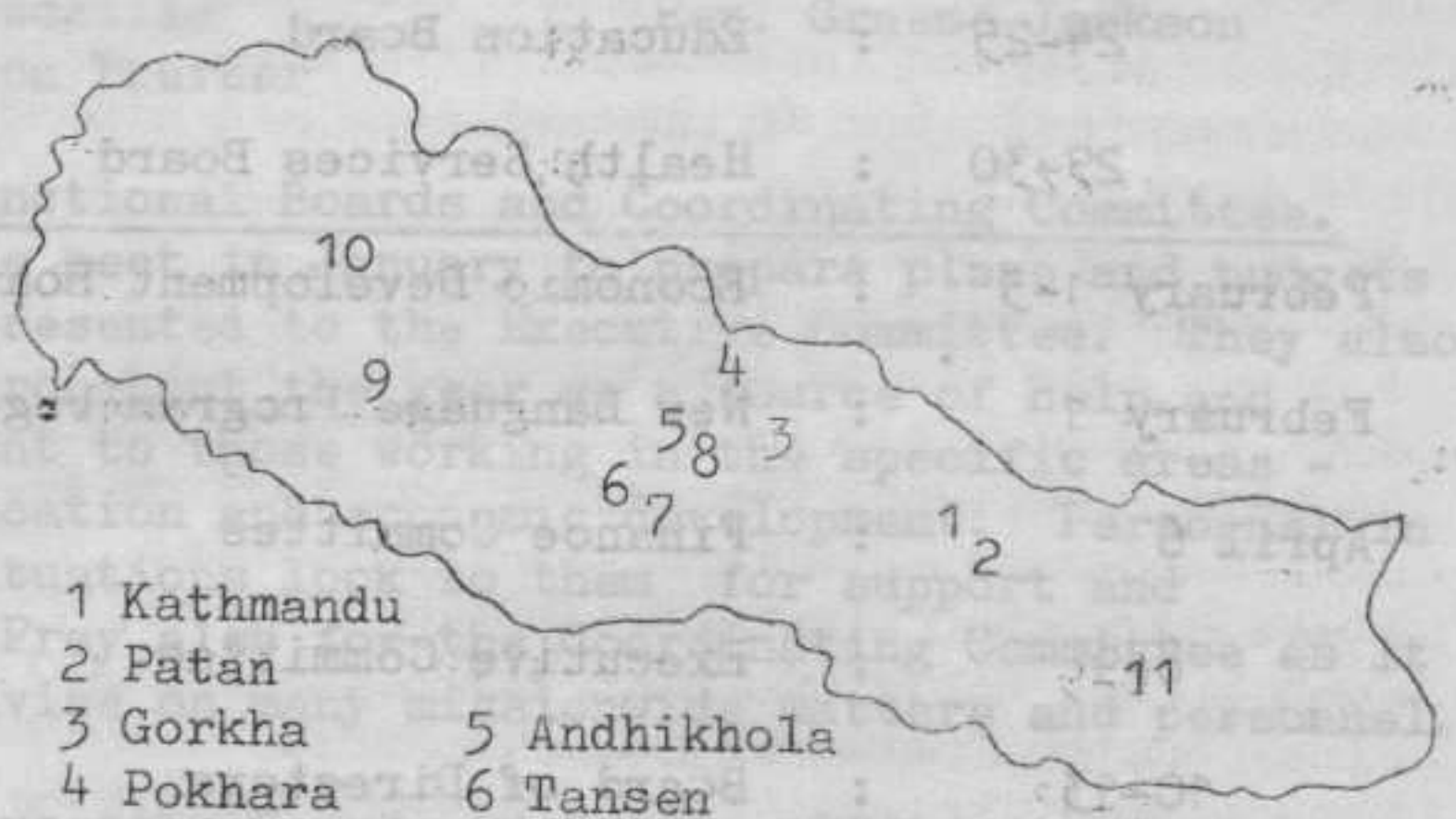
Gossner Mission

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UNITED MISSION TO NEPAL

PRAYER CALENDAR

January - June 1984



1 Kathmandu
2 Patan
3 Gorkha
4 Pokhara
5 Andhikhola
6 Tansen
7 Butwal
8 Nawal Parasi Hills
9 Surkhet
10 Jumla
11 Okhaldhunga

"But the land which you are going over to possess is a land of hills and valleys, which drinks water by the rain from heaven, a land which the Lord your God cares for; the eyes of the Lord your God are always upon it, from the beginning of the year to the end."

Deut. 11: 11,12

Gossner Mission

PRAY FOR COMING EVENTS

January 23	:	Integrated Development Committee
24-25	:	Education Board
27-30	:	Health Services Board
February 1-3	:	Economic Development Board
February 1	:	New Language Program begins
April 6	:	Finance Committee
8-9	:	Executive Committee
10-13	:	Board of Directors
April 29-May 6	:	Workers' Conference

Gossner Mission

Day 1 UMN Board, Executive & Finance Committees and Member Bodies. The Board of Directors, Executive and Finance Committees (meeting in April) will deal with a large amount of work in planning, budgeting, reports, personnel and policy decisions etc. Pray for insight as to what is God's will in each matter. Pray also for the member bodies in home countries with responsibility for selecting personnel, sending finances, and prayer support.

Executive Committee:

Rev. Paul Kniss (President)
Miss Janette Cowan (Vice Pr.)
Miss Pauline Brown
Mr. Leo Huostila
Rev. Newton Thurber
Dr. Alan Cole
Rev. Neil McVicar
Rev. Ingemar Berndtson
Rev. Graeme Jackson

Day 2 Functional Boards and Coordinating Committee. These Boards meet in January to prepare plans and budgets which are presented to the Executive Committee. They also function throughout the year as a source of help and encouragement to those working in the specific areas - health, education and economic development. Personnel in isolated situations look to them for support and guidance. Pray also for the Coordinating Committee as it seeks to advise on many missionwide matters and personnel.

Day 3 Education Board and Service Office. Missionwide ministries continue in the form of production of written materials, library consultancy, and the study of the local culture as it relates to UMN work and witness. Pray for those involved in these varying tasks which ultimately touch the lives of many people across the country.

Sandy & Elaine Chilcote (Consultant Librarian)
Richard & Janice Clark (Education Secretary)
Ann Lycett (Materials Develop. Coordinator/Writer)
Bucky & Carole Sydnor (Culture Resource Worker)
Shwu Eng Tan (Secretary)

Day 4 Pokhara/Butwal Education Projects. UMN has accepted the invitation to be involved in the building up of the Pokhara School (GAMV) to baccalaureate standard. Pray for wisdom in planning and implementing this large task, and for the provision of the right kind of staff.

Opportunities continue in teacher training in both Pokhara and Butwal, which is a new program for UMN. and

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should provide opportunity for a very real contribution to educational standards in Nepal.

Richard & Heather Cameron (Maths Teacher) GAMV
Fredi & Annelie Eglin (Hostel Parents) GAMV
Alan & Margaret McIlhenny (Teacher Training) Pokhara
Vanlal & Sangi (Teacher Training) Butwal
Ben & Maria Westerling (Hostel Parents & Scholarship Officer) GAMV

Day 5 Jumla Project. The project is now well established, and is going through a period of consolidation in the Technical School. The first students admitted will soon finish their four year course. Pray for those involved in education and health care in the local community, and for the witness and ministry of the whole team in the area.

Robert Bruce (Forester)
Bob & Hazel Buckner (Construction Program)
Allan & Iris Davies (Building Trade Teacher)
Buck & Gwen Deines (Agriculture Trade Teacher)
Richard & Vivienne Fletcher (Construction Program)
Judy Henderson (Health Trade Instructor)
Steve Normanton (Electrician)
John & Jean Sibley (Health Trade Instructor)
Jenny Sutton (Community Health Nurse)
Dave & Mary Thoresen (Agriculture Trade)
Glenys Walker (Teacher, village school)
Dean & Berneda Wyse (Project Director/Constr. Prog.)
Frank & Anita Younkin (Agriculturalist)

Day 6 Non-formal Education; and Training & Scholarship Program. So many in Nepal are denied formal education - people whose lives may be enriched by learning skills related to their surroundings. This demands of UMN personnel a degree of identity with village life which is costly in loss of privacy and comfort. Pray for them, and for those who seek to give leadership and advice in the central office.

Many Nepali colleagues are given the opportunity to gain professional qualifications through the Scholarship Program. Pray for discernment in administering this.

Purushotam Nepali (Training & Scholarship Program Administrative Secretary)
Nancy Molin (Non-formal Education)

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Day 7 King and Country. I Tim. 2:2 gives us the motive for praying for kings and rulers: "That we may live peaceful and quiet lives in all godliness and holiness." We are grateful for the measure of peace and of good relationships with officials. There are some agreements still to be negotiated for the work in Surkhet, Patan Hospital, Health Services in general, DCS, the future of Butwal Technical Institute, and other projects.

Day 8 Language & Orientation Program. This is a very crucial time in the life of new workers. Pray for those planning the Orientation Program that students will be inspired and challenged at a time when discouragement is all too possible.

Keshab Khanal (Principal, LOP Center)
Ann Lycett (Orientation Administrator)

LOP new workers

Kenneth Afful (Business Manager)
Andrew & Barbara Brown (Doctor)
Lyndon & Nancy Brown (Physician's Assistant)
Arie and Christel de Jong (Engineer)
Amy Fletcher (Non-formal Educator)
Michael & Diane Haskins (Surgeon)
Kaarina Heikkila (Non-formal Educator)
Clive & Su Irvine (Engineer)
Robert & Denise Judge (Teacher)
Mick & Debbie Langford (Doctor)
Chun Sim Lee (Nurse)
Bethany Lindell (Secretary)
Per-Anders & Vivi-Anne Lindgren (Forester)
Kin & Sue Liu (Lab. Technician)
Tony & Valerie McGall (Business Manager)
John Mason (Auditor)
Helen Parsons (Librarian)
David & Miriam Ramse (Agriculturalist)
Jim & Louise Rotholz (Maintenance Supervisor)
Donna Schultz (Hostess)
Ian & Sally Smith (Doctor)
Dave & Carol Stevens (Community Administrator)
John Studley (Forester)
Steve & Becky Thorson (Doctor)
Kerstin Westbacke (Dentist)
Christine Wright (Psychiatrist)

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Day 9 Missionaries' Children. Of the many children (about 200) of UMN workers, some are in boarding schools in India, some in tutorial groups in projects, some in school in Kathmandu. Many are under school age. Pray for older children at home in college. More tutors are urgently needed for tutorial groups in projects on a long-term basis.

Ad & Karin Breedveld (Tutorial group, Butwal)
Joanne Curry (Tutorial group, Tansen)
Ed & Edna Mae Shields (Children's hostel, Kathmandu)
Other teachers expected (Tutorial group, Butwal)

Day 10 Health Services Board and Support Offices.
Pray for the growing team of colleagues who are busy in support services for the health services projects across the country. Their work covers advice and help, ordering of items, supply of materials and library books, drugs, facilities for research projects etc.

Health Services Office

Ruth Angove (Nutrition Advisor to HSB)
Justine Emerson (Nurse)
Marlene Evans (Nurse Consultant)
Raija Hannila (Secretary)
Jeanette Hyland (Health Services Secretary)
Miriam Krantz (Nutritionist)
Janet McLellan (Medical Geographer)

Health Services Support Project

Audrey Maw (Project Director)
Opal Miller (Secretary)
Kima & Vani Tochhawng (Statistician/Health Educator)

Day 11 Patan Hospital Construction Team; and Nursing School. The construction team is still working on the final details of the hospital building and the completion of necessary staff quarters. God has provided wonderfully for this project, and we pray for the finance still needed to complete the building work.

The Nursing Campus is now able to remain in its present location for a further couple of years. Pray for the work and witness amongst the students in this busy training program, and for the right candidates to be chosen for training.

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Construction Staff
Neil & Robbie Anderson (Business Manager)
Martyn & Shirley Thomas (Project Director)

Nursing Campus
Jacky Brown (Tutor)
Katinka Palsson (Tutor)
Bishnu Rai (Director)
Jean Smucker (Tutor)
Tomoe Tawara (Tutor)

Day 12 Patan Hospital Medical Team. Give thanks for the very beautiful and efficient new hospital. Pray for the medical and nursing staff for an uplifting of the Lord Jesus in all the work done there, and for wisdom in putting into operation some new methods and policies.

Joyce Baldwin (Physiotherapist)
Gunnel Borg (In-service Training)
Paul & Julie Curtis (Physician)
John & Angela Dickinson (Medical Director)
Pat & Janet Fulks (Lab. Technician)
Marq & Marlene Gorton (Physician)
Bob & Sharon Gsellman (Physician)
Gerald & Alison Hankins (Surgeon & Medical Librarian)
Rigmor Hildershavn (Nurse)
Brian & Grace Johnston (Anaesthetist)
Ruth Judd (Nursing Superintendent)
Bir Bahadur Khawas (Administrative Officer)
Alex & Myrena Mercken (Dentist)
Rut Peterson (Hospital Visitor)
Jim & Elsie Pettibone (Bio-Med.Equipt. & Lab. Tech.)
Silvia Scholz (Obstetrician)
Birgitta Sharma (Nurse Anaesthetist)
John & Wanda Watkins (Pharmacist)
Diane Williams (Social Worker)
Kathy Witherington (Internist)
Alan & Tat Young (Surgeon)

Day 13 Lalitpur District Community Health and Development Programs. This work extends into an area of great poverty and ignorance reached by many hours of hard walking. Physical need is obvious and time-consuming; pray that spiritual need will receive the right priority.

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Community Primary Health Care Program
Michi Maeda (Nurse)
Shyam K. Ranjit (Director)
Stina Ullberg (Training Coordinator)

Community Development Assistance Program
Margaret Entz
Kathy Horton (Non-formal Educator)
Alan & Jane Iles (Forester)
Jonathan Lorenc (Community Motivator)
Walton & Ruth McCaslin (Project Director/Agriculturalist and Nurse)
Henk & Gerrie Ymker (Agriculturalist)

Day 14 The Church continues to grow. In places it is at ease, in others it is suffering imprisonment or less obvious persecution. We are part of this Church: let us pray with involved understanding for wise leadership, for Biblical ministry, for effective witness, for believers in isolated areas.

Day 15 Gorkha Project, Hospital. Shortage of doctors has put pressures on the staff in the hospital in dealing with the large crowds of patients. Pray for the new Nepali Acting Nursing Supt. There are still problems of local opposition etc. which should challenge us to effective prayer. Pray too for good working relationships with other types of ministry in the area.
Shoba Gurung (Acting Nursing Supt.)
Robin Gossip (Nurse)
Margareta Hook (Medical Director/Surgeon)
Helen Huston (Physician)
Ian Kerr (Business Manager)
Tjerk & Corrie Nap (Physician)
Judy Nichols (Nurse)
Keith & Heather Smith (Maintenance Coordinator)
Rosemary Taylor (Nurse)
Muriel Waterfall (Surgeon)

Day 16 Gorkha Project (cont). Makaising, Namjung, Chcprak, Devkot, Thalajung are not just names - they represent places where UMN personnel live (several hours walk away from colleagues) teaching in schools or in community health, but always watched. Pray for the silent and spoken witness and also for the many other places visited by Agriculturalists and C.H. workers.

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Community Health Team
Kerry Brown (Nurse, CHP)
Britt Johansson (CHP Director)
Charlotte Joplin (Nurse, CHP)
Margaret McCombe (Non-formal Educator, CHP)
Wendy Moore (Nurse, Choprak)

Education Program
Jean Baird (Teacher, Makaising)
Margaret Cranston (Teacher, Makaising)
Tove Madsen (Teacher, Namjung)
Asbjorn & Anne-Therese Ness (Teacher, Thalajung)
Christine Store (Teacher, Namjung)

Day 17 Tansen Hospital. There is always a heavy load of work in this busy hospital; pray that it may be part of the total Christian witness and not seen as a rival to it. Pray for the additional medical staff needed, and for blessing on all contacts with patients, friends, staff and local community. The latter take an active interest.

Ken & Jill Anderson (Surgeon)
Aud Bjerke (Nurse)
Henk & Frannie Blom (Business Manager)
Pam Carroll (X-ray Technician)
Ray & Karen Cross (Dentist)
Pirjo Itkonen (Nurse Anaesthetist)
Goran & Lotte Kurlberg (Physician)
Stuart Little (Dentist)
Doreen Maggs (Hostess)
Mel & Betty Meyer (Internist)
Geoff & Aileen Pike (Medical Director)
Bernadette Rai (Nursing Superintendent)
Ray & Barbara Reeves (Maintenance)
Neil & Clarice Solvik (Pharmacist)
Phebe Uy (Physician)
John & Mary Vermulen (Physician)
Dave & Lois Williams (Physician)

Day 18 Palpa District CHP. Old saints used to speak of 'moving men by prayer alone'. Cooperation with government plans need to be set against that background of prayerful preparations, for communities to be motivated for the good of the whole; for officials and individuals who can expedite or block the implementation of plans; and for Nepali and expatriate staff on the job.

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Mirjam Bergh (CHP Director)
Margaret Brass (Nurse/Midwife)
Valerie Collett (Nurse/Midwife)
Agne & Kerstin Karlsson (Agriculturalist)
Narayan Maharjan (Development Coordinator)
Ingeborg Skjervheim (Nurse/Midwife)
Peter & Agnes Storey (Agriculturalist)

Day 19 Okhaldhunga. The hospital work and community health outreach in this area reach a large number of people. Agricultural work is getting under way, and school teaching and non-formal education have been included in the total ministry of the project. Pray for the team working in an area where there has been a witness for many years.

Hanne Egner (Nurse, CHP)
Wynn & Tara Flaten (Agriculturalist, CHP)
Anna-Liisa Jokinen (Business Manager)
Kirsti Kirjavainen (CHP Director)
Marketta Lehti (Medical Director, Dispensary)
Karen Rodwell (Teacher/Non-formal Educator)
Sakuntala Tamang (Nursing Supt. Dispensary)
Graham & Sue Toohill (Physician, Dispensary)

Day 20 Communications Committee & Literature Work. Continue to pray for Nepalis with gifts to write and to prepare tape recordings. Ask the Holy Spirit to give these gifts or to give recognition of them where they exist, and courage and leisure to use them. Praise for all that is being done.

Day 21 Economic Development Board & Service Office. Permission is still awaited for the Technical Center in Surkhet. Those working in a service office need prayer that they will keep the vision of channelling God's common grace to needy people amidst a mass of administrative detail and assistance to projects.

Martin & Inge Anhorn (Director, Surkhet Project)
Gerhard Honold (Agriculturalist, Surkhet)
Anders & Birgit Kammensjo (Asst Econ. Dev. Secr.)
Lionel & Alison Mackay (Technical Asst to EDS)
Al & Peggy Schlorholtz (Economic Development Secr.)
Odd & Tullis Hoftun (Consultant, EDB; & Butwal)

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Day 22 BTI-related Projects and Development & Consulting Services (DCS). Negotiations continue for the future of BTI in relation to HMG. Pray that it will be clarified. BTI and related industries are already under Nepali management and some UMNers are seconded to them. DCS is the ongoing UMN tool in Butwal, a base for research, reaching out into the country through field workers of different kinds, and formation of new appropriate industries such as Himal Hydro Co. Pray that the whole gospel to the whole man will be the outcome of this work involvement.

Leiv Boyum (Development Engineer, DCS)
Cliff & Chris Eaton (Architect, Design Office)
David & Jane Fulford (R & D Consultant, Bio-gas)
John & Sheila Finlay (Engineer, Rural Development)
Dave & Anne Heuft (Management Training Instructor)
Seija Hjelt (Hostess)
Erling Karlstad (Master Mechanic, BEW)
Roger & Margareta Lunden (Production Dev. Engr., BEW)
Delos & Hazel McCauley (Engineer, Design Office)
David Payne (Building Materials Tech., Design Office)
Jeff & Sue Rollins (Development Engineer, Rural Equipt.)
Tore & Ragnhild Skeie (Engineer, Design Office)
Craig & Lori Rolwood (Engineers, Design Office & Butwal Power Co.)
Sze Kiat & Kuan Thai Tang (Structural Engineer)
Ben & Coby van Wijhe (Engineer, Rural Elect. Progr.)
Ken & Margaret Webster, (Director, DCS)
Mike & Linda Wheller (Quantity Surveyor, DCS)
Tom & Mamie Wong (Industrial Development and Bio-chemical Research)

Day 23 Nawal Parasi Hills Development Project.
The term 'Rural Development' embraces many aspects of life that we take for granted: agriculture, drinking water and sanitation, grain storage, education, health, irrigation, reforestation, rural industries and marketing. Pray for God's leading and His blessing on what is done.

Steve & Gail Erickson (Health Educator)
Mary Grimes (Agriculturalist)
Muriel Twinem (Nurse, Community Development)
Niekie Waaning (Nurse, Community Development)
John & Lynn Williamson (Project Director)

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Day 24 Rural Development Center, Pokhara. At least 90% of the population of Nepal are still farmers. The team has a unique opportunity of relating to the people in familiar things. Pray for the God of Creation and His good plans for them to become a living reality through the work of this Center.

Guenter & Gerti Beyrich (Marketing & Business Consultants; Pokhara)
Andrew & Coby Bulmer (Community Development Worker, Madhubasa)
Stu & Susan Clark (Rural Development Director, Pokhara)
Alison Craven (Animal Health Improvement Prog. Pokhara)
Richard & Glenys Gijsbers (Forester, Kathmandu)
Jim & Esther Lorenzen (Agriculturalist, Kathmandu)
Satoshi & Masako Mori (Agriculturalist/Farm Manager, Pokhara)
Maarten van den Dool (Agriculturalist)

Day 25 Seconded Personnel. Those working with non-UMN projects need to know themselves surrounded by prayer for wisdom, patience, and adequate fellowship. Many secondments are included in projects mentioned on other days.

INF, Surkhet: Stan & Marilyn Kamp (Builder)
IOM, Kathmandu: Hisa Asaoka (Course Development, Nursing Training)
John Dickinson (Prof. in Physiology)
Carl & Betty Anne Friedericks (Prof. in Community Health)
Mary Nichol (Course Development Nursing Training)
Paimey: Mary Cundy (Social Worker)
Helen Matthews (Nurse)
Blindness Control Program: Albrecht & Kristina Hennig (Ophthalmologist)

Day 26 Andhikhola Project, and Himal Hydro Co. Irrigation and electricity are not always recognized for the wide benefit they will give; sometimes local resentment and suspicion make difficulties. Pray that this will not be so; pray for good relationships and cooperation. A rural development program is being developed in the area also.

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Andhikhola Team
Ken & Gwyneth Brookes (Senior Site Engineer,HH)
David & Rosemary Cooke (Rural Development Worker)
Ian & Marion Curtis (Engineer)
Gene & Grace Fox (Engineer, HH)
Mark Gill (Engineer, HH)
Tom & Elaine Haggerty (Engineer, Site Supervisor, HH)
Duane & Joy Poppe (Project Director & Development Wkr)
Adrian Slater (Engineer, HH)
Tanja Storm (Agriculturalist)
Ernie & Vangy Thiessen (Rural Development Engineer)

Himal Hydro Team, Butwal
Joop & Janna de Zwaan (Site Engineer)
Trevor & Janet Durston (Engineer)
Ed & Annie Kramer (General Mgr, Himal Hydro Co.)
Gordon Russell (Site Engineer)

Day 27 UMN Headquarters, Kathmandu. A wide variety of ministries is represented in this team - hostesses caring for language students and guests, people sitting in offices and/or visiting government officials to free others for more obvious contribution to God's kingdom, leaders with heavy responsibilities and decision-making. Pray for fresh anointing daily so that tasks do not become routine.

Howard & Betty Barclay (Executive Director from Jan.22)
Joy Carter (Hostess, Salyan House)
Gene & Jane Glassman (Information Officer)
Carl & Alice Johansson (Exec. Director to Jan.21)
Ron & Esther Layman (Treasurer's Assistant)
Winnie Lau (Business Assistant)
Ruth Overvold (Secretary, Mailroom)
Fred & Toni Peters (Host & Hostess, Asha Niketan)
Louise Russell (Hostess, Fleming House)
Fran Swenson (HQ Business Mgr/CSD Director)
Wendy Townsend (Administrative Secretary)
Nora Vickers (Personal Counsellor)
Erling & Ulla-Britt Wennemyr (Treasurer)
Betty Young (Personnel Secretary)

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Day 28 Personnel Needs.

The following are amongst the most urgent present needs:

Teachers for Regional School, Pokhara
Tutorial teachers for missionaries' children
Hostesses
Dentists
Nurse tutor
Physicians, GPs and Community Health
Paediatricians
Pathologist
Civil engineers
Mechanical engineers
Librarians
Rural development workers
Marketing consultant
Trade teachers for Jumla, building & agriculture
Business School teachers
Home economist field workers
Social workers
Nurses for hospitals and community health
Business Managers

Day 29 Mahendra Bhawan Girls' School, Kathmandu.

We no longer have opportunity to place teachers in the school, but ask for prayer for the Christian Nepali staff. UMNers can still have a ministry in the hostel amongst the girls. The school is much in the public eye; pray for those with responsibility.

Enni Hokkanen (Hostel Worker)
Nirmit Sittling (Headmistress)

Day 30 Furloughs. Pray for UMN personnel presenting the work in Nepal in many different countries, and for contacts with praying and interested friends and groups. Many need refreshment, healing of body, guidance for the future, renewed perspective for return to Nepal.

Esa & Anita Ahonen
Rick Allen
Larry & Phyl Asher
Lorraine Beard
Gudrun Bonnedal
Lynne Brennan
Rosemary Carnahan
Peder & Ulla Ericsson
Carol Evans
Randy Friesen
Sue Fry
Gary & Pat Hafvenstein
Tom & Cynthia Hale
Del & Bev Haug

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Andy & Cindy Hinkle
Norman & Maija Holbrook
Oystein & Hildur Johansen
Robert & Lena Jonzon
Trevor & Stella King
Seppo & Annikki Kostamo
Kirsti Kormu
Colin & Sue Law
Adriaan & Josein Los
Florence Martin
Ann Matthias
David & Ann McConkey
Susie Merry
Okoro & Oyidiya Ndukwe
Anja Patila
Peter & Mary Quesenberry
George Sanneman
Dick & Marcia Smith
David & Mary Stengel
Bill & Ruth Stephen
Ryohei Takatsu
Marjatta Tolvanen
Winnie Thuma
Sjoerdje van der Wal
Markku & Riitta-Leena Voutilainen
Margaret Wright
Shelagh Wynne

Day 31 Other Organizations.

Pray for the many organizations which uplift Christ in Nepal, that they will be of mutual help and upbuilding to the Church and each other and never in competition.

Anandaban Leprosy Hospital (Kathmandu)
Campus Crusade for Christ
Dandeldhura Medical Work (Western Nepal)
Discipleship Training Center
International Nepal Fellowship
(Pokhara & Western Districts)
NBCBS/IFES (Student Work)
Nepal Bible Institute
Nepal Bible Society
Nepal Leprosy Trust
Other Christian witness in the nation

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UNITED MISSION TO NEPAL

COMMONLY USED ABBREVIATIONS, 1983

(apart from member bodies)

ABC	American Baptist Church
ADB	Agricultural Development Bank
ADBN	Agricultural Development Bank Nepal
AEDS	Assistant Economic Development Secretary
AHIP	Animal Health Improvement Program
AHREP	Andhikhola Hydel and Rural Electrification Project
AHW	Auxiliary Health Worker
AID	Agency for International Development
AMT	Australian Missionary Tidings
ANM	Assistant Nurse Midwife
AP	Amp Pipal or Andhikhola Project
APROSC	Agrictural Product Research Organisation and Service Centre
ASO	Area Services Officer
ATCC	Advanced Training Coordinating Committee
BA	Board Appointee
BC	Building Committee
BCG	Technical term for TB test
BD	Board of Directors
BEW	Butwal Engineering Works
BFW	Bread for the World
BM	Business Manager
BPC	Butwal Power Company
BPF	Butwal Plywood Factory
BSS	Business and Secretarial School
BTI	Butwal Technical Institute
BTSP	Business Training and Service Program
BUN	Baptist Union of Norway
BWI	Butwal Wood Industries
CC	Coordinating Committee
CCE	CC executive minutes for confirmation by FC & EC
CDAP	Community Development Assistance Program
CDO	Chief District Officer
CDS	Central Drug Store
CHP	Community Health Program
CIDA	Canadian International Development Agency
CHMC	Christian Medical Commission
CMA	Community Medical Auxiliary
CMS	Christian Medical Society
CPHCP	Community Primary Health Care Project
CRO	Culture Resource Office
CSC	Christian Service Corps
CSD	Central Services Department
CWM	Council for World Mission
CWS	Church World Service
DA	Direct Appointee or Dearness Allowance
DADO	District Agriculture Development Office
DCS	Development and Consulting Services
DEO	District Education Office
DHI	District Health Inspector
DHO	District Health Office
DHS	Department of Health Services
DOE	Department of Education
DPT	Disptheria, Pertussia, Tetanus Immunization
EB	Education Board
EC	Executive Committee
ED	Executive Director
EDB	Economic Development Board
EDBSO	Economic Development Board Service Office
EDS	Economic Development Secretary
ES	Education Secretary
ESL	English as Second Language
ESO	Education Service Office

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FB	Functional Board
FC	Finance Committee
FP	Family Planning
FTE	Full-Time Equivalent
GAMV	Gandaki Awasiya Madhyamik Vidhyalaya (Nepali name for the Pokhara Boys Boarding School)
GG	Gamma Globulin Immunization
GGC	Gobar Gas Company
HA	Health Assistant
HANDS	Human and National Development Service
HATC	Hetaura Apprenticeship Training Centre
HH	Himal Hydro & General Construction Co.
HMGN	His Majesty's Government of Nepal
HP	Health Post
HQ	Headquarters
HSB	Health Services Board
HSO	Health Services Office
HSS	Health Services Secretary
HSSP	Health Services Support Project
IC	Indian Currency
ICCO	Inter Church Coordinating Committee for Development Projects (Holland)
IDC	Integrated Development Committee
IDPMC	Industrial Development Planning & Management Committee
INF	International Nepal Fellowship
IOM	Institute of Medicine
IRD	Integrated Rural Development
ITDG	Intermediate Technology Development Group
ITID	Institute of Technology & Industrial Development
JAHW	Junior Assistant Health Worker
JT	Junior Technician (in Agriculture)
JTA	Junior Technical Assistant (in Agriculture)
JUMP	Jumla United Mission Project
KB	Kraener Brug (Norwegian Turbine Company)
K-BIRD	Karnali Beri Integrated Rural Development Project
KTS	Karnali Technical School (Jumla)
KVHC	Kathmandu Valley Housing Committee
LAMP	Language Acquisition Made Practical
LDO	Local Development Officer
LO	Liason Office
LOP	Language & Orientation Program
LOPC	Language & Orientation Program Centre
LM	Leprosy Mission
MBGHS	Mahendra Bhawan Girls' High School
MCH	Maternal & Child Health
MDP	Materials Development Program
ME or MOE	Ministry of Education
MOH	Ministry of Health
NC	Nepali Currency
NCF	Nepal Christian Fellowship
NEC	National Education Committee
NEC	Nepal Electric Corporation
NESP	New Education System Plan
NFE	Non-formal education
NHEC	Nepal Hydro Electric Co.
NIDC	Nepal Industrial Development Corporation
NORAD	Norwegian AID
NPHDP	Nawal Parasi Hills Development Project
OPD	Out-patient Department
OR	Operating Room

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PAT	Promotion of Apprenticeship Training
PCC	Project Coordinating Committee
PCF	Purchasing Clearing Forwarding (DCS Services Department)
PCG	Per Capita Grant
PCS	Personnel Contributed Services
PD	Project Director
PH	Patan Hospital (medical)
PMC	Planning & Management Committee
PP	Patan Project (building)
RCUP	Resource Conservation Utilization Project
RD	Rural Development
RDC	Rural Development Centre
R & D	Research & Development
REDP	Rural Electrification Development Program
REDP	Rural Equipment Development Program
RIP	Rural Industries Program
RYTP	Rural Youth Training Program
SADP	Small Area Development Project
SATA	Swiss Association for Technical Assistance
SBC	Southern Baptist Convention
SFAF	Student Financial Assistance Fund
SFDP	Small Farmers Development Program
SIDA	Swedish International Development Agency
SLC	School Leaving Certificate
SOWR	Statement of Objectives & Working Rules
SP	Surkhet Project
SSNCC	Social Services National Coordination Council
STMP	Small Turbines & Mills Program
SV	Sorumstand Verkasted (Norwegian Turbine Co.)
TA	Technical Asst.
TA	Travel Allowance
TA/DA	Trekking Allowance/Dearness Allowance
TEAM	The Evangelical Alliance Mission
TFH	Tear Fund, Holland
TSC	Training and Scholarship Committee
TSP	Training & Scholarship Program
TU	Tribhuwan University
VHW	Village Health Worker
WCC	World Council of Churches
WCF	Working Capital Fund
WR	Working Rules
YWAM	Youth With A Mission

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NEPAL AGENCIES AND GOVERNEMNT PRRSONNEL

ADBN	Agricultural Development Bank, Nepal
APROSC	Agricultural Product Research Organisation and Service Centre
CDO	Chief District Officer (one in each of 75 Districts)
DADO	District Agricultural Development Officer
DEO	District Education Officer/Office
DHI	District Health Inspector
DHO	District Health Office
DHS	Department of Health Services
DOE	Department of Education
HMGN	His Majesty's Government of Nepal
IOM	Institute of Medicine
LDO	Local Development Officer
ME or MOE	Ministry of Education
MOH	Ministry of Health
NEC	National Education Committee
NEC	Nepal Electric Corporation
NESP	New Education System Plan
NHEC	Nepal Hydro Electric Co.
NIDC	Nepal Industrial Development Corporation
RCUP	Resource Conservation Utilization Project
SADP	Small Area Development Project
SFDP	Small Farmers Development Program
SSNCC	Social Services National Co-ordination Council
TU	Tribhuvan University

CHRISTIAN/CHURCH RELATED AGENCIES

ABC	American Baptist Church
AMT	Australian Missionary Tidings
BFW	Bread for the World
BUN	Baptist Union of Norway
CMC	Christian Medical Commission
CMS	Christian Medical Society
CSC	Christian Service Corps
CWM	Council for World Mission
CWS	Church World Service
ICCO	Inter Church Coordinating Committee for Development Projects,Holland
INF	International Nepal Fellowship
LM	Leprosy Mission
NCF	Nepal Christian Fellowship
SBC	Southern Baptist Convention
TEAM	The Evangelical Alliance Mission
TFH	Tear Fund, Holland
WCC	World Council of Churches
YWAM	Youth With A Mission

INTERNATIONAL AGENCIES

ADB	Agricultural Development Bank
AID	Agency for International Development
CIDA	Canadian International Development Agency
HANDS	Human and National Development Service
ITDG	Intermediate Technology Development Group
KB	Kraener Brug (Norwegian Turbine Company)
K-BIRD	Karnali Beri Integrated Rural Development Project
NORAD	Norwegian AID
SATA	Swiss Association for Technical Assistance
SIDA	Swedish International Development Agency
SV	Sorumstand Verkasted (Norwegian Turbine Co.)
UN	United Nations
UNICEF	United Nations International Children's Fund
UNDP	United Nations Development Project
UN/FPA	United Nations Family Planning Association
WHO	World Health Organization

Gossner Mission

UNITED MISSION TO NEPAL TERMS

a) UMN Posts

AEDS	Assistant Economic Development Secretary
ASO	Area Services Officer
ED	Executive Director
EDS	Economic Development Secretary.
ES	Education Secretary
HSS	Health Services Secretary

b) UMN-related Projects and Programs

AHIP	Animal Health Improvement Program
AHREP	Andhikhola Hydel and Rural Electrification Project
AP	Amp Pipal or Andhikhola Project
ATCC	Advanced Training Coordinating Committee
BEW	Butwal Engineering Works
BPC	Butwal Power Company
BPF	Butwal Plywood Factory
BSS	Business and Secretarial School
BTI	Butwal Technical Institute
BTSP	Business Training and Service Program
BWI	Butwal Wood Industries
CDAP	Community Development Assistance Program
CDS	Central Drug Store
CHP	Community Health Program
CPHCP	Community Primary Health Care Program
CRO	Culture Resource Office
CSD	Central Services Department
DCS	Development and Consulting Services
EDBSO	Economic Development Board Service Office
ESO	Education Service Office
GAMV	Gandaki Awasiya Madhyamik Vidhyalaya (Nepali name for the Pokhara Boys Boarding School)
GGC	Gobar Gas Company
HATC	Hetaura Apprenticeship Training Centre
HH	Himal Hydro & General Construction Co.
HQ	Headquarters
HSO	Health Services Office
HSSP	Health Services Support Project
IDPMC	Industrial Development Planning & Management Committee
IRD	Integrated Rural Development
ITID	Institute of Technology & Industrial Development
JUMP	Jumla United Mission Project
KTS	Karnali Technical School (Jumla)
LAMP	Language Acquisition Made Practical
LOP	Language & Orientation Program
LOPC	Language & Orientation Program Centre
MBGHS	Mahendra Bhawan Girls' High School
MDP	Materials Development Program
NFE	Non-formal education
NPHDP	Nawal Parasi Hills Development Project
PAT	Promotion of Apprenticeship Training
PCF	Purchasing Clearing Forwarding (DCS Services Department)
PH	Patan Hospital (medical)
PP	Patan Project (building)
RDC	Rural Development Centre
REDP	Rural Electrification Development Program
REDP	Rural Equipment Development Program
RIP	Rural Industries Program
RYTP	Rural Youth Training Program
SFAF	Student Financial Assistance Fund
SP	Surkhet Project
STMP	Small Turbines & Mills Program
TBPC	Tinau Butwal Power Company
TSC	Training and Scholarship Committee
TSP	Training & Scholarship Program

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c) UMN General Terms

ATCC	Advanced Training Coordinating Committee
BA	Board Appointee
BC	Building Committee
BD	Board of Directors
BM	Business Manager
CC	Coordinating Committee
CCE	CC Executive minutes for confirmation by FC & EC
DA	Direct Appointee
DA	Direct Appointee or Dearness Allowance
EB	Education Board
EC	Executive Committee
EDB	Economic Development Board
FB	Functional Board
FC	Finance Committee
FTE	Full-Time Equivalent
HSB	Health Services Board
IDC	Integrated Development Committee
KVHC	Kathmandu Valley Housing Committee
LO	Liason Office
PCC	Project Coordinating Committee
PCG	Per Capita Grant
PCS	Personnel Contributed Services
PD	Project Director
PMC	Planning & Management Committee
RD	Rural Development
R&D	Research & Development
SOWR	Statement of Objectives & Working Rules
TA	Travel Allowance or Technical Asst.
TA/DA	Travel Allowance/Daily Allowance
TSC	Training and Scholarship Committee
WR	Working Rules
WCF	Working Capital Fund

GENERAL ABBREVIATIONS AND TECHNICAL TERMS

a) Health

AHW	Auxiliary Health Worker
ANM	Assistant Nurse Midwife
BCG	Technical term for TB immunization
CMA	Community Medicine Assistant
CHP	Community Health Programme
DPT	Diptheria, Pertussia, Tetanus immunization
ER	Emergency Room
FP	Family Planning
GG	Gamma Globulin immunization
HA	Health Assistant
HP	Health Post
JAHW	Junior Assistant Health Worker
MCH	Maternal Child Health
OPD	Out Patients Department
OR	Operating Room
VHW	Village Health Worker

b) Miscellaneous

ESL	English as a Second Language
IC	Indian Currency
JT	Junior Technician
JTA	Junior Technical Assistant
NC	Nepal Currency
SLC	School Leaving Certificate

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Nepal Bible Institute BY:-

A. C. & E. R. WITTS
"NORTH MARKS"
30 WOODLANDS ROAD
FARNBOROUGH
HAMPSHIRE GU14 9QF
ENGLAND

FINCO-AMOEM
23. JAN. 1984
Ekspedisie

"For I am confident of this very thing, that He who began a good work in you will perfect it until the day of Christ Jesus"[Phil. 1:6].

Dear Praying Friends:

The Lord has brought the 1983 academic year of the NBA to a climactic conclusion. On Dec. 8, our graduation day, four students received certificates signifying the completion of their two year study. Their real studies are soon to begin as each seeks his own avenue of serving our dear Lord. As our chief guest, Rev. Carl Johansson, was preaching on the need to be teaching priests, one thought was very strong in my mind- God enabled us to begin this year, God brought it to completion.

What is so special about this? The best answer to that is Paul's sentiment expressed to the Corinthians,"... we were burdened excessively, beyond our strength, so that we despaired even of life"[2 Cor. 1:6].

Jan. 17, 1983 ushered in the closure of our building facilities by the government. We were confused and severely tempted to postpone the classes for one year. Late by one month the classes resumed in Raxaul, India, till suitable facilities could be rented in Kathmandu. The new location brought fresh problems. A persecution of wider scale landed many of our brothers and sisters in prison. Spiritually, never before was the condition of the church in Nepal so dismal. Most of the leaders were longing for God's Spirit to bring the long needed revival among us. We had no alternative than to draw closer to God. This has made us grow. "Oh, the depth of the riches both of the wisdom and knowledge of God"[Rom. 11:33]!

1983 was a step forward in other ways too. The NBA took in lady students for the first time. Soon we will be renting another building for the girls' hostel. We had Miss Aphuno Chase and Mr and Mrs Immanuelraj join our faculty. After a lot of discussion and prayer, the teachers and the board members have decided that with the limited staff we have at present, the NBA should organise two one month Bible schools outside of Kathmandu each year. Accordingly, we are preparing for one in East Nepal and another in the West for early 1984. Invitation to minister at a Nepali Youth Conference in north-east India[October] opened my eyes to the spiritual need of the Nepalis of the region. We had three studying with us this year from that area. The next school term is to start in February, 1984.

Whatever achievement God granted us would not have been possible if you, our co-workers, had not been faithful in dilligent praying and sacrificial giving. As one of the New Year pledges may I request you to pray one minute a day for us. With even sixty of you praying, we will have one hour of intercession in our heavenly bank account, ready to be cashed for our frequent periods of need, every day!

What does 1984, the great George Orwellian year, hold in store? Less hardship and problems? Probably not. The Lord did not promise cheap discipleship which saps the life of the church everywhere. Our goal is- the further extension of the kingdom of God at any cost. More souls to be revived, discipled, and saved!

Before the New Year comes Christmas. On Dec. 25 churches in Nepal usually have a special service followed by a big love feast. One Australian friend and his wife were recently sharing with me that as children they were taught to believe that Santa Claus brings gifts by night! We Nepalese Christians have been spared of such fairy tales, but it is still so easy to forget the Real Giver. God gave His Best. Such is the tale of NBA too. God gave the vision, the means, the friends, and the grace which make it possible for us to press on. Our logical duty in the words of David is,"... I will not offer burnt offerings to the Lord my God which cost me nothing"[2 Sam. 24:24].

* New title for NBI

Yours in Jesus,

Ramesh Khatry, Principal

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UNITED MISSION TO NEPAL

NEPAL INFORMATION FORM

The following information is requested by the UMN on all candidates being offered for service in Nepal, both husbands and wives in the case of married couples. Much of this may be included on your own screening forms, but in each section there are extra items which apply only to Nepal and the UMN. There is no need for repetition of the information which is already on your papers, but we would appreciate your selecting all the points which are not covered by your screening, and adding them as additional information needed for Nepal candidates. Or alternatively, use the following form and just cross out the sections repeated on your form so that candidates do not have to fill in the same thing twice (apart from Section 1, which should be filled in all cases).

1) GENERAL.

Name : Family name.....

Christian names in full.....

Christian name normally used.....

Nationality.....

Address: Present address until (date).....

.....

.....

.....

Permanent contact address.....

.....

Marital status: Married / widowed / engaged / single

Have you ever been divorced?.....

Names and dates of birth of children:

.....

.....

.....

Passport number.....

Type of work for which you are offering in UMN.....

When are you available to come to Nepal?.....

Length of time of commitment to service in UMN.....

.....

Are you open to extending this?.....

Experience of people of other cultures and races.....

.....

.....

Reason for application for service with UMN.....

.....

.....

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If you have children of school age, are they wholeheartedly in sympathy with the prospect of coming to a new culture and school system, (older children possibly having to go to boarding school), and enthusiastic to enter into this?.....

On the attached paper are aspects of experience in the work of the UMN to which a special effort of adjustment may need to be made. Please let us have your comments, questions and response to the information and challenge of this paper "Adjustment to New Conditions in Nepal". (Detach this sheet and keep it for your own reference).

2) Christian Testimony

Give a brief doctrinal statement of your Christian convictions and beliefs, and what Jesus Christ means to you :

Give a brief statement of your Christian experience and development:

What do you understand to be the Christian message we should share with others in Nepal, and how can we do it in this situation?

3) Church Involvement.

The United Mission to Nepal is a Christian Mission seeking workers with a clear commitment to Jesus Christ as Saviour and Lord, and a call to service in Nepal. It is a cooperative and united fellowship of Christians from many church backgrounds, and little attention is paid in the course of actual service in Nepal to the particular denominational origin of the workers. However, it is helpful to know:

Your Church background and membership.....

The Church activities and other Christian service in which you have been involved:

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Nepali Christians except UMN workers to link themselves with a local Christian fellowship, in most cases a Nepali fellowship. They are encouraged to participate in the activities of the fellowship, but not normally expected to accept positions of leadership, except in an advisory capacity. We recognise that this Church is a first generation Church, and that there are certain norms of behaviour which are precious to it. We may need to be willing to make adjustments in lifestyle and personal habits which may be a stumbling block to local Christians, such as smoking and drinking, for example. Please let us have your response to these realities and challenges:

4) Professional skills.

Please give details of your qualifications and courses of study done, and some detail of the subjects covered:

Course	Qualification	Dates
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....

Details of your work experience and how it relates to possible assignment in Nepal:

Work	Dates	Comments
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....
.....	.....	.....

Have you had any Bible School training, and if so give details:

.....

.....

What languages have you learned?.....

.....

What are your hobbies?.....

.....

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Adjustments to New Conditions in Nepal

The conditions of life in a foreign country, climate and culture are quite different from those in your home country, and adjustment to them requires a very real effort. Workers are needed who are prepared to join with colleagues from many countries, churches and professional backgrounds. They must have attitudes of flexibility and adaptability to assignments and conditions in Nepal which are new and different, and may lead to real frustrations as well as the joys of such service. To help you prepare for these differences we have listed a number of areas where frustration most often occurs, though this list does not pretend to be all-inclusive. It helps to know in advance about some of the conditions which will probably be met, so that new experiences may be approached in an attitude of readiness for successful adjustment.

I. The UMN requires an initial period of intensive study of the Nepali language, together with a series of orientation lectures.

2. We will be working in languages other than our own. Inability to communicate can be very frustrating, and full participation in many aspects of work and social life will be limited until language difficulties are overcome. English is the language of communication with UMN; Nepali is largely used in other contacts and in our work.

3. We have to adjust to different customs, dress, diet, and living conditions which are sometimes primitive and uncomfortable; and be willing to make adjustments in life-style and personal habits which may be offensive to local culture or the local Christians.

4. Opportunities for schooling vary in different places, and often one of the main problems for families in Nepal is that of the education of children at different ages. Special effort and flexibility are needed by parents and children in this area.

5. Assignment to a particular location is made by the UMN after a worker has come to Nepal. Sometimes the assignment changes as fresh needs develop, and transfer to a different location may become necessary. There must be a readiness to serve where most needed.

6. We often have to work with inadequate equipment where supplies are unobtainable and untrained helpers. Sometimes we work under Nepali leadership. Flexibility and adaptability cannot be too strongly emphasised.

7. In the fellowship of the UMN, fellow workers may be of different nationalities, degrees of education and church background. We may have different viewpoints on religious and social matters, yet can and must share in cooperation and teamwork.

8. Much of the work in the UMN is carried on with Nepali fellow workers. Some may be Christians; many are non Christians. It is the stated purpose of the UMN "to train the people of Nepal in professional skills and leadership". This often means training a Nepali co-worker and then transferring responsibility. It may also mean working in a subordinate position, directly under the authority of Nepalis.

9. Workers in the UMN have the opportunity to join in fellowship and work with members of the Nepali church, but without taking positions of leadership in church life. Encouragement can be given by personal presence and friendship, and by occasional help in meetings and services when invited.

10. UMN workers must be prepared to be subject to the laws of Nepal, and be willing to accept the Constitution and Bye-laws of the Mission, together with policy statements of the Board of Directors. The latter includes the Purpose and Aims of the UMN, approved in April 1981.

11. The UMN agreement with His Majesty's Government in Nepal excludes any formal or direct evangelistic activities. Accordingly, service in Nepal means learning how to witness by ministering to the needs of the people in the Name and Spirit of Christ, and by seeking to make Christ known by informal word and discussion and in practical Christian living. "Show me that you are redeemed and I will believe in your Redeemer".

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5) Health

A) Physical reports.

In addition to the regular doctor's report, a supplementary health report is requested to cover -

1. History of each member of the nuclear family coming to Nepal, indicating -

Recent illness causing confinement for two weeks or over
History of hospitalisation
Number of days of illness resulting in absence from work in the last year
Any surgery undergone
Any diagnosis of chronic disease, disability, genetic or metabolic disorders
The family history (parents and siblings) -
Major illnesses
Surgery
Congenital and hereditary chronic illness.

2. Complete medical reports on each member of the family coming to Nepal, including children, together with reports fulfilling the recommendations made by the physicians.

B) Emotional Status.

1. Family history (parents and siblings), with diagnosis of mental illness, including nervous breakdowns.

2. Personal history -
Previous emotienal or psychiatric problems
Any major change in life situation, marriage, loss of immediate family, broken love affairs, within the past year
Use of drugs, including alcohol
Are candidates willing to forego the use of tobacco and alcohol?

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6) References

(From the Pastor of the candidate's congregation, professional senior, Bible College Principal if applicable, and other friends)

To cover all the following points, each referee to answer as much as possible:

How long as the referee known the candidate? In what capacity?

1. Spiritual standing -

Evidence of Christian faith and maturity
Involvement in Church life and other Christian service
Openness to verbal witness of faith
Sense of calling by God to service in Nepal

2. Personal qualities -

Friendliness, openness to others in general
Attitude to people of other races
Tact, sensitivity
Perseverance, attitude to hard work
Emotional stability
Acceptance as a team worker
Leadership qualities - initiative
shouldering responsibility
good communication
punctuality
Ability to cope with stress, loneliness

3. Professional work -

Standard of professional skills, intelligence
Leadership qualities, as above
Acceptance as a team member
Perseverance , attitude to hard work
Attitude to seniors / peers / juniors
Attitude to serving others
Communication abilities

4. General -

Main strong and weak points of character
Any special aspects which should be considered in connection with the application, included or apart from the above.

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EINGEGANGEN
27. SEP. 1983
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NEWS AND PRAYER LETTER

September 1983

United Mission to Nepal
Post Box 126
Kathmandu, Nepal

Dear Partners in Intercession

A "GOOD THING IN CHRIST"

One of the great verses in Scripture is Philemon 6: "I pray that you may be active in sharing your faith, so that you will have a full understanding of every good thing in Christ". Paul does suggest that only in the obedience of sharing can we understand in depth God's saving and enabling action in Christ.

Let me make a practical application. This prayer letter reaches approximately a thousand people. To the degree that you are faithful in sharing Christ in your context, to that degree does your prayer and intercession become a powerful stimulus in our lives.

The converse is equally true. To the degree that we three hundred overseas workers are faithful and obedient in sharing Christ in our context, to that degree are our prayers for you effective in your lives. Herein lies the enabling mutuality and reciprocity in our creative fellowship. May God give us fresh faith as we pray for each other. It is never a one-way street. Obedience in our context means blessing in yours and vice versa.

SOME OF THE "GOOD THINGS IN CHRIST" THAT WE ARE SHARING

The Barclays

The timing of this prayer letter coincides with the announcement that Mr. Howard Barclay has been confirmed by the vote of the Board of Directors to be the next Executive Director of the United Mission to Nepal.

Howard and Betty began their missionary career in 1952 in North Bihar, India. In 1960 the family moved to Nepal, serving in Gorkha and Kathmandu. He has had much experience in various levels of administration and responsibility.

From 1972-1976 he served as the Australian Home Director of the BMMFI. Early in 1980 he returned to Nepal to serve as Counsellor in the United Mission. He has been a magnificent help and loyal fellow worker in my experience. I welcome Howard and Betty with joy into the task of Executive Director. Three daughters and a son grace their family. All live in Australia.

The Barclays will return to Nepal on December 31st of this year. His entry into the task will begin, in certain areas, almost immediately upon his arrival. In line with Philemon 6, we take the Barclays as a "good thing in Christ". Do remember them with enabling prayer. Our doxology and thanksgiving are genuine for this gift of God to the U.M.N.

The Present Language and Orientation Group

During July God gave to us twenty four adults and seventeen children out of the sharing of numerous fellowships. Most of these are in the regular LOP program, others in LAMP, and still others have gone immediately to a project because of emergency needs. Almost all are long-term, but some are here for a shorter term. The miracle of God's provision of personnel continues to amaze and humble me. Pray daily that these five months of training in language, culture, and the nature of UMN might equally be training in the sharing of faith in the context of Nepal.

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The Gift of Peaceful Political Change

The foreign policy of the kingdom of Nepal centers about the concept of a "Zone of Peace". All about us in many parts of Asia violence and disruption mark the political scene. It is a gift of God that the Prime Minister and his cadre of ministers were changed through following the constitutional provisions for such change. That it happened with peace and without violence and coercion is something for which we thank God.

I Timothy 2: 1-11 is a mighty incentive to prayer: "I urge then, first of all, that requests, prayers and intercession and thanksgiving, be made for everyone - for kings and all those in authority, that we may live peaceful and quiet lives in all godliness and holiness. This is good, and pleases God our Saviour who wants all men to be saved and come to a knowledge of the truth."

The Follow Through

God has given us, through prayerful generosity, resource and open doors for tasks such as Jumla, Patan Hospital, and the Andhikhola Project. But this is no time to let up in the ministry of importunate prayer. We need:

* Doctors - surgeons, pathologist, community health physicians, pediatricians
* Community Health Nurses
* Business Managers
* Horticulturalists
* Teachers for Regional School in Pokhara
* Hostesses for our Guest Houses

Pray that the Lord of the harvest will send forth more laborers into the place called Nepal! We thank God for our 37 agencies who send us the bulk of our people. We are also grateful for those who come through unique routes as well.

Pray for the Process

It begins with Project Management Committees (early September). Here the "grass roots" wrestle with plans and budgets. Then these efforts converge on Functional Boards (late September), which in turn forward them to the Finance and Executive Committees (November) for their approval and counsel concerning Budgets, Plans, and Personnel. Policy matters are the unique province of the Board which meets in April of 1984.

This is much more than lifeless paper productions. It is God's patterns at work to bless the nation and people of Nepal. Your prayers in your part of the Body of Christ are essential for our spiritual health in all we do.

We need you! It is no trite phrase to say "pray about it!". It is the essence of our creative fellowship. Paul says in Phil. 1: 19 "Yes, and I will continue to rejoice. For I know that through your prayers and the help given by the Spirit of Jesus Christ, what has happened will turn out for deliverance."

Recently about 25 leaders of the church met for a time of prayer and fasting. God is bringing fresh love for each other as we seek to encourage one another in our context. Mutual acceptance and bearing one another's burdens are freshly coming into focus.

Sincerely in Christ

Carl J. Johansson
Executive Director

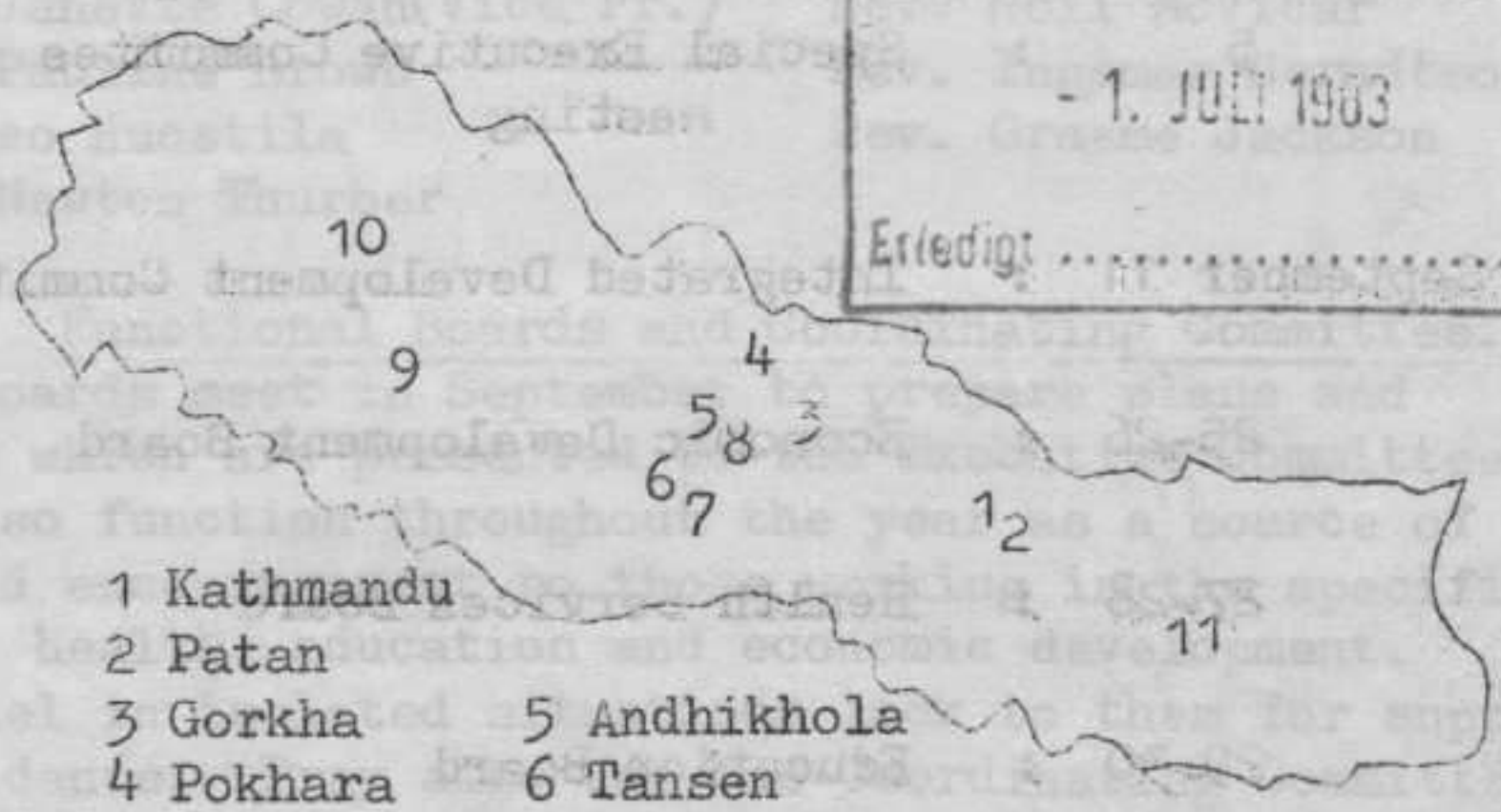
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UNITED MISSION TO NEPAL

PRAYER CALENDAR

July - December 1983

EIN 3 Tage ... EN
- 1. JULI 1983
Erledigt: .....



1 Kathmandu
2 Patan
3 Gorkha
4 Pokhara
5 Andhikhola
6 Tansen
7 Butwal
8 Buling-Arakhala
9 Surkhet
10 Jumla
11 Okhaldhunga

"But the land which you are going over to possess is a land of hills and valleys, which drinks water by the rain from heaven, a land which the Lord your God cares for; the eyes of the Lord your God are always upon it, from the beginning of the year to the end."

Deut.11: 11,12

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PRAY FOR COMING EVENTS

August 1	:	New Language School begins
5	:	Special Executive Committee Meeting
September 11	:	Integrated Development Committee
25-26	:	Economic Development Board
27-28	:	Health Services Board
29-30	:	Education Board
November 11	:	Finance Committee
13-14	:	Executive Committee

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Day 1 UMN Board, Executive & Finance Committees and Member Bodies. Planning, budgeting, personnel and policy decisions are all a part of the work of the Executive and Finance Committees meeting in November. Pray for insight as to what is of God, and for all the member bodies with responsibility for selecting personnel, finances and prayer support in the home countries. Remember the Executive and Board as they choose a new Executive Director in August/September.

Executive Committee:

Rev. Paul Kniss (President)
Miss Janette Cowan(Vice Pr.)
Miss Pauline Brown
Mr. Leo Huostila
Rev. Newton Thurber
Dr. Alan Cole
Rev. Neil McVicar
Rev. Ingemar Berndtson
Rev. Graeme Jackson

Day 2 Functional Boards and Coordinating Committee. These Boards meet in September to prepare plans and budgets which are presented to the Executive Committee. They also function throughout the year as a source of help and encouragement to those working in the specific areas - health, education and economic development. Personnel in isolated situations look to them for support and guidance. Pray also for the Coordinating Committee as it seeks to advise on many missionwide matters and personnel.

Day 3 Education Board and Service Office. Missionwide ministries continue in the form of production of written materials, library consultancy, and the study of the local culture as it relates to UMN work and witness. Pray for those involved in these varying tasks which ultimately touch the lives of many people across the country. We are still seeking teachers for the Business & Secretarial School.

Sandy & Elaine Chilcote (Consultant Librarian)
Richard & Janice Clark (Education Secretary)
Ann Lycett (Materials Development Coordinator/Writer)
Bucky & Carole Sydnor (Culture Resource Worker)
Shwu Eng Tan (Secretary)

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Day 4 Pokhara/Butwal Education Projects. UMN has accepted the invitation to be involved in the building up of the Pokhara School (GAMV) to baccalaureate standard. Pray for wisdom in planning and implementing this large task, and for the provision of the right kind of staff. Opportunities continue in a village school in Pokhara; also in teacher training in both Pokhara and Butwal, which is a new program for UMN, and should provide opportunity for a very real contribution to educational standards in Nepal.

Richard & Heather Cameron (Maths Teacher) GAMV
Fredi & Annelie Eglin (Hostel Parents) GAMV
David & Ann McConkey (Scholarship Officer & Science Teacher) GAMV
Alan & Margaret McIlhenny (Teacher Training) Pokhara
Bill & Ruth Stephen (Ryalechaur School) Pokhara
Ryohei Takatsu (Ryalechaur School) Pokhara
Vanlal & Sangi (Teacher Training) Butwal
Ben & Maria Westerling (Hostel Parents) GAMV

Day 5 Jumla Project. We praise God for the provision of much needed funding. The growth in size of the work is slowing down, and we pray for a time of helpful consolidation in the Technical School in the coming months. Pray for those involved in education and health care in the local community, and for the whole team during the monsoon (June-Sept) when communications are slow and difficult. Pray for a quality of Christian witness which will make known the presence of the Lord in their midst.

Robert Bruce (Forester)
Bob & Hazel Buckner (Construction Program)
Allan & Iris Davies (Building Trade Teacher)
Buck & Gwen Deines (Agriculture Trade Teacher)
Richard & Vivienne Fletcher (Construction Program)
Judy Henderson (Health Trade Instructor)
Florence Martin (Business Manager)
Steve Normanton (Electrician)
John & Jean Sibley (Health Trade Instructor)
Jenny Sutton (Community Health Nurse)
Glenys Walker (Teacher, village school)
Dean & Berneda Wyse (Project Director/Constr.Prog.)
Frank & Anita Younkin (Agriculturalist)

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Day 6 Non-formal Education; and Training & Scholarship Program. So many in Nepal are denied formal education - people whose lives may be enriched by learning skills related to their surroundings. This demands of UMN personnel a degree of identity with village life which is costly in loss of privacy and comfort. Pray for them, and for those who seek to give leadership and advice in the central office.

Many Nepali colleagues are given the opportunity to gain professional qualifications through the Scholarship Program. Pray for discernment in administering this.

Purushotam Nepali (Training & Scholarship Program Administrative Secretary)
Nancy Molin (Non-formal Education)

Day 7 King and Country. I Tim.2: 2 gives us the motive for praying for kings and rulers: "that we may live peaceful and quiet lives in all godliness and holiness". We are grateful for the measure of peace and of good relationships with officials. There are some agreements still to be negotiated for the work in Surkhet, Patan Hospital, Health Services in general, the future of Butwal Technical Institute, and other Projects.

Day 8 Language & Orientation Program. This is a very crucial time in the life of new workers. Pray for those planning the Orientation Program that students will be inspired and challenged at a time when discouragement is all too possible.

Keshab Khanal (Principal, LOP Center)
Bucky & Carole Sydnor (Orientation Administrator)

Language Students:

Rune & Elisabeth Emmanuelsson (Agriculturalist & Teacher, Sweden)
Richard & Glenys Gijsbers (Forester & Radiographer, Australia)
Gene & Jane Glassman (Linguist & Secretary, USA)
Robin Gossip (Nurse, Australia)
Michael & Diane Haskins (Surgeon & Social Worker, Irish & Canadian)

(cont)

Gossner Mission

David & Anne Heuft (Business Admin. & Nutritionist, Canada)
Gerhard Honold (Agriculturalist, Germany)
Brian & Grace Johnston (Anaesthetist & Secretary, Ireland)
Winnie Lau (Business Manager, Hong Kong)
Stuart Little (Dentist, Scotland)
Craig & Lori Rolwood (Engineers, USA)
Keith & Heather Smith (Carpenter & Secretary, Canada)
Dave & Mary Thoresen (Agriculturalist & Music Tr., USA)
Maarten van den Dool (Agriculturalist, Netherlands)
Henk & Gerrie Ynker (Agriculturalist & Nurse, Netherlands)

Day 9 Missionaries' Children. Of the many children (about 200) of UMN workers, some are in boarding schools in India, some in tutorial groups in projects, some in school in Kathmandu. Many are under school age. Pray for older children at home in college. More tutors are urgently needed for tutorial groups in projects.

Ad & Karin Breedveld (Tutorial group, Butwal)
Joanne Curry (Tutorial group, Tansen)
Diane Davidson (Tutorial group, Jumla)
Ed & Edna Mae Shields (Children's Hostel, Kathmandu)

Day 10 Health Services Board and Support Offices. Pray for a growing team of colleagues who are busy in support services for the health services projects across the country. Their work covers advice and help, ordering of items, supply of materials and library books, drugs, facilities for research projects etc.

Health Services Office:

Ruth Angove (Nutrition Advisor to HSB)
Raija Hannila (Secretary)
Jeanette Hyland (Health Services Secretary)
Stella King (Secretary)
Ann Matthias (Consultant)

Health Services Support Project:

Marlene Evans (Project Director)
Opal Miller (Secretary)
Katinka Palsson (Drug Store)
Kima & Vani Tochhawng (Statistician/Health Educator)
Margaret Wright (Librarian)

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Day 11 Patan Hospital Construction Team; and Nursing School. The final move from the old Shanta Bhawan to the new hospital was completed in March. The construction crew is still working on staff quarters on the top floor of the hospital and in a separate block. We praise God for the provision of money to proceed with this work.

The Nursing Campus still needs new premises; pray with us that this problem will soon be solved. And for God's continued blessing on the work and witness amongst staff and students in this busy training program.

Construction Staff:

Neil & Robbie Anderson (Business Manager)
Martyn & Shirley Thomas (Project Director)

Nursing Campus:

Jacky Brown (Tutor)
Susie Merry (Tutor)
Bishnu Rai (Director)
Jean Smucker (Tutor)
Tomoe Tawara (Tutor)

Day 12 Patan Hospital Medical Team. Give thanks for the very beautiful and efficient new hospital. Pray for the medical and nursing staff for an uplifting of the Lord Jesus in all the work done there, and for wisdom in putting into operation some new methods and policies.

Joyce Baldwin (Physiotherapist)
Paul & Julie Curtis (Physician)
John & Angela Dickinson (Medical Director)
Marq & Marlene Gorton (Physician)
Bob & Sharon Gsellman (Physician)
Gerald & Alison Hankins (Surgeon & Medical Libr.)
Rigmor Hildershavn (Nurse)
Ruth Judd (Nursing Superintendent)
Bir Bahadur Khawas (Administrative Officer)
Ron & Esther Layman (Asst. to Admin. Officer)
Sue Leathley (Pharmacist)
Alex & Myrena Mercken (Dentist)
Birgitta Olsson (Nurse Anaesthetist)
Rut Peterson (Hospital Visitor)
Jim & Elsie Pettibone (Bio-Med. Equipt. & Lab.Tech.)
Silvia Scholz (Obstetrician)

(cont)

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Winnie Thuma (Social Worker)
Jim & Rachel Witmer (Paediatrician)
John & Wanda Watkins (Pharmacist)
Alan & Tat Young (Surgeon)

Day 13 Lalitpur District Community Health & Development Programs. This work extends into an area of great poverty and ignorance reached by many hours of hard walking. Physical need is obvious and time-consuming; pray that spiritual need will receive the right priority.

Community Primary Health Care Program:
Michi Maeda (Nurse)
Shyam K. Ranjit (Director)
Stina Ullberg (Training Coordinator)

Community Development Assistance Program:
Lynne Brennan (Director)
Margaret Entz (Nutritionist)
Kathy Horton (Non-formal Educator)
Alan & Jane Iles (Forester)
Walton & Ruth McCaslin (Agriculturalist & Nurse)

Day 14 The Church is growing. In places it is at ease, in others it is suffering imprisonment or less obvious persecution. We are part of this Church: let us pray with involved understanding for wise leadership, for Biblical ministry, for effective witness, for believers in isolated areas.

Day 15 Gorkha Project, Hospital. Shortage of doctors has put pressures on the staff in the hospital in dealing with the large crowds of patients. Pray for the new Nepali Acting Nursing Supt. There are still problems of local opposition etc. which should challenge us to effective prayer. Pray too for good working relationships with other types of ministry in the area.
Esa & Anita Ahonen (Business Manager)
Shoba Gurung (Act. Nursing Supt.)
Helen Huston (Physician)
Tjerk & Corrie Nap (Physician)
Judy Nichols (Nurse)
Rosemary Taylor (Nurse)
Muriel Waterfall (Surgeon)

Gossner Mission

Day 16 Gorkha Project (cont). Makaising, Choprak, Devkot, Thalajung are not just names - they represent places where UMN personnel live (several hours walk away from colleagues) teaching in schools or in community health, but always watched. Pray for the silent and spoken witness and also for the many other places visited by Agriculturalists and C.H. workers.

Community Health Team:

Kerry Brown (Nurse, CHP)
Britt Johansson (CHP Director)
Maija Koski (Nurse, CHP)
Jim & Esther Lorenzen (Agriculturalist, CHP)
Margaret McCombe (Non-formal Education, CHP)
Wendy Moore (Nurse, Choprak)
Alison Salmon (Nurse, CHP)

Education Program:

Jean Baird (Teacher, Makaising)
Margaret Cranston (Teacher, Makaising)
Tove Madsen (Teacher, Makaising)
Asbjorn & Anne-Therese Ness (Teacher, Thalajung)
Christine Stone (Teacher, Makaising)

Day 17 Tansen Hospital. There is always a heavy load of work in this busy hospital; pray that it may be part of the total Christian witness and not seen as a rival to it. Pray for the additional medical staff needed, and for blessing on all contacts with patients, friends, staff and local community. The latter take an active interest.

Ken & Jill Anderson (Surgeon)
Aud Bjerke (Nurse)
Henk & Frannie Blom (Business Manager)
Ray & Karen Cross (Dentist)
Pirjo Itkonen (Nurse Anaesthetist)
Goran & Lotte Kurlberg (Physician)
Doreen Maggs (Hostess)
Mel & Betty Meyers (Internist)
Geoff & Aileen Pike (Medical Director)
Bernadette Rai (Nursing Supintendent)
Ray & Barbara Reeves (Maintenance)
Neil & Clarice Solvik (Pharmacist)
Phebe Uy (Physician)
Dave & Lois Williams (Physician)

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Day 18 Palpa District CHP. Old saints used to speak of 'moving men by prayer alone'. Cooperation with government plans need to be set against that background of prayerful preparations, for communities to be motivated for the good of the whole; for officials and individuals who can expedite or block the implementation of plans; as well as for Nepali and expatriate staff on the job.

Mirjam Bergh (CHP Director)
Margaret Brass (Nurse/Midwife)
Valerie Collett (Nurse/Midwife)
Agne & Kerstin Karlsson (Agriculturalist)
Narayan Maharjan (Development Coordinator)
Ingeborg Skjervheim (Nurse/Midwife)
Peter & Agnes Storey (Agriculturalist)
Sjoerdje van der Wal (Nurse)

Day 19 Okhaldhunga. The monsoon season from June to September isolates this project more than usual; pray that it may be a time of growth together and with the local community. The dispensary and community health programs reach many people; the agricultural work is getting under way; and a new form of outreach is school teaching and non-formal education. Remember the newly appointed Nepali Nursing Supt. in the dispensary / hosp.

Hanne Egner (Nurse, CHP)
Wynn & Tara Flaten (Agriculturalist, CHP)
Sue Fry (Business Manager)
Kirsti Kirjavainen (CHP Director)
Marketta Lehti (Medical Director, Dispensary)
Karen Rodwell (Teacher/Non-formal Education)
Sakuntala Tamang (Nursing Supt. Dispensary)
Graham & Sue Toohill (Physician, Dispensary)

Day 20 Communications Committee & Literature Work. Continue to pray for Nepalis with gifts to write and to prepare tape recordings. Ask the Holy Spirit to give these gifts or to give recognition of them where they exist, and courage and leisure to use them. Praise for all that is being done.

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Day 21 Economic Development Board and Service Office. Permission is still awaited for the Technical Center in Surkhet. Those working in a service office need prayer that they will keep the vision of chanelling God's common grace to needy people amidst a mass of administrative detail and assistance to projects.

Martin & Inge Anhorn (Director, Surkhet Ind. Center)
Anders & Birgit Kammensjo (Asst. Econ. Dev. Sec.)
Lionel & Alison Mackay (Technical Asst. to EDS)
Al & Peggy Schlorholtz (Economic Development Sec.)
Odd & Tullis Hoftun (Consultant, EDB; & Butwal Power Co. General Manager)

Day 22 BTI-related Projects and Development & Consulting Services (DCS). Negotiations continue for the future of BTI in relation to HMG. Pray that it will be clarified. BTI and related industries are already under Nepali management and some UMNers are seconded to them. DCS is the ongoing UMN tool in Butwal, a base for research, reaching out into the country through field workers of different kinds, and formation of new appropriate industries such as Himal Hydro Co. Pray that the whole gospel to the whole man will be the outcome of this work involvement.

Leiv Boyum (Development Engineer, DCS)
Chris & Cliff Eaton (Architect, Design Office)
Randy Friesen (Development Engineer, Rural Equipt.)
David & Jane Fulford (R & D Consultant, Biogas)
Andy & Cindy Hinkle (Structural Engineer, DCS)
Seija Hjelt (Hostess)
Roger & Margareta Lunden (Production Dev. Eng.,BEW)
Delos & Hazel McCauley (Engineer, Design Office)
David Payne (Building Materials Tech., Design Off.)
Jeff & Sue Rollins (Development Engineer, Rural Equipment)
Tore & Ragnhild Skeie (Engineer, Design Office)
Sze Kiat & Kuan Thai Tang (Structural Engineer)
Ben & Coby van Wijhe (Engineer, Rural Elect. Prog.)
Ken & Margaret Webster (Director, DCS)
Mike & Linda Wheller (Quantity Surveyor, DCS)
Tom & Mamie Wong (Management & Biochemical Consultants)

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X Day 23 Nawal Parasi Hills Development Project.
The term 'Rural Development' embraces many aspects of life that we take for granted: agriculture, drinking water and sanitation, grain storage, education, health, irrigation, reforestation, rural industries and marketing. Pray for God's leading and His blessing on what is done.

Steve & Gail Erickson (Health Educator)
Muriel Twinem (Nurse, Community Development)
Niekie Waaning (Nurse, Community Development)
John & Lynn Williamson (Project Director)

X Day 24 Rural Development Center, Pokhara. At least 90% of the population of Nepal are still farmers. The team has a unique opportunity of relating to the people in familiar things. Pray for the God of Creation and His good plans for them to become a living reality through the work of this Center.

Guenter & Gerti Beyrich (Marketing & Business Consultants)
Bill Bridges (Development of Library & Center)
Stu & Susan Clark (Rural Development Director)
Alison Craven (Animal Health Improvement Program)
Satoshi & Masako Mori (Agriculturalist/Farm Manager)

Day 25 Seconded Personnel. Those working with non-UMN projects need to know themselves surrounded by prayer for wisdom, patience, and adequate fellowship. Many secondments are included in projects mentioned on other days.

INF, Surkhet: Stan & Marilyn Kamp (Builder)
IOM, Kathmandu: Hisa Asaoka (Course Devel. Nursing Trg.)
John Dickinson (Prof. in Physiology)
Carl & Betty Anne Friedericks (Prof. in Community Health)
Mary Nichol (Course Devel. Nursing Trg.)
Paimey: Mary Cundy (Social Worker)
Helen Matthews (Nurse)
Blindness Control Program: Albrecht & Kristina Hennig (Ophthalmologist)

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Day 26 Andhikhola Project, and Himal Hydro Co. Irrigation and electricity are not always recognized for the wide benefit they will give; sometimes local resentment and suspicion make difficulties. Pray that this will not be so; pray for good relationships and cooperation. A rural development program is being developed in the area also.

Andhikhola Team:

Ken & Gwyneth Brookes (Senior Site Engineer)
David & Rosemary Cooke (Rural Development Worker)
Ian & Marion Curtis (Engineer)
Gene & Grace Fox (Engineer)
Mark Gill (Engineer)
Tom & Elaine Haggerty (Engineer, Site Supervisor)
Erling Karstad (Engineer)
Duane & Joy Poppe (Project Director and Development Worker)
Tanja Storm (Agriculturalist)
Ernie & Vangy Thiessen (Rural Dev. Engineer)

Himal Hydro Team, Butwal (associated with Andhikhola):

Joop & Janna de Zwaan (Site Engineer)
Trevor & Janet Durston (Engineer)
Ed & Annie Kramer (General Mgr, Himal Hydro Co.)
Okoro & Oyidiya Ndukwe (Business Advisor)
Gordon Russell (Site Engineer)
Adrian Slater (Site Engineer)

Day 27 UMN Headquarters, Kathmandu. A wide variety of ministries is represented in this team - hostesses caring for language students and guests, people sitting in offices and/or visiting government officials to free others for more obvious contribution to God's kingdom, leaders with heavy responsibilities and decision-making. Pray for fresh anointing daily so that tasks do not become routine.

Brian de Cook (Publicity)
Carl & Alice Johansson (Executive Director)
Ian Kerr (Auditor)
Trevor & Stella King (Central Services Director)
Colin & Sue Law (Treasurer's Assistant)
Ruth Overvold (Secretary, Mailroom)
Louise Russell (Hostess, Fleming House)

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Fred & Toni Peters (Host & Hostess, Asha Niketan)
Wendy Townsend (Administrative Secretary)
Nora Vickers (Personal Counsellor)
Erling & Ulla-Britt Wennemyr (Treasurer)
Betty Young (Personnel Secretary)

Day 28 Personnel Needs.
The following are the most urgent present needs:
* Trade Teachers for Jumla - in building, agriculture and health
* Teachers for Regional School
* Tutorial Teachers for missionaries' children
* Business Managers
* Hostesses
* Auditor
* Business School Teachers
* Physicians - GPs and Community Health
* Paediatricians
* Pathologist
* Nutritionists/Home Economics Field Workers
* Social Workers
* Nurses for hospital & CHPs
* Civil Engineers
* Mechanical Engineers
* Librarian (Rural Development)

Day 29 Mahendra Bhawan Girls' School, Kathmandu.
We no longer have opportunity to place teachers in the school, but ask for prayer for the Christian Nepali staff. UMNers can still have a ministry in the hostel amongst the girls. The school is much in the public eye; pray for those with responsibility.
Enni Hokkanen (Hostel Worker)
Nirmit Sittling (Headmistress)

Day 30 Furloughs. Pray for UMN personnel presenting the work in Nepal in many different countries, and for contacts with praying and interested friends and groups. Many need refreshment, healing of body, guidance for the future, renewed perspective for return to Nepal.

(cont)

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Rick Allen
Larry & Phyl Asher
Howard & Betty Barclay
Lorraine Beard
Gudrun Bonnedal
Gunnel Borg
Andrew & Coby Bulmer
Rosemary Carnahan
Joy Carter
Peder & Ulla Ericsson
Carol Evans
John & Sheila Finlay
Pat & Janet Fulks
Mary Grimes
Margareta Hook
Norman Holbrook
Gary & Pat Hafvenstein
Tom & Cynthia Hale
Del & Bev Haug
Oystein & Hildur Johansen
Anna-Liisa Jokinen
Robert & Lena Jonzon
Eleanor Knox
Miriam Krantz
Seppo & Annikki Kostamo
Kirsti Kormu
Adriaan & Josein Los
Kishori Macwann
Audrey Maw
Anja Patila
Peter & Mary Quesenberry
Dick & Marcia Smith
George Sanneman
David & Mary Stengel
Fran Swenson
Marjatta Tolvanen
Markku & Riita-Leena Voutilainen
Kathy Witherington
Shelagh Wynne

Day 31 Other Organizations.

Pray for the many organizations which uplift Christ in Nepal, that they will be of mutual help and upbuilding to the Church and each other and never in competition.

Anandaban Leprosy Hospital (Kathmandu)
Campus Crusade for Christ
Dandeldhura Medical Work (Western Nepal)
Discipleship Training Center
International Nepal Fellowship (Pokhara & Western Districts)
NBCBS/IFES (Student Work)
Nepal Bible Institute
Nepal Bible Society
Nepal Leprosy Trust
Other Christian witness in the nation

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EINGEGANGEN
- 5. JULI 1983
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UNITED MISSION TO NEPAL ..... PERSONNEL NEEDS LIST ..... June 1983

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

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

URGENT NEEDS

HEALTH TRADE INSTRUCTOR. To train village health workers, using trade school, local hospital, clinics and health posts. Training and experience in Health Education required.

BUILDING TRADE INSTRUCTOR. To train overseers and extension workers to plan and carry out construction of buildings, water projects, irrigation schemes, trails etc, using simple methods and materials. Training and experience in Industrial Arts or technical education required.

AGRICULTURE TRADE INSTRUCTOR. To train extension workers in agriculture, mainly for government posts, to be able to give advice and training in basic livestock and crop programmes and patterns, with all necessary records. Training and experience in agriculture education required.

The above three posts are for training which is 80% practical in nature, with teaching and living conditions which are simple and rugged. Such workers will need to be adaptable and resourceful. Experience in curriculum development or material development useful, though not essential.

TEACHERS FOR REGIONAL SCHOOL, POKHARA. Teachers of English, Maths, Science and Physical Education, to be department heads in this English medium Boys' Boarding School, due to begin in January 1985. Also the Headmaster and Bursar (Administrator) for this school.

SECRETARIAL AND BUSINESS SCHOOL TEACHERS. To teach typing, simple accounting, business procedures, and take administrative responsibility.

TEACHERS FOR TUTORIAL GROUPS for missionaries' children. There is an urgent need for tutors in two or three projects where there are numbers of school children, aged 5-11 years approximately.

AUDITOR. For internal Mission auditing; involves a good deal of travelling.

BUSINESS MANAGERS. Need experience in accounting and administration, for various projects including hospitals, rural development, construction projects etc.

SECRETARIES, preferably long-term; for general office work and hospital work. Typing, duplicating, filing, and office procedures; able to take responsibility.

CIVIL ENGINEERS. Design and planning, supervising construction of hydel, irrigation and tunnelling projects, training of Nepali foremen, and overseers at site. Surveyors.

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MECHANICAL ENGINEERS. Construction of underground power plant (5000 kw), various smaller hydro-power development and installation, ropeways, accessories for crossflow turbines, development of rural tools and machinery.

LIBRARIAN. A person knowledgeable with agricultural and rural development materials and publications, to manage and expand the Rural Development and Resource library as a service to UMN projects. This involves communicating relevant materials and advisory help. Must be deeply committed to rural development work.

PAEDIATRICIANS. Able to function in a rural hospital and without sophisticated equipment. Able to cope with a wide range of paediatric illnesses met in a Third World country with creative interest in adapting to care appropriate to a developing country.

COMMUNITY HEALTH PHYSICIANS. Long-term physicians who can learn the language and culture, trek through the hills and live for periods in villages, to promote rural programmes through supportive supervision of paramedical workers. Solving of health problems with communities is an essential part of the job; a broad knowledge of practical economic development desirable.

GENERAL PRACTITIONERS. Experienced, preferably with extra training in parasitology and infectious diseases, for all-round diagnosis and treatment of wide range of diseases. Interest in teaching paramedicals and ability to work within a team approach to health care.

COMMUNITY HEALTH.NURSE MIDWIVES. With skill in Maternal and Child Health. Willing to work with and at times under Nepali leadership, and alongside Nepali staff in an encouraging and teaching role.

POSTS WHICH ARE LESS URGENT, BUT STILL NEEDED TO MAKE USE OF OPPORTUNITIES!

GENERAL

Rural Development Workers. People with training or experience in rural development, with practical background in agriculture, tree-planting, rural industries, appropriate technology, simple water supplies and sanitation, health teaching etc. Must be long-term.

Hostesses. For Mission guesthouses; experience needed.

ECONOMIC DEVELOPMENT

Engineers:

Structural/civil engineers, surveyors, costing, geologist, building construction in various parts of the country.

Electrical engineers for construction and installation work at underground power plant, rural electrification, power transmission lines.

Electronic engineers for development of electrical equipment, the training of Nepali trainees in development, production, and repair/maintenance work.

Agriculturalists. Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in demonstrating to and communicating with village farmers, for integrated development and agricultural extension work of various types. Special need for: agronomist, horticulturalist, livestock specialist, and veterinarian.

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

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Sociologists. Two or three are needed to study:
a) social requirements, effect, changes needed to shift from firewood to alternative energy sources in private or community base;
b) community-felt needs, change possibilities, effects, able to act as a communicator link between centre and community as resource person with practical, sensitive awareness and enabling skills (could be an experienced social worker);
c) a resource person skilled in industrial and business world problems and potentials.

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

EDUCATION

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

Teachers with teaching experience in age range 11 years and over; for government schools in town and rural areas, in maths, science (general), and English, also vocational subjects. Long-term only, as teaching medium is Nepali.

Primary Teachers. A limited number for secondment to schools in remote areas. Demands a high degree of stamina and resourcefulness in a difficult part of Nepal, teaching primary aged children in Nepali medium.

Non-formal and functional literacy education workers. To assist in developing teaching skills of community workers and to work in village community education. Long-term.

Hostel Parents. For school age boys' and girls' hostels.

English Teacher. For students and workers in UMN who need a higher level of English as a second language. Also to develop training programmes missionwide.

HEALTH SERVICES

Pathologist. For work in association with busy laboratory in a 130 bed hospital.

Psychiatrists. For development of mental health component in the UMN's health services. Prepared to work both in association with hospitals and with community health programmes. As well as case work, a large portion of the work will involve teaching Nepali staff.

Staff Nurses. For involvement in UMN hospitals working alongside Nepali nursing staff in a partnership role.

Home Economist/Nutrition and Food Technology Field Worker. For work in community health/development programmes. Must be prepared to live simply.

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EINGEGANGEN
18. MAI 1983
Erledigt .....

NEWS AND PRAYER LETTER

May 1983

United Mission to Nepal
Post Box 126
Kathmandu, Nepal

Dear Partners in Intercession

In preparing for the Board/Executive/Finance Meetings that have just taken place, seven events stand out to me from 1982. In turn seven phrases unlock the meaning. Let me share them with you.

These events of the past year are on the one hand historical, but on the other hand are clues to the unlived agenda for 1983 and on.

Event One - CREATIVE DELAY

During 1982 the Andhikhola Project was finally given approval by government and an agreement was signed. This speaks to me of creative delay, for the delay gave birth to the possibility of a use of time that meant community relationship and understanding as well as a ripening of the nature of the project. Andhikhola speaks of a magnificent partnership of many dimensions between government, a donor agency, and the team of national workers and folk from the United Mission to Nepal. In a nation like Nepal, with its poverty and need of growth in its infra-structures, Andhikhola is a sign.

Event Two - DIVINE SOVEREIGNTY

During 1982 we were faced again, through the needs of Jumla, with an exercise in God's sovereignty. This certainly was true in terms of personnel and finance. The willingness of the Barclays and the McCauleys to be uprooted for a while in order to meet emergency personnel needs speaks well for the mutuality that lives within the United Mission to Nepal. It also witnesses to the fact that severe shortages of finance and personnel can be the raw stuff which God uses to develop other areas of growth in the team at Jumla and the team that makes up the supporting agencies of the United Mission to Nepal. Thank God for His fresh provisions.

Event Three - TEAM RELATIONSHIP

During 1982 the formal opening of Patan Hospital occurred. It was accompanied by the fact of the serious illness of the Medical Superintendent, Dr. Del Haug, and the gracious entry of Dr. Archie Fletcher moving from Shanta Bhawan to Patan. We are grateful for the continued healing that God is giving to Dr. Haug. 1983 has witnessed Dr. John Dickinson's entry as Medical Superintendent. Remember him in your prayers.

Also the difficulties for the building team, in assembling material from many parts of the globe, were a challenge. In the midst of all this change and shortage the opening became a time of grateful affirmation by His Majesty the King and his government. He requested that this note of appreciation be given to those who had made Patan a reality.

The dialogue that goes on between community, His Majesty's Government and the United Mission to Nepal is genuine, and we pray not only for our articulation but also the awesome gift of a listening ear in all of our relationships.

Event Four - INTEGRAL STRUCTURE

1982 witnessed the coming into its own of the Rural Development Center in Pokhara and also the Development & Consulting Services as projects of the United Mission to Nepal. We have experienced a subtle change in structure through the creation of Planning & Management Committees in most of our projects.

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The potential of this structural development means much more participation at the grass roots level of both national and expatriates. This of course is an implicit step in Nepalization. It also is an exercise in de-centralization.

Event Five - HUMAN BREADTH

1982 witnessed the continuing stream of personnel coming to work together with us in Nepal. We are grateful for a growing group of non-Westerners in our ranks. Our adventure in cross-cultural communication is not only with Nepalis but also with each other. The utter dependance on God's sovereignty is perhaps nowhere else seen quite so critically as in our reliance on the Lord of the harvest thrusting out laborers through the excellent cooperation of our member bodies. 1983 witnesses exciting new personnel.

Event Six - CHRISTIAN FAMILY TIES

1982 witnessed a continuing concern regarding the relationship between the local Christian communities and our UMN presence in fellowship and encouragement. Along with this is our continuing emphasis on understanding the Theology of Development in our context. We need a disciplined self understanding of who and what we are. 1983 was a time for a meaningful seminar on the Theology of Development lead by Vinay Samuel and Chris Sugden.

Event Seven - THE VENUE OF COMMUNICATION

Finally 1982 witnessed a series of consultations in Scandanavia, Germany, Great Britain, Switzerland and North America. These were times of encouragement and information. Communication is an essential key to understanding, and these forums partially fulfil this need.

* * * * *

This report would seek to stress the historical continuity of the immediate past with the living present. How grateful we are that 'Jesus Christ is the same yesterday, today and forever'. May we ever grow in this relationship.

* * * * *

CRITICAL PRAYER NEEDS

* Health Care: Surgeons, Community Health Physicians, Pathologist, Pediatricians

* Administration: Accountant/Administrators, Chartered or Certified Public Accountant, 5 Secretaries

* Pray for the process of appointing an Executive Director

* Pray for the Holy Spirit's constant work in our hearts and lives. We need freshness and newness in Christ if we are to serve as we ought.

* Thanksgiving for God's provision for Jumla

Sincerely in Christ

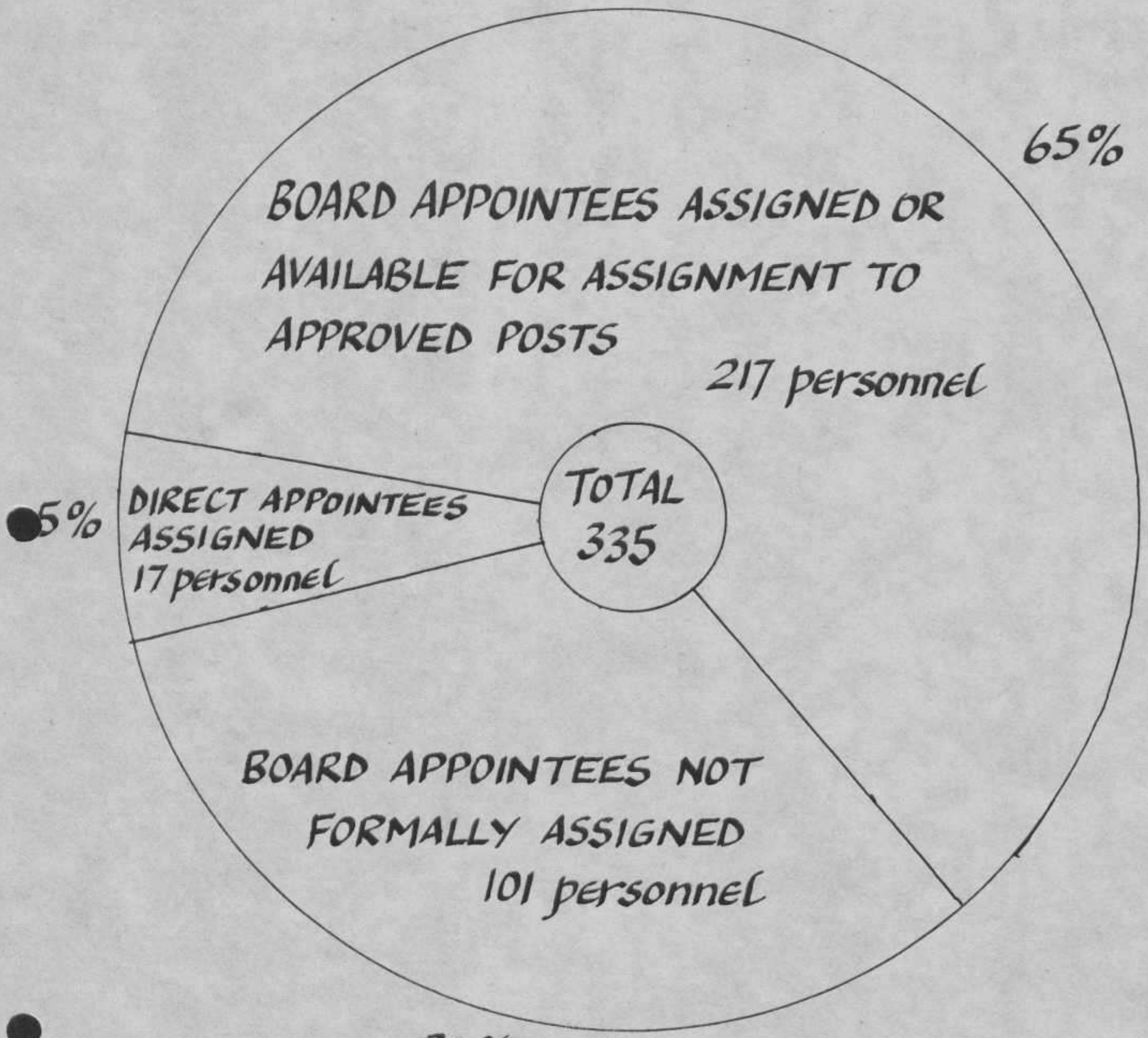
Carl J. Johansson
Executive Director

Gossner Mission

UMN
PERSONNEL
PROFILE

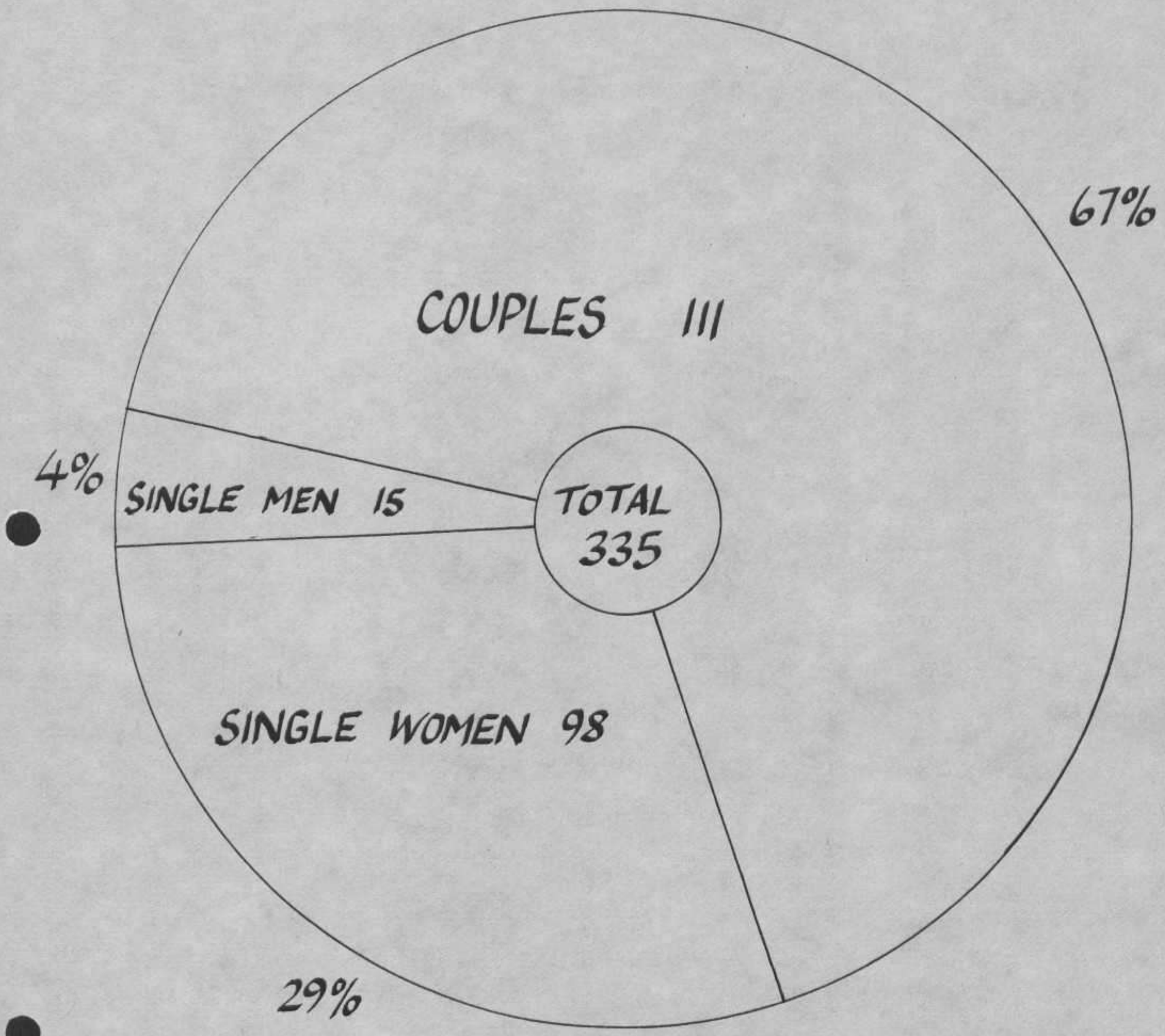
April 1st 1983

Gossner Mission



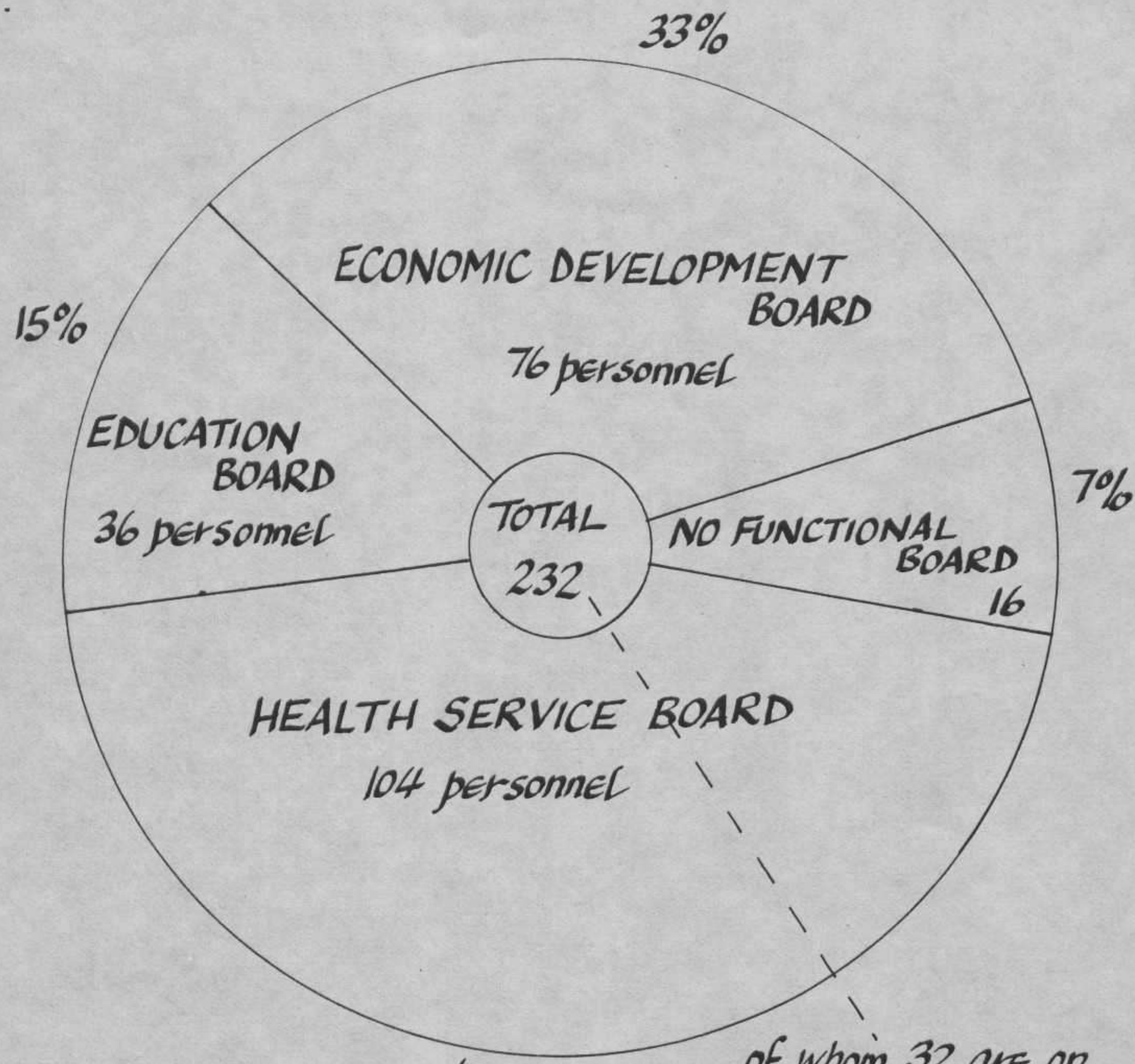
TOTAL PERSONNEL WORKING IN UNITED MISSION TO NEPAL

Gossner Mission



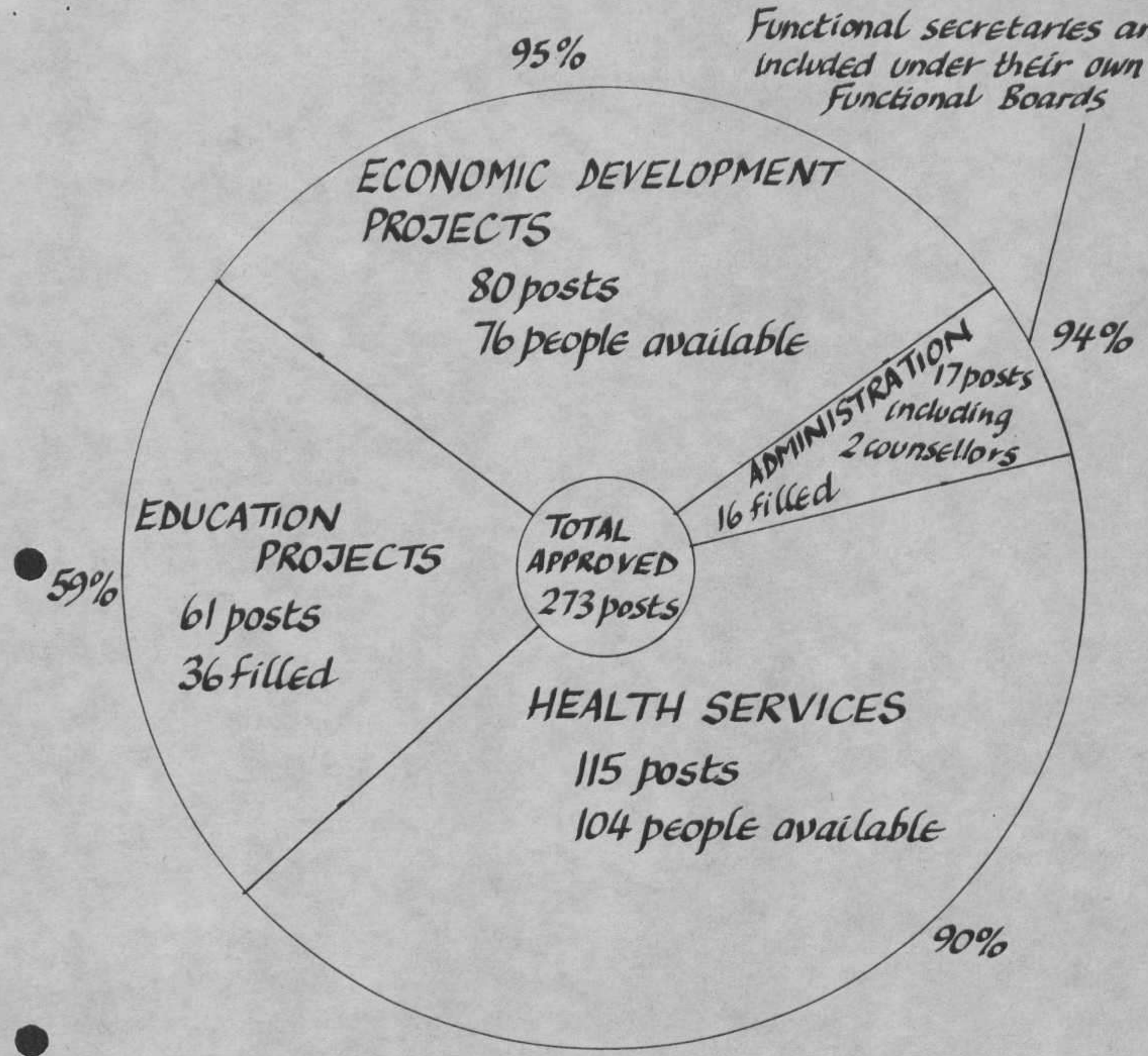
TOTAL PERSONNEL WORKING IN UNITED MISSION TO NEPAL

Gossner Mission



BOARD APPOINTEES ASSIGNED TO UMN APPROVED POSTS

Gossner Mission



Number of approved posts	273
Number of posts filled or people available	232
Posts vacant	41

85% of posts are filled or people are available

UMN APPROVED POSTS

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UMN APPROVED POSTS, APRIL 1983

	Posts for H.S.B. personnel	Posts for E.D.B. personnel	Posts for E.B. personnel	Posts for Admin. personnel	Total posts in projects
Posts in HSB projects	88 (+ 9 adm.)	16+	2	9++	115
Posts in EDB projects	3	75 (+ 2 adm.)	0	2++	80
Posts in EB projects	4	9	47 (+ 1 adm.)	1++	61
Posts in administration	9++	2++	1++	17 (+ 5 FSs)	29
Posts in non-UMN related projects	4	1	0	0	5
Total posts in FBs & projects	108	103	50	29	290 - 12++ = 278

Notes:

* Twelve administrative posts in FB projects have been added in twice to give the full figure in terms of either personnel in FB posts, or in project posts. So the total actual number of posts is 270.

* Of the 232 people available for filling approved posts, 32 are in language study or on furlough at the present time.

* While all approved projects and posts have been listed as under the UMN Functional Boards, it is of course recognised that quite a number of these are government projects, or posts in government and other projects. But they are "UMN approved posts" in the sense that we are actively involved in the work and committed to seeking workers to fill these posts. Those actually listed as 'seconded posts' in the last section of each FB are inter-functional, or in projects outside direct UMN involvement.

Numbers of Nepalis contacted by our work and service:

	HSB	EB	EDB	Admin.	Total
Work relationship:	900	300	470	35	18,000
Service relationship:	375,000	9,000	187,000	100	564,000

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STATISTICS

	1980	1981	1982	1983
Board Appointees Assigned to Approved Posts or Available for Assignment	190	189	225	217
Board Appointees Not Formally Assigned	64	103	92	101
Total Board Appointees	254	292	317	318
Direct Appointees Assigned to Approved Posts	18	14	16	15
Direct Appointees Not Formally Assigned	0	1	2	2
Total Direct Appointees	18	15	18	17
Total Approved Posts	298	264½	269	278
Total Filled Posts	178	175½	189	200
Percentage Filled	60%	66%	70%	72%
Total Personnel Statistics				
Couples	83	96	114	111
Single Men	11	15	14	15
Single Women	77	85	93	98
Board Appointees Statistics				
Age Range 20s	44	63	53	51
Age Range 30s	98	112	138	151
Age Range 40s	56	55	65	56
Age Range 50s	50	50	44	41
Age Range 60s	7	12	17	19
Length of Service 3 years only	138	182	35	33
Length of Service In first 3 years			142	132
Length of Service 4 - 9 years	56	52	79	97
Length of Service 10 -15 years	38	30	32	27
Length of Service 15 -20 years	7	10	9	11
Length of Service 20 -24/26 years	15	18	15	11
Length of Service 25 -29 years	-	-	3	7

Comparative Figures UMN Staff 1980-81-82-83

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Board appointees | Direct appointees

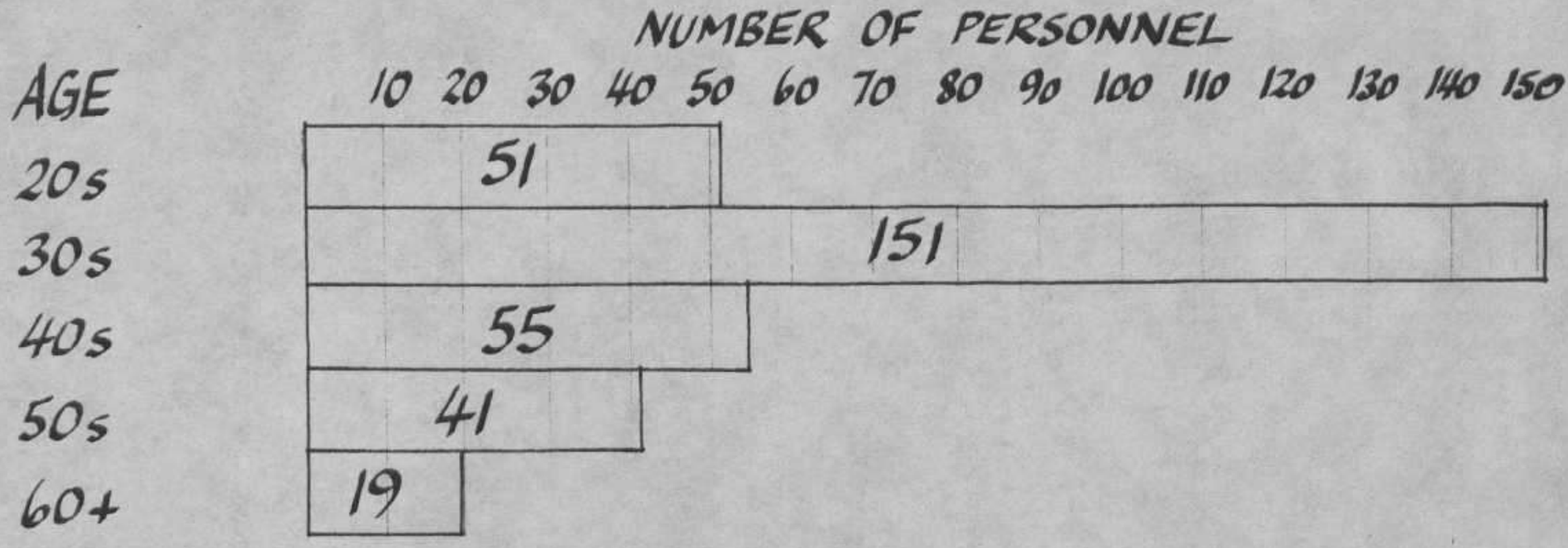
COUNTRY	NO. OF PERSONNEL	10 20 30 40 50 60 70 80 90 100
Australia	24 | 2 = 26	
Britain	83	
Belgium	2	
Canada	26 | 1 = 27	
Denmark	1	
Finland	19	
Germany	8 | 3 = 11	
Hong Kong	2	
India	5	
Ireland	2	
Japan	5	
Malaysia	1	
New Zealand	1 | 1 = 2	
Netherlands	15 | 2 = 17	
Norway	12	
Nigeria	2	
Philippines	1	
Singapore	1 | 1 = 2	
Sweden	25	
Switzerland	1	
USA	83 | 7 = 90	

TOTAL 336 workers from 21 countries

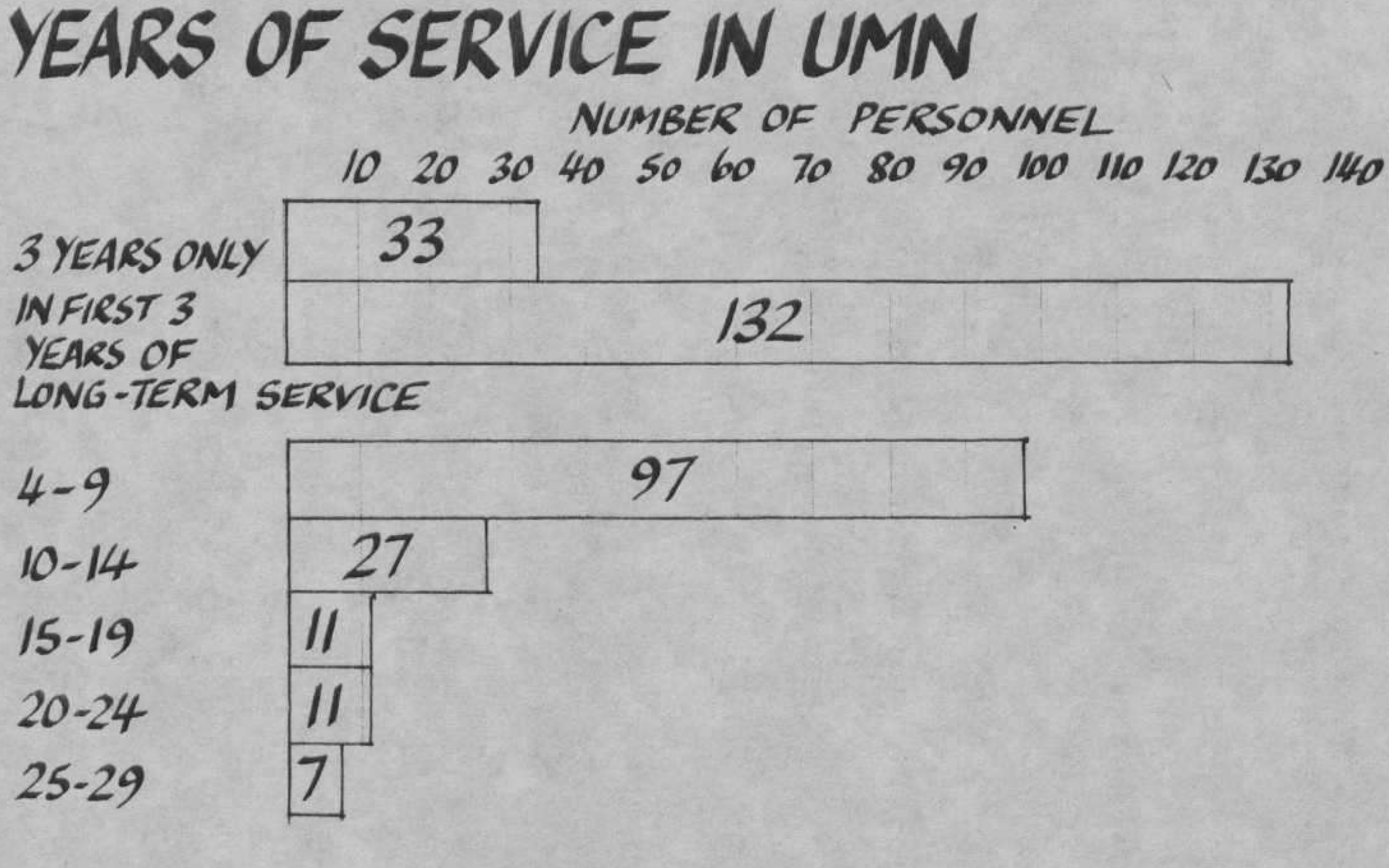
HOME COUNTRIES OF UMN PERSONNEL

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AGE RANGE



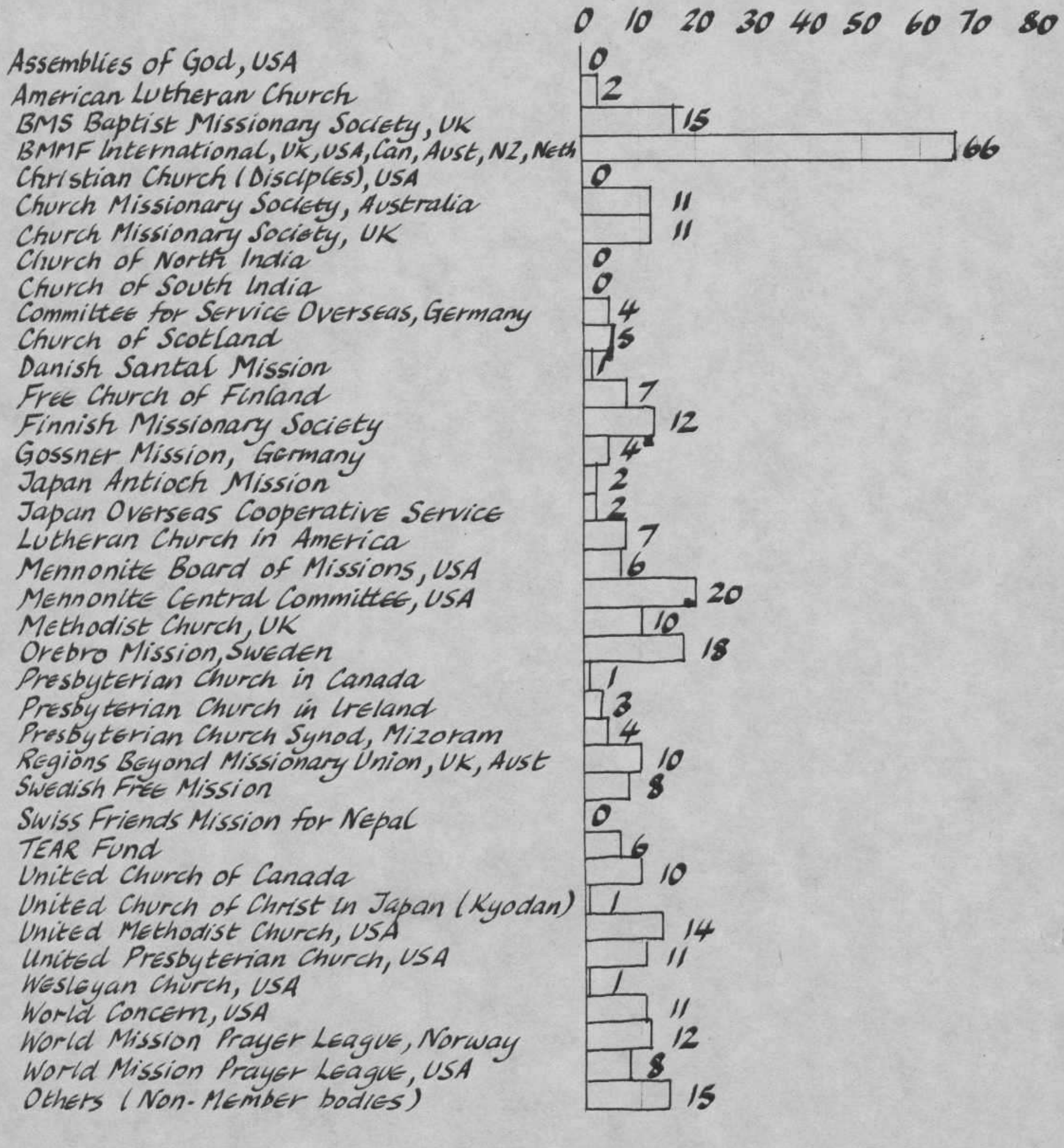
YEARS OF SERVICE IN UMN



AGE AND SERVICE STATISTICS OF UMN BOARD APPOINTEES

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MEMBER BODIES OF THE UMN



UMN BOARD APPOINTEES
MISSION BOARDS

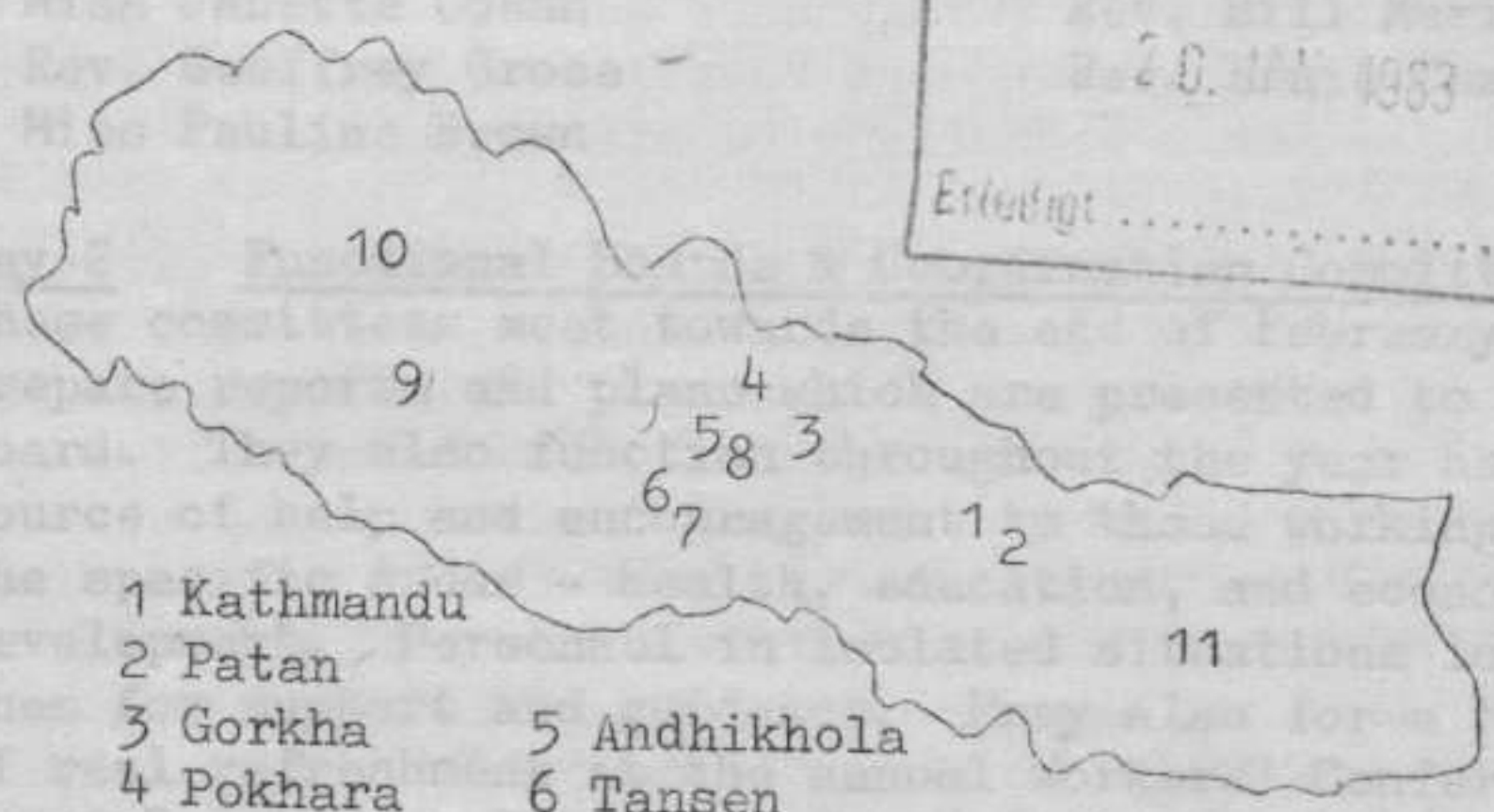
Gossner Mission

UNITED MISSION TO NEPAL

PRAYER CALENDAR

January - June 1983

EINGEGANGEN
20. JAN. 1983
Erledigt .....



1 Kathmandu
2 Patan
3 Gorkha
4 Pokhara
5 Andhikhola
6 Tansen
7 Butwal
8 Buling-Arakhala
9 Surkhet
10 Jumla
11 Okhaldhunga

"But the land which you are going over to possess is a land of hills and valleys, which drinks water by the rain from heaven, a land which the Lord your God cares for; the eyes of the Lord your God are always upon it, from the beginning of the year to the end."

Deut. 11: 11,12

Gossner Mission

Day 1 UMN Board, Executive & Finance Committees and Member Bodies. Board Meetings in April will be preceded by smaller groups looking back over the year with Reports & Statements, and looking forward through Plans & Budgets. Pray for insight as to what is of God, and for all with responsibility for selecting personnel at the home end and here in Nepal.

Executive Committee:

Rev. Eric Gass (President)
Rev. Paul Kniss (Vice Pres.)
Miss Janette Cowan
Rev. Geoffrey Grose
Miss Pauline Brown
Mr. Leo Huostila
Rev. Jean Malm
Rev. Bill Murison
Rev. Ernie Campbell

Day 2 Functional Boards & Coordinating Committee. These committees meet towards the end of February to prepare reports and plans which are presented to the Board. They also function throughout the year as a source of help and encouragement to those working in the specific areas - health, education, and economic development. Personnel in isolated situations look to them for support and guidance. Pray also for a time of real refreshment at the annual Workers' Conference May 1-7, and for the speaker and those making the arrangements.

Day 3 Education Board and Service Office. It is a great matter for praise that there is now one person fulltime on materials development, textbooks for schools, as well as pamphlets on agricultural topics etc. for village level, which are a vital contribution both to the development of Nepal and for the witness to Christ; those engaged in this have a strong claim on your prayers.

The Business School has made a great contribution in a needy area; as of 1 January there is no one in view to run this after March.

Sandy & Elaine Chilcote (Consultant Librarian)
Richard & Janice Clark (Education Secretary)
Ann Lycett (Materials Development Coordinator/Writer)
Bob & Phyl Wallace (Business School)

Gossner Mission

Day 4 Pokhara Education Project. The future role of the boarding school is being discussed; pray for wisdom for those with decisions to make. The Rural Youth Training Program in Pokhara Valley will be handed over to government this year. UMN may be involved in a similar program in other areas.

Richard & Heather Cameron (Maths Teacher)
Fredi & Annelie Eglin (Hostel Parents)
David & Ann McConkey (Scholarship Officer & Science Tr)
Alan & Margaret McIlhenny (Teacher Training)
Bill & Ruth Stephen (Ryalechaur School)
Ryohei Takatsu (Ryalechaur School)
Markku & Riitta-Leena Voutilainen (Rural Youth Trg.Pr)
Ben & Maria Westerling (Hostel Parents)

Day 5 Jumla Project. Every kind of difficulty besets this project consisting of a Technical Trade School and outreach programmes. Finance is needed for the building of the technical school; supplies are difficult to obtain; living conditions and climate are hard. Pray for a quality of Christian witness against such a background of difficulties, that God will be glorified and His Presence among His people recognized. Trade teachers are urgently needed.

Larry & Phyl Asher (Trade School Co-Principal)
Howard & Betty Barclay (Project Director)
Robert Bruce (Forester)
Buck & Gwen Deines (Agriculturalist)
Alisdair & Heather Gourlay (Teacher, village school)
Judy Henderson (Doctor/Health Trade Instructor)
Adriaan & Josein Los (Design Engineer/Instructor)
Florence Martin (Business Manager)
Delos & Hazel McCauley (Construction Engineer)
Steve Normanton (Electrician)
Jenny Sutton (Community Health Nurse)
Glenys Walker (Teacher, village school)
Dean & Berneda Wyse (Construction/Agriculturalist)

Day 6 Non-formal Education and Training & Scholarship Programme. So many in Nepal are denied formal education - people whose lives may be enriched by learning skills related to their surroundings. This

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demands of UMN personnel a degree of identity with village life which is costly in loss of privacy and comfort. Pray for them.

Many Nepali colleagues are given the opportunity to gain professional qualifications through the Scholarship Programme. Pray for discernment in administering this.

Purushottam Nepali (Training & Scholarship Programme Administrative Secretary)

Day 7 King and Country. I Tim. 2:2 gives us the motive for praying for kings and rulers "that we may live peaceful and quiet lives in all godliness and holiness". We are grateful for the measure of peace and of good relationships with officials. There are some agreements still to be negotiated for the work in Surkhet, Patan Hospital, Health Services in general and the future of Butwal Technical Institute.

Day 8 Language & Orientation Programme. This is a very crucial time in the life of new workers. Pray for those planning the Orientation Programme that students will be inspired and challenged at a time when discouragement is all too possible.

Angela Dickinson (Orientation Administrator)
Keshab Khanal (Principal, LOP Centre)
Dick & Marcia Smith (Language Consultant)

Language Students:

Richard & Vivienne Fletcher (Engineer & Nurse, England)
Raija Hannila (Secretary, Finland)
Tochhawng & Vani Lalrinkima (Statistician & Clerk, India)
Tove Madsen (Teacher, Denmark)
Mel & Betty Meyer (Doctor & Home Economist, USA)
Nancy Mollin (Non-formal Educationist, USA)
Katinka Palsson (Lab. Technician, Sweden)
David Payne (Materials Technician, England)
Jeff & Suzanna Rollins (Engineer & Teacher, USA)
Gordon Russell (Engineer, Australia)
John & Jean Sibley (Doctor & Teacher, USA)
Tanja Storm (Nurse, Ireland)
Muriel Twinem (Nurse, Ireland)
Hriata & Sangi Vanlalhriata (Teacher, India)
Ben & Coby van Wijhe (Engineer & Nurse, Netherlands)
John & Wanda Watkins (Pharmacist & Linguist, USA)
Alan & Tat Young (Surgeon & Nurse, England)

Gossner Mission

Day 9 Missionary Children. Of the many children (about 175) of UMN workers some are in boarding schools in India, some in tutorial groups in projects, some in school in Kathmandu. Many are under school age.

We praise God for teachers for Butwal, but there is still a need for Tansen and Jumla.

Joanne Curry (Tutorial Group, Tansen)
Ad & Karin Breedveld (Tutorial Group, Butwal)
Ed & Edna Mae Shields (Children's Hostel, Kathmandu)

Day 10 Health Services Board & Support Office.
There are changes in leadership in this very busy team; pray for all concerned in the administration of widely scattered and varied health services.

Health Services Office:
Ruth Angove (Nutrition Advisor to HSB)
Jeanette Hyland (Health Services Secretary, from March)
Stella King (Secretary)
Ann Matthias (Consultant)
Paul & Claire Spivey (Acting Health Serv.Sec., Jan/Feb)
Muriel Waterfall (Surgeon, HSB)

Health Services Support Project:
Marlene Evans (Nurse)
Opal Miller (Secretary)
Audrey Maw (Director)
Margaret Wright (Librarian)

Day 11 Patan Project Construction Team and Nursing School. The opening of the new hospital was a memorable day which saw many answers to prayer. Out-patient care began after the opening but there remains much to be done, and great grace has been needed to house inpatients in Shanta Bhawan and many diagnostic services in the new hospital. Pray for speedy completion of a workable unit at the hospital and wisdom to know how much more building should be done.

The Nursing School needs new premises and constant prayer for the twice yearly intake of students.

Construction Staff:
Neil & Robbie Anderson (Business Manager)
Peder & Ulla Ericsson (Electrical Engineer)
Gary & Pat Hafvenstein (Design Engineer)
Tom & Elaine Haggerty (Site Manager)
Martyn & Shirley Thomas (Project Director)

(cont.)

Gossner Mission

Nursing School:
Bishnu Rai (Director)
Jean Smucker (Tutor)
Tomoe Tawara (Tutor)

Day 12 Patan Hospital Medical Team. Give thanks for the very beautiful and efficient hospital. Pray for the medical and nursing staff for an uplifting of the Lord Jesus in all the work done there.

Joyce Baldwin (Physiotherapist)
Paul & Julie Curtis (Physician)
John & Angela Dickinson (Medical Director)
Mary Eldridge (Obstetrician)
Tom & Suzanne Fell (Anaesthesiologist)
Pat & Janet Fulks (Lab. Technician)
Marq & Marlene Gorton (Physician)
Bob & Sharon Gsellman (Physician)
Gerald & Alison Hankins (Surgeon & Medical Library)
Rigmor Hildershavn (Nurse)
Ruth Judd (Nursing Superintendent)
Bir Bahadur Khawas (Administrative Officer)
Ron & Esther Layman (Asst. to Administrative Officer)
Sue Leathley (Pharmacist)
Alex & Myrena Mercken (Dentist)
Susie Merry (Communications Coordinator)
Birgitta Olsson (Nurse Anaesthetist)
Rut Peterson (Hospital Visitor)
Jim & Elsie Pettibone (Bio-Med.Equpt. & Lab. Tech.)
Winnie Thuma (Social Worker)
Coby van Vliet (Paediatrician)
Kathy Witherington (Internist)
Shelagh Wynne (Nurse/Midwife)

Day 13 Lalitpur District Community Health and Development Programmes. This work extends into an area of great poverty and ignorance reached by many hours of hard walking. Physical need is obvious and time-consuming; pray that spiritual need will receive the right priority.

Community Primary Health Care Programme:
Rick Allen (Community Medical Officer)
Michi Maeda (Nurse)
Shyam K. Ranjit (Director)
Stina Ullberg (Training Coordinator)

(cont.)

Gossner Mission

Community Development Assistance Programme:
Lynne Brennan (Social Worker/Community Motivator)
Margaret Entz (Nutritionist)
Carol Evans (Non-formal Educator)
Kathy Horton (Non-formal Educator)
Alan & Jane Iles (Forester)
Miriam Krantz (Director)
Walton & Ruth McCaslin (Agriculturalist & Nurse)

Day 14 The Church is growing. In places it is at ease, in others it is suffering imprisonment or less obvious persecution. We are part of this Church: let us pray with involved understanding for wise leadership, for Biblical ministry and for effective witness. Continue to remember the four who have returned to villages after 2 years at N.B.I.

Day 15 Gorkha Project. Amp Pipal Hospital has been under pressure with the illness of the Nursing Superintendent and with opposition to the Christian witness from a small but vocal minority. This should not discourage us, but challenge us to effective prayer.
Esa & Anita Ahonen (Business Manager)
Kathy Crombie (Nurse)
Margareta Hook (Medical Director)
Helen Huston (Physician)
Tjerk & Corrie Nap (Physician)
Judy Nichols (Nurse)
David & Mary Stengel (Physician)

Day 16 Gorkha Project (cont.) Makaising, Choprak, Devkot, Thalajung are not just names - they represent places where UMN personnel live (several hours walk away from colleagues) teaching in schools or in community health, but always watched. Pray for the silent and spoken witness and also for the many other places visited by Agriculturalists and C.H. workers.
Jean Baird (Teacher, Makaising)
Kerry Brown (Nurse, CHP)
Margaret Cranston (Teacher, Makaising)
Sue Fry (Non-formal Education, Thalajung)
Norman Holbrook (Agriculturalist, CHP)

(cont.)

Gossner Mission

Britt Johansson (CHP Superintendent)
Maija Koski (Nurse, CHP)
Eleanor Knox (Physician, Devkot)
Jim & Esther Lorenzen (Agriculturalist, CHP)
Margaret McCombe (Non-formal Education, Thalajung)
Wendy Moore (Nurse, Choprak)
Asbjorn & Anne-Theresa Ness (Teacher, Thalajung)
Karen Rodwell (Teacher, Devkot)
Christine Stone (Teacher, Makaising)

Day 17 Tansen Hospital. There is always a heavy work load in this busy hospital; pray that it may be part of the total Christian witness and not be seen as a rival to it.

Ken & Jill Anderson (Surgeon)
Sue Armstrong (Physician)
Tom Aufderheide (Internist)
Aud Bjerke (Nurse)
Henk & Frannie Blom (Business Manager)
Ray & Karen Cross (Dentist)
Pirjo Itkonen (Nurse Anaesthetist)
Robert & Lena Jonzon (Nurse Anaesthetist)
Goran & Lotte Kurlberg (Physician)
Doreen Maggs (Hostess)
Geoff & Aileen Pike (Medical Director)
Bernadette Rai (Nursing Superintendent)
Ray & Barbara Reeves (Maintenance)
Silvia Scholz (Obstetrician)
Neil & Clarice Solvik (Pharmacist)
Dave & Lois Williams (Physician)
Phebe Uy (Physician)

Day 18 Palpa District CHP. Old saints used to speak of "moving men by prayer alone". Cooperation with government plans need to be set against that background of prayerful preparations, for communities to be motivated for the good of the whole; for officials and individuals who can expedite or block the implementation of plans; as well as for Nepali and expatriate staff on the job.

Mirjam Bergh (Director, CHP)
Margaret Brass (Nurse/Midwife)
Laura Brubaker (Nutritionist)

(cont.)

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Valerie Collett (Nurse/Midwife)
Agne & Kerstin Karlsson (Agriculturalist)
Narayan Maharjan (Development Coordinator)
Ingeborg Skjervheim (Nurse/Midwife)
Peter & Agnes Storey (Agriculturalist)
Sjoerdje van der Wal (Nurse)

Day 19 Okhaldhunga. The winter months are a good time for getting in supplies; pray for wisdom in ordering what will be needed in the Dispensary and Community Health Programme in the months when travel is difficult. Remember believers in the district around, and pray for the witness in the immediate area. The team has been strengthened by the addition of an Agriculturalist; pray for him as he relates to farmers in the area.

Hanne Egner (Nurse, CHP)
Wynn & Tara Flaten (Agriculturalist, CHP)
Oystein & Hildur Johansen (Nurse CHP & Nurse Disp.)
Anna-Liisa Jokinen (Business Manager)
Kirsti Kirjavainen (CHP Superintendent)
Marketta Lehti (Medical Director, Dispensary)
Graham & Sue Toohill (Physician, Dispensary)

Day 20 Communications Committee & Literature Work.
Continue to pray for Nepalis with gifts to write and to prepare tape recordings. Ask the Holy Spirit to give these gifts or to give recognition of them where they exist, and courage and leisure to use them. Praise for all that is being done.

Day 21 Economic Development Board & Service Office.
Permission is still awaited for the Technical Centre in Surkhet. Those working in a service office need prayer that they will keep the vision of channelling God's commor grace to needy people amidst a mass of administrative detail and frustrating efforts.

Martin & Inge Anhorn (Director, Surkhet Tech.Centre)
Anders & Birgit Kammensjo (Asst. Econ. Dev.Secretary)
Lionel & Alison Mackay (Engineer, EDBSO)
Al & Peggy Schlorholtz (Economic Development Sec.)
Theodore Hoenninger (Forester)
Odd & Tullis Hoftun (Consultant, EDB)

Gossner Mission

Day 22 BTI-related Projects and Development & Consulting Services (DCS). Negotiations continue for the future of BTI in relation to HMG. Pray that it will be clarified. BTI and related industries are already under Nepali management and some UMNers are seconded to them. DCS is the ongoing UMN tool in Butwal, a base for research, reaching out into the country through field workers of different kinds, and formation of new appropriate industries such as Himal Hydro Co. Pray that the whole gospel to the whole man will be the outcome of this work involvement.

Leiv Boyum (Development Engineer, DCS)
Dieter & Hanne Buder (R & D Master Mechanic,DCS)
Andrew Bulmer (Consultant, Biogas Extension)
Ian & Marion Curtis (Design Consultant, DCS)
John & Sheila Finlay (Consultant, Biogas)
Randy Friesen (Development Engineer)
David & Jane Fulford (R & D Consultant, Biogas)
Andy & Cindy Hinkle (Structural Engineer, DCS)
Seija Hjelt (Hostess)
Roger & Margareta Lunden (Production Dev. Eng.,BEW)
Sze Kiat & Kuan Thai Tang (Structural Engineer)
Ken & Margaret Webster (Director, DCS)
Mike & Linda Wheller (Quantity Surveyor, DCS)
Tom & Mamie Wong (Management & Biochemical Consultants)

Day 23 Buling Arkhala. The term 'Rural Development' embraces many aspects of life that we take for granted: Agriculture, drinking water and sanitation, grain storage, education, health, irrigation, reforestation, rural industries and marketing. Pray for God's leading and His blessing on what is done.

Martin & Angelika Dietz (Food Tech.& Nutritionist)
Steve & Gail Erickson (Health Educator)
Niekie Waaning (Nurse, Community Development)
John & Lynn Williamson (Engineer, Comm. Devel.)

Day 24 Rural Development Centre, Pokhara.
At least 90% of the population of Nepal are still farmers. The team has a unique copportunity of relating to the people in familiar things. Pray for the God of Creation and His good plans for them to become a living reality through the work of this Centre.

(cont.)

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Guenter & Gerti Beyrich (Marketing & Bus. Consultants)
Bill Bridges (Development of Library & Centre)
Stu & Susan Clark (Rural Development Director)
Alison Craven (Animal Health Improvement Programme)
Satoshi & Masako Mori (Agriculturalist/Farm Manager)
Peter & Mary Quesenberry (Animal Health Improv. Prog.)

Day 25 Seconded Personnel. Those working with non-UMN projects need to know themselves surrounded by prayer for wisdom, patience, and adequate fellowship. Many secondments are included in projects mentioned on other days.

INF,Surkhet: Stan & Marilyn Kamp (Builder)
IOM,Kathmandu: Hisa Asaoka (Course Devel.Nursing Trg)
John Dickinson (Prof. in Physiology)
Carl & Betty Anne Friedericks (Prof. in Community Health)
Mary Nichol (Course Devel.Nursing Trg)
Paimey: Mary Cundy (Social Worker)
Helen Matthews (Nurse)
Blindness Control Programme: Albrecht & Kristina Hennig (Ophthalmologist)

Day 26 Andhikhola Project. Irrigation and electricity are not always recognized for the wide benefit they will give; sometimes local resentment and suspicion make difficulties. Pray that this will not be so; pray for good relationships and cooperation. A rural development programme is being developed in the area also.

Ken & Gwyneth Brookes (Site Engineer)
David & Rosemary Cooke (Rural Development Worker)
Joop & Janna de Zwaan (Engineer,Himal Hydro, Butwal)
Trevor & Janet Durston (Engineer,Himal Hydro, Butwal)
Gene & Grace Fox (Engineer, Himal Hydro, Andhikhola)
Ed & Annie Kramer (General Mgr, Himal Hydro, Butwal)
Okoro & Oyidiya Ndukwe (Bus. Mgr, Himal Hydro, Butwal)
Duane & Joy Poppe (Project Director, Andhikhola & Development Worker)
Adrian Slater (Engineer, Himal Hydro, Butwal)
Ernie & Vangie Thiessen (Rural Development Worker, Andhikhola)

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Day 27 UMN Headquarters, Kathmandu. A wide variety of ministries is represented in this team - hostesses entertaining guests, people sitting in offices to free others for more obvious contribution to God's Kingdom, leaders with responsibility and decision-making. Pray for fresh anointing that tasks don't become routine.

Gudrun Bonnedal (Information Officer)
Joy Carter (Hostess, Fleming House)
Brian de Cook (Publicity)
Marjory Foyle (Counsellor)
Carl & Alice Johansson (Executive Director)
Ian Kerr (Auditor)
Trevor & Stella King (Central Services Director)
Colin & Sue Law (Treasurer's Assistant)
Lil Lewis (Hostess, Salayan House)
Ruth Overvold (Secretary, Mailroom)
Fred & Toni Peters (Host & Hostess, Asha Niketan)
Fran Swenson (Treas. Asst./Business Manager)
Wendy Townsend (Administrative Secretary)
Nora Vickers (Personal Counsellor)
Erling & Ulla-Britt Wennemyr (Treasurer)
Betty Young (Personnel Secretary)

Day 28 Personnel Needs. The following are present needs:-

Trade Teachers for Jumla, in building, agriculture and health trades
Tutorial Teachers for missionaries' children
Business Managers
Hostesses
Auditor
Business School Teachers
Physicians - GPs and Community Health
Nutritionists/Home Economics Field Workers
Nurse Tutor

Pray for those with commitment and ability to learn the language and be "a letter from Christ" whatever the professional contribution.

Day 29 Girls' High School, Mahendra Bhawan.
Praise God for an encouraging celebration of the 25th Anniversary of the founding of the school, and glimpses

Gossner Mission

cf fruit over the years. The school is much in the public eye; pray for those with responsibility.

Enni Hokkanen (Hostel Worker)
Kirsti Kormu (Nurse)
Anja Patila (English Teacher)
Nirmit Sittling (Headmistress)

May 30 Furloughs. Pray for UMN personnel presenting the work in Nepal in many different countries and for their own refreshment and renewed perspective for return.

Lorraine Beard
Bjorn & Hanne Brekke
Jacky Brown
Joyce Brown
Warwick & Annette Britton
Gunnel Borg
Bob & Hazel Buckner
Rosemary Carnahan
Edna Clysdale
Alan & Iris Davies
Cliff & Chris Eaton
Mike Francis
Mary Grimes
Tom & Cynthia Hale
Del & Bev Haug
Seppo & Annikki Kostamo
Kishori Macwann
David & Joan Moller
Dale Nafziger
Glyn & Frankie Phillips
George Sanneman
Bucky & Carole Sydnor
Marjatta Tolvanen
Anna Weir
Larry & Karen Wiebe
Tom & Moira Wilson
Frank & Anita Younkin

Day 31 Other Organizations. Pray for the many organizations which uplift Christ in Nepal, that they will be of mutual help and upbuilding to the Church and each other and never in competition.

Anandaban Leprosy Hospital (Kathmandu)
Campus Crusade for Christ
Dandeldhura Medical Work (Western Nepal)
Discipleship Training Centre
International Nepal Fellowship (Pokhara & Western District)
NBCBS/IFES (Student Work)
Nepal Bible Institute
Nepal Bible Society
Nepal Leprosy Trust
Youth for Christ
Other Christian witness in the nation

Gossner Mission

PRAY FOR COMING EVENTS

Jan	25-27	Theology of Development Seminar
Feb	1	New Language School
	17	Integrated Development Committee
	20-22	Economic Development Board
	27 - Mar 1	Health Services Board
Mar	2- 4	Education Board
Apr	15-16	Finance Committee
	18-19	Executive Committee
	19-22	Board of Directors
May	1- 7	Workers' Conference

Gossner Mission

.....UNITED MISSION TO NEPAL .....PERSONNEL NEEDS LIST.....January 1983.....

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

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

EINGEG. 13.1

PRIORITY NEEDS

HEALTH TRADE INSTRUCTOR: To train village health workers, using trade school, local hospital, clinics and health posts for a training course which is 80% practical in nature. Training and experience in Health Education required.

BUILDING TRADE INSTRUCTOR. To train overseers and extension workers to plan and carry out construction of buildings, water projects, irrigation schemes, trails, etc., using simple methods and materials. Training and experience in Industrial Arts or technical education required.

AGRICULTURE TRADE INSTRUCTOR. To train extension workers in agriculture, mainly for government posts, to be able to give advice and training in basic livestock and crop programs and patterns, with all necessary records. Training and experience in agriculture education required.

The above three posts are for training which is 80% practical in nature, with teaching and living conditions which are simple and rugged. Such workers will need to be adaptable and resourceful. Experience in curriculum development or material development useful, though not essential.

AUDITOR. For internal Mission auditing; involves a good deal of travelling.

BUSINESS MANAGERS. Need experience in accounting and administration, for various projects including hospitals, rural development, construction projects, etc.

BUSINESS SCHOOL DIRECTOR. To teach typing, simple accounting, business procedures, and take administrative responsibility.

HOSTESS/HOUSEKEEPER. For Mission guesthouses; experienced needed.

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

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

NUTRITIONISTS/HOME ECONOMICS FIELD WORKERS. For health and development work based in rural areas; also for advisory work based in central offices, involving travelling. Additional skills in planning, technology or education an advantage.

INSTRUCTOR/TUTOR FOR NURSES and basic health workers. With background in curriculum development and lesson planning. Preferably with experience in health care in third world countries.

TEACHERS FOR TUTORIAL GROUPS for missionaries' children. There is an urgent need for tutors in several projects where there are numbers of school-age children.

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GENERAL

Rural Development Workers. People with training or experience in rural development, with practical background in agriculture, tree-planting, rural industries, appropriate technology, simple water supplies and sanitation, health teaching, etc. Must be long-term.

Secretary: For general office work, typing, duplicating, filing, possibly some simple accounting, able to take responsibility.

ECONOMIC DEVELOPMENT.

Engineers: Structural/civil engineers, surveyors, quantity surveyors, construction foremen, mechanical/electrical engineers for construction of underground power plant (5000 kw), various smaller hydro-power plants, rural electrification, irrigation, ropeways, turbine-driven mills, applications for cross-flow turbines, development of rural tools and machinery. General building construction in various parts of the country.

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in demonstrating to and communicating with village farmers, for integrated development and agricultural extension work of various types. Special need for - agronomist, horticulturalist, livestock specialist, and veterinarian.

Sociologists: Two or three are needed to study:
a) social requirement, effect, changes needed to shift from firewood to alternative energy sources in private or community base;
b) community-felt needs, change possibilities, effects, able to act as a communicator link between centre and community as resource person with practical, sensitive awareness and enabling skills (could be an experienced social worker);
c) a resource person skilled in industrial and business world problems and potentials.

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

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

EDUCATION.

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

Teachers with teaching experience in age range 11 years and over; for government schools in town and rural areas, in maths, science (general), and English, also vocational subjects. Long-term only, as teaching medium is Nepali.

Primary Teachers: a limited number for secondment to schools in remote areas. Demands a high degree of stamina and resourcefulness in a difficult part of Nepal, teaching primary aged children in Nepali medium.

Non-formal and functional literacy education workers: To assist in developing teaching skills of community workers and to work in village community education. Long-term.

Hostel Parents: For school age boys' and girls' hostels.

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HEALTH SERVICES

Health Services personnel to cover a wide range of hospital and community health care posts in health care management, planning and teaching. Up-date on vacant posts and job descriptions will be available on request. A broad description of necessary background for some of the essential posts is given below.

Surgeon. General surgeon, able to do a wide range of surgery without highly sophisticated equipment, and with creative interest in appropriate surgery in a developing nation. Interest/ability in orthopedic surgery helpful.

Internist: Board experience in internal medicine, preferably with extra training in parasitology and infectious diseases.

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

Gossner Mission

NEWS AND PRAYER LETTER

January 1983

United Mission to Nepal
Post Box 126
Kathmandu, Nepal

Dear Partners in Intercession

GRATITUDE

The grace of gratitude is essential for a Christian life that is effective and winsome. "Be thankful in all circumstances" says Paul (I Thess. 5: 18). As one looks at the past year and then turns to the future, I would share with you a cluster of "thank you's".

Regal Gratitude

One of the facets of the inauguration of Patan Hospital on November 9th 1982 was the opportunity of conversation with the King and Queen of Nepal. Three times as we toured the hospital and discussed direction and policy he declared: "Be sure to tell the donors, whose gifts have built this hospital, 'thank you' ". It was personal and warming.

Reminiscent Gratitude

Two families who have left their mark in leadership and service are Tor & Sigrun Mogedal and Paul & Claire Spivey. Sigrun as Health Services Secretary, and Paul as Associate Health Services Secretary and also Acting Health Services Secretary, have left a record of which one can say about them: "I thank my God for you every time I think of you and every time I pray for you all I pray with joy" (Phil. 1: 3,4). Sigrun & Tor have returned to Norway and Claire & Paul go to Delhi in February.

Surprising Gratitude

Last week I received a letter from one of the readers of this Prayer Letter - from the Christian Fellowship in Tripoli, Lybia. Besides assuring us of their prayer support, a sizeable check was enclosed and designated for Jumla. How encouraged we are, and particularly the Jumla team, to receive this assurance of God's provision from the shores of the Mediterranean Ocean.

Patient Gratitude

October through February is a time of patient follow through. The construction stage of Patan Hospital is merging with the beginning of inpatient input. We still will run Shanta Bhawan for our inpatients through February. Last November the outpatient department began to function. We need your prayers.

Gratitude for Alpha and Omega's

The three years that Archie & Huldah Fletcher graced Shanta Bhawan Project as the Executive Director have passed quickly. Twenty six years of service by Shanta Bhawan Hospital were concluded at a closing ceremony on October 13th. A grateful "omega" was sounded. The "alpha" was Archie's task of being the first Acting Medical Superintendent at the newly opened Patan Hospital. Remember in your prayer Dr. John Dickinson who was nominated to the Board of Patan Hospital as the Medical Director and chosen by that Board to the same.

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Gratitude for Guests

Scores of guests grace the UMN. One is with us for half a year - Dr. Marjory Foyle. As a former physician at Tansen and then a psychiatrist at the Nur Munzil Centre in Lucknow, India (spanning over 30 years experience in Asia), she is a blessed resource to all of us. Pray for her teaching and counselling ministry in our midst.

Gratitude in the Midst of Loss

December 19th, 1982 Dr. Chandran D.S. Devanesan passed away. In November he had made his usual bright and colorful contribution as a member of the UMN Executive Committee. It is always a humbling privilege to rub shoulders with God-given greatness. Remember in prayer his wife Savithiri, his children and grandchildren.

Gratitude for Communication

We have now installled Telex facilities in the UMN headquarters. Our code number and name is: 2315 UMNEPA. We would appreciate having your number. Please write us.

Gratitude for Input

January 24-27th Vinay Samuel and Chris Sugden of St. John's Parish in Bangalore, India will lead us in a seminar on the theology of development or the biblical mandate for diaconia.

Gratitude for New Workers

Thank God for 26 new folk starting language study on February 1st. Pray for them these next 5 months particularly as they become a living part of the UMN family.

Gratitude for You

May I close with a word. 'Unprayed for' Gilmour of Mongolia said: "I am like a deep sea diver at the bottom of the ocean with the air-line cut". We need a work of the Holy Spirit to vitalize our mission and ministry of which prayer is an indispensable part. Bring us to the throne of mercy daily in your prayer time.

Sincerely

Carl J. Johansson
Executive Director

Gossner Mission