

Basic health training was also provided to members of Small Farmers Development Groups.

A total of 50 women received regular 3 monthly depopovera injections either in their own village in Tari or Bujha.

In Arkhala a health subcenter was started. Two trained volunteers provide advice and simple medicine for a few hours everyday. This has been a particular challenge for the group and for a smooth running of this centre still many problems need to be solved. Once a month, a member of the team visits them and provides teaching and help. It is hoped that the experiences gained with the Arkhala subcenter will be valuable for the health work in the new panchayats. Panchayat leaders from the new area were introduced into the concept of the Community Health Leader Programme and people were invited to choose their health committee. In Bhartipur Panchayat this has taken place already and teaching in health related subjects will follow soon. The two visits of the Tansen CHP director were very useful.

The nutritionist started women discussion groups in 15 villages of Buling Tar Panchayat. By using the first time discussions as a method of teaching she was able to explain and give advice on certain problems concerning the health of children below the age of 5 years and of pregnant and lactating women. Much valuable information for the health work of the project was gained in these discussion groups.

The evaluation of the health work in Arkhala Panchayat during the past 2 years showed positive results. Not only that the nutritional status of children, who came regularly to MCH clinics, had improved but also the health teaching showed at least a small impact on the behaviour of villagers, e.g. to give unlimited amounts of fluids to persons with diarrhoea.

2.9 School Assistance Programme

Students from two schools, Tari Middle School and Buling Tar High School received scholarship during the last year. In Arkhala the project turned the godown, once used during the Food for Work programme, over to the school. It is rented out to the Small Farmers Development Programme. The money received is sufficient to cover the costs, so that no student has to pay any fee. Buling Tar High School received financial assistance from the project to rent out the school land for maize and mustard cultivation. Due to poor management and coordination of the school committee, both crops failed. The project paid also for the tin roof of the school's hostel.

3. Interrelationships with other Projects

- CHP Tansen
- Nutrition Cell (HMG), Kathmandu
- Animal Health Improvement Programme, Pokhara
- Nepal Australian Forestry Project, Kathmandu
- Small Farmers Development Programme, Arkhala
- Rural Save Grain Project, Kathmandu
- Himel Hydro, Butwal
- Department for Irrigation, Pokhara
- UNICEF, Kathmandu.

4. Community Involvement

Community participation is a prerequisite for the planning and implementation of all programmes of the project.

5. Research/Evaluation

A project evaluation was done by New Era in September/October 1982. The final report will be submitted in early 1983.

The nutritional status of children was assessed in those villages where MCH clinics were started two years ago. Another survey was done to see the impact of a clean water supply on the health status of people. An assessment of the effectiveness of various treatments for pulse seeds was carried out. Trials are running at present to compare the effects of chemical fertilizer, manure, and Azospirillum bacterial fertilizer on wheat yields.

6. Personnel/Training

In February, one expatriate nurse joined the project. Another family resumed work in the project after 1½ years of furlough. Three local people who had been employed on a temporary basis got permanent employment and fill important jobs. The ANM AHW of the dispensary went for further training to Tansen for two weeks. The ANM and the nutritionist, working in BAP CHP took the opportunity for a study leave to Dhankuta to visit the Save the Children Project there.

Hans Martin Dietz

APPENDIX

SURKHET INDUSTRIAL CENTRE

(planning stage)

Annual Report for 1982

With the signing of an agreement between the donor agency (BFW) and UMN in the spring of this year, one major step was achieved by securing funding for an initial three-year phase. This enabled a formal approach towards the Department of Cottage and Village Industries of HMG with the Project Agreement Proposal, and this has now moved into the Ministry of Law. Negotiations continue, but it is difficult to foresee the date of signing the Agreement.

With the move of the Project Director and his family to Birendranagar in August, the first physical presence was established in Surkhet District. The time there was used to get a first feel of the area, markets and people, see various places and locations, and make first contacts with people and communities.

Government organisations and NGOs were visited to observe their activities and learn about existing facilities and programs.

Several tours east and west of the Surkhet Valley were undertaken into the District to seek possible areas and communities for future involvement. The findings of these studies again proved the need to revise ideas and adopt approaches linked to the local situation and needs. This will be the guidance for future planning processes, with emphasis on local participation and community development.

Martin Anhörn

SIC General Fund Statement for 1982

Area Services

	<u>Actuals for 1982</u>	<u>Total for 1982</u>	<u>Budget for 1983</u>
Payments:			
Rent	2,400.		10,000.
Water	285.		1,500.
Furniture	4,531.		7,000.
Mail & miscellaneous	360.		-
		<u>7,576.</u>	

SURKHET INDUSTRIAL CENTRE

Balance Sheet as at 14th January, 1983

<u>Assets:</u>	Furniture	4,531.	
	Cash	6,924.	
	Held by Treasurer	333,375.	
	Suspense	400.	
			<u>345,230.</u>

<u>Liabilities:</u>	Personal account		<u>4,837.</u>
			<u>340,393.</u>

Represented by:

Dr. Area Services	Dr.	7,576.	
SIC Program Fund bal.		343,438.	
Capital fund		4,531.	
			<u>340,393.</u>

Program Fund Account for 1982

	Program Budget 1983-84	Actuals for 1982	Total for 1982
Receipts:			
Donor	1,440,000.	360,001.	
Personnel Con. Services	180,000.	10,000.	
	<u>1,620,000.</u>		<u>370,001.</u>

Payments:			
Personnel Con. Services	180,000.	10,000.	
Office expenses	30,000.	826.	
EDB Service Office exp.	-	775.	
Project investigation	100,000.	11,097.	
Workshop & equipment	150,000.	1,686.	
Travel and transport	-	2,179.	
Water supply	250,000.	-	
MC & running costs	70,000.	-	
Training program	200,000.	-	
Village Project	300,000.	-	
Contingencies	190,000.	-	
	<u>1,620,000.</u>		<u>26,563.</u>

Surplus balance 343,438.

1) Annual Financial Statements.

- a) Bye-law XIV, C, 2 (Duties of Finance Committee): amend to read -

"To receive the annual financial statements of all the projects, the United Mission Treasurer and the Provident Fund, together with the report of the Audit Committee and the comments of the Functional Boards; to review them, make necessary recommendations, and present them to the ensuing meeting of the Executive Committee."

- b) Bye-law VI, C, 8 (Duties of the Executive Committee): amend to read -

"It will receive from the Finance Committee the annual financial statements from all the projects, the United Mission Treasurer and the Provident Fund; together with the recommendations of the Finance Committee; review them, take any necessary action and present the statements to the Board for approval."

2) Annual Budgets.

- Bye-law XIV, C, 1 (Duties of Finance Committee): amend to read -

"To receive the proposed annual budgets of all the projects and the United Mission Treasurer, together with the comments of the functional boards; review them, make necessary recommendations, and present them to the ensuing meeting of the Executive Committee."

3) Board Appointees' Representatives to the Functional Boards.

- a) Bye-law F and G (Workers' Conference); Delete.

- b) Bye-law VII, E (Duties of the Functional Secretary): Insert new para 16-

"To be responsible to conduct the nomination and election of the Board Appointees' Representatives to the Functional Boards by polling all of the Board Appointees assigned to the respective functional boards, and notify all of the Board Appointees of the election results."

Re-number para 16 as new para 17.

4) Appointment of Functional Secretaries.

- Bye-law V, B, 1 (Election, etc. of officers): amend last sentence to read-

"Nominations to these appointments will be made by the Functional Board concerned, after seeking the recommendations of all Board Appointees appointed to that particular functional board."

5) Assistant Functional Secretaries.

Bye-laws V, B,3; VII, F; XV,C,12; XV,A,4; XVII,A,4 and XVII,C,12 -

Amend the term "Associate Functional Secretary" to read "Assistant Functional Secretary."

6) Economic Development Board Projects.

- Bye-law XVII, A, 5 (Membership of EDB): amend to read -

"Other non-voting members will include the Project Directors."

7) Appointment of Treasurer.

- Bye-law V, A, 3, a: second para, last sentence: amend to read -

"The nomination by the Executive Committee will be circulated to Board Appointees for comment prior to presentation to the Board."

February 1983

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NEW ERA EVALUATION IN GORKHA DISTRICT

Background

In March 1981 the UMN Board of Directors passed the following minute:

BD-20/81 c). "While affirming UMN's commitment to education that is 'appropriate to the culture and society' and noting the forthcoming evaluation of UMN's contribution to education in Gorkha District, it is requested that the findings of this evaluation be used as a basis for seeking an answer to the question of whether or not this present level of involvement in formal education is the best way of fulfilling UMN's own aims, and that a report be presented to the next meeting of the Board."

There was full and helpful discussion on the progress so far in the Education Small Group at the Board Meeting and at the May Education Board meeting. From these two places have come a number of helpful points, and we now have the full and final report from New ERA in our hands.

Summary of observations by E.B. personnel

1. The phrase "UMN-assisted" needs to be interpreted with care. In none of these schools have UMN personnel played an administrative role since approximately 1975. The assistance basically has been of two sorts: pre-1975 some of the schools were run by UMN, post 1975 UMN has seconded teachers into schools as volunteer workers.
2. There is strong affirmation of the dedication and effectiveness of UMN teachers, as well as of UMN help in establishing schools previously (pp.1,9,35/36,68,86).
3. Teachers in general come out rather badly.
4. We recognise that there is a possible bias as respondents may have given an answer calculated to bring more aid from UMN (p.86).
5. There are few objective grounds stated for the suggested difference between UMN assisted and non-assisted schools (pp.7,9,10,35,57,64,88).
6. There is a positive reaction to Luitel High School on the grounds of academic excellence (pp.33,58).
7. There is a positive reaction to Lapsibot school on the grounds of good community involvement. Between 1978 and 1981 teachers there played a strong role in knitting/sewing classes for women and literacy classes for women (pp.9,57,66,86).
8. There is a strong request for UMN to run schools again (pp.37,58,67).
9. There is confirmation that expatriate teachers use a different teaching style from Nepalis. This helps comprehension, but some see it as hindering exam passing. The latter assumption must be questionable in view of the good academic results at Luitel which continues to run much as UMN set it up. This may suggest UMN teachers need to work hard at recognising this difference and even making adjustments in teaching style, while striving to help others to improve theirs (pp.9,35/36, 65/66,88).

10. There is a suggestion by one person of UMN entering NFE work which leads to establishment of income-generating small-scale home industries (pp. 84/85,90).
11. There is evidence that schools are mainly touching privileged classes to the exclusion of less-privileged (p.7).
12. There is support for the fear that education which is not geared to the needs of the local community has produced a dis-satisfied group of educated people (p.90).
13. There is strong encouragement for cooperation with HMG in tackling educational problems. Only if this fails should a unilateral approach be adopted.

Comments by members of the Small Group (UMN Board)

1. In any sort of technical/vocational education it is vital to help the "graduates" to produce and not just to consume. It may be necessary to give small loans to set up small industries or agricultural projects, as well as training in management techniques, dealings with banks, etc.
2. The Danish concept of "Folk Schools" gives us a model in which a farming community is integrated with the local school, and the school is utilised 12-14 hours per day. The school has various production units attached to it both for training and also for production.
3. Non Formal Education should go in the direction of a motivator taking a group and training them and sending them out to do the same work as the ex-patriate motivator in non-formal education, but in other geographical areas.
4. An important technique of NFE is the use of illustrated wall newspapers - keeping clear of news subjects for political reasons.

Possible policy suggestions

1. Consciously strive to reach under-privileged classes in our education work.
2. Continue to aim for high quality teaching in schools, aiming to influence the work of other teachers.
3. Expand our efforts into more NFE activities, first in literacy classes for non school attenders, then possibly leading onto women's activities leading into small-scale home industry.
4. Concentrate on a limited target area.
5. Continue to help new UMN teachers to adjust to different cultural standards in teaching and to adapt their own teaching techniques and expectations so that their practices and goals do not conflict with good and desirable practices and goals of the local education system.

Conclusion

The following minute is included in the minutes of the May E.B.meeting (61/82):

After study of the findings of New ERA concerning UMN's involvement in the Gorkha District it was concluded that UMN teachers and policies in past years had made a significant contribution to forming character and intellectual skills, in students, that are consistent with UMN's Aims and Purposes. The many defects of the present education system are recognised in UMN and also in Government circles, and the efforts of UMN teachers to help in these areas were noted and appreciated.

It was noted that among the findings of New ERA are the following:

1. UMN should strive to reach a broader cross-section of the community in its education work.
2. UMN should continue to help in schools, concentrating on a limited target area for maximum impact.
3. UMN should expand efforts in non formal education, possibly resulting in small-scale production units in appropriate skills being established.

It was RESOLVED to continue the moves that have already been made in these directions, and to strengthen them where possible.

It was further noted that the findings of New ERA also included the following:

1. UMN should consider working independently of HMG if cooperative efforts are not possible.
2. UMN should consider running private schools again, as allowed under new HMG regulations.

It was recognised that these two options have not been UMN policy for a number of years, and considering our position as guests in Nepal under agreement with HMG as well as HMG restrictions on UMN helping in private schools, it was RESOLVED that UMN will continue to cooperate with HMG wherever possible and wherever consistent with UMN's stated Aims and Purposes, and that UMN will not at the present time undertake to open any private school without the specific request and backing of both HMG and the UMN Board.

UMN WORKERS' CONFERENCE

Held at Budhanilkantha School, Kathmandu 25 April - 1 May 1982

(Psalm 118: 23 "It is the Lord's doing and is marvellous in our eyes")

We are grateful for the Lord's goodness to us in every aspect of this year's conference, again held at Budhanilkantha School. The setting, the accommodation, the food, the help received from school staff, the fellowship and sharing, and our speaker - were all cause for much thanksgiving and contributed to a blessed time together.

Rev. Theodore Williams, General Secretary of India Evangelical Mission, gave a series of morning Bible Readings centered around the life of Paul, and these, combined with excellent messages each evening, were used by the Lord to minister to each of us. We had no doubt that he was God's man for us at this time.

New Workers, who have joined us since last conference, were introduced throughout the week at each meeting, and they shared something of their background and how they were led into work with UMN.

Children were ably cared for in their own program and activities. We especially thank Janice Clark for her efficient organizing; the volunteer helpers were from Dilaram and The Leprosy Mission. Some parents also shared in the child care on a rota basis.

Prayer times were scheduled before morning and evening sessions, and again in the afternoon in small groups when opportunity was given for language groups to pray together.

Seminars were held on the following topics:

1. Evil Spirits
2. Nepali participation in the development process
3. How to get involved in Nepali church life and with Nepali Christians
4. How much economical support should we as missionaries give the Nepali church and individual Christians
5. Relationships between missionaries and between Nepalis and missionaries
- what are the problems and how can we improve relationships
6. What should be UMN's attitude to a desire to help the poorest of the poor

Fun Afternoon. The coordinator was Ken Webster, and a full program of items from many of the projects kept us entertained; an enjoyable time was spent by all.

WC-1/82. Workers' Conference Committee. The committee appointed in 1981 continued their work during the conference, in consultation with the Executive Director.

Chairman:	Howard Barclay
Vice Chairman:	Ruth Overvold
Secretary:	Wendy Townsend

WC-2/82. Nominating Committee. A committee was appointed to propose names for election to next year's Workers' Conference Committee.

Al Schlorholtz	(Convenor)
Neil Solvik	
Britt Johansson	
Tom Wong	
Niekie Waaning	

WC-3/82. Workers' Conference Representative to UMN Board of Directors.

1. Shelagh Wynne, as representative for 1981, gave a brief report. Her lasting impression was the care and concern showed by Board Members in the following areas:-
 - a) In getting input from "grass roots". They suggest we give more time at Workers' Conference for discussion of key issues.
 - b) In involving sending agencies by UMN keeping them more informed.
2. Tom Wong was elected as Workers' Conference Representative to the 1983 Board Meeting.

WC-4/82. Functional Board Reports were as follows:

1. Executive Director, in which he shared thoughts from the 1982 Board Meeting, and also his concerns related to the growth of UMN.
2. Education Board:
 - *Brief report from EB Secretary, including a report from New Era
 - *LAMP - a visual demonstration presented of how LAMP works
 - *Jumla - "Living in Jumla" presentation
 - *Non Formal Education - report from South Lalitpur
3. Health Services Board:
 - *Brief report from HSB Secretary
 - *Review, in the form of a panorama, of personalities during the years of Shanta Bhawan Hospital
4. Economic Development Board:
 - *Brief report from EDB Secretary
 - *Buling Arakhala report - visual presentation
 - *Andhikhola - presentation of building relationships with the local people
 - *RDD - report
 - *DCS - description of work being done in areas of hydraulic ram, small turbine and mill, and the design office

WC-5/82. Request from UMN Board of Directors to discuss structural changes in UMN.

In response to the request from the UMN Board of Directors to discuss structural changes in the UMN, it was RESOLVED to appoint a committee with the following terms of reference:

1. To participate in the discussion and planning of structural changes of the UMN as the representatives of the 1982 Workers' Conference.
2. To collect, via correspondence, the opinions of Board Appointees concerning proposals for structural change that are actively being considered for adoption, and to pass these opinions on to the Coordinating Committee, the 1983 UMN Board of Directors meeting, and the 1983 Workers' Conference.

The committee shall consist of the following persons:

- * Chairpersons of the 1982 and 1983 Workers' Conference Committees
- * 1 member from each of the three Functional Boards
- * Workers' Conference representative to the 1983 Board of Directors

The following were elected:

Fran Swenson:	1983 Workers' Conference Chairman
Howard Barclay:	1982 " " "
Leiv Boyum:	E.D.B. member
Ann Matthias:	H.S.B. "
Kathy Horton:	E.B. "
Tom Wong:	1983 Workers' Conference Representative to the Board of Directors

WC-6/82. Report of special committee on working hours (Refer WC-9/81).

A written presentation had been distributed to all Board Appointees prior to this session. After discussion it was RESOLVED to recommend that the Coordinating Committee work towards equalization of working hours for Nepal's and Board Appointees in UMN projects.

It was further RESOLVED to recommend to the Economic Development Board that it explore, together with the EDB-related companies in Butwal, the possibility of reducing the working hours of both Board Appointees and Nepal's to 44 hours a week initially, and that it reports to next year's Workers' Conference, and to the Coordinating Committee in the interim.

It was also RESOLVED to accept and forward to the Coordinating Committee the proposal of the Task Force that:

1. Annual holiday time should be restated in terms of "days", rather than weeks, as follows:
 - * For those working a 6-day week - 30 working days per annum
 - * For those working a 5-day week - 25 working days per annum
2. Additional holidays of 3 religious and 1 national day be granted.

WC-7/82. Request for Nepali Workers' Representation to Workers' Conference.

This matter was presented in the light of:

1. The positive input which they could make at Workers' Conference
2. The morale encouragement it would be to them
3. UMN workers include both Nepal's and Board Appointees and because the work is greatly blessed and enriched by both working together

Discussion followed on the pros and cons of such action. A suggestion was made that maybe a separate conference to meet this need could be set up while still holding the main spiritual emphasis of the present conference.

It was RESOLVED to receive the report as information and to ask the Coordinating Committee and the 1983 Workers' Conference Committee elect to work through the intent of this proposal and bring back a report to the 1983 Workers' Conference.

WC-8/82. Recognition was made of the service given by both Tor and Sigrun Mogedal, and especially in leadership roles, since 1970.

WC-9/82. Reports were received from the following organizations and people working in Nepal. The contribution of these co-workers was greatly appreciated by the Conference.

1. Nepal Christian Fellowship - Mr. Adon Rongong
2. Nepal Bible Institute - Mr. Ramesh Khattri
3. Nepal Bible Society - Mr. Loknath Manaen
4. Christian Students' Fellowship (NBCBS) - Mr. K.B. Rokaya
5. Campus Crusade for Christ - Mr. Chandra Sewa
6. Nepal Leprosy Trust - Miss Eileen Lodge
7. International Nepal Fellowship - Mr. Harry Hart
8. Communications Committee - Miss Ruth Overvold
9. Padma Sadan - Mrs. Betty Barclay

WC-10/82. Seminar on Literature Distribution.

This panel was organized by the Communications Committee and chaired by Ruth Overvold. The folk who participated shared in a positive way their experiences in using Christian literature in Nepal.

WC-11/82. Small Groups. The following topics were discussed:

1. Personal and family devotions
2. Should UMN be more demanding in its negotiations with HMG?
3. Good management of people
4. Creative use of the Sabbath
5. How to start an adult literacy group
6. UMN mail system
7. Role of cultural values in development
8. Bonding to Nepali culture
9. Power of the gospel in our work and witness

Some points taken from these discussions were as follows:-

Personal and family devotions

This group decided it was essential to have a definite time daily with the Lord, and also requested those who find something new and vital in the area of helps/aids, to send it for inclusion in UMNNews and so be shared with the wider fellowship.

Should UMN be more demanding in its negotiations with HMG?

1. The group affirmed the excellent relationship there is with HMG.
2. They recognized the constant negotiations, but felt there were areas in which UMN's work could be facilitated if some of the conditions in Projects' Agreements were more favourable.
3. They encouraged UMN negotiators to continue with patience, persistence and firmness, being mindful that righteousness should not be denied for the sake of expediency.

Power of the gospel in our work and witness

1. They believe the gospel is the power in development.
2. Real change can only be brought about by the gospel.

How to start an adult literacy group

1. A really worthwhile venture; do not be put off by the problems.
2. Not important that our pronunciation is not all that it should be.
3. Need for help in organizing a seminar; suggested that perhaps HANDS could help.
4. Some materials are available from UMN Education Office.

Good management of people

Recognition was made that personnel management ranges in dimension from help in the home - to the factory - to the mission. Some "do's and don'ts" were discussed.

Their RECOMMENDATION to Coordinating Committee is:

"That a management seminar, both personnel and business, be held annually for those in management positions and for those preparing to hold such positions, both Nepalis and expatriates."

UMN mail system

It was decided to direct new ideas to CSD, and that special attention should be given to the need for mail communication between projects rather than everything needing to come through Kathmandu.

Bonding to Nepali culture

A report is to be written up and given to Dick Smith with a request that it be made available to projects.

WC-12/82. Communion Service Offering was donated to the work of the India Evangelical Mission at Semri near Bhairawa.

WC-13/82. Workers' Conference Committee 1983. The following people were appointed to take office at the close of this conference:

Chairman: Fran Swenson
Vice Chairman: Ron Layman
Secretary: Stella King

WC-14/82. Vote of thanks was passed to the speaker, the chairman, the committee, and all who helped to plan and run the conference.

APPENDIX A

(Small Group Discussion)

Workers' Conference Minutes 1982

THE ROLE OF CULTURAL VALUES IN DEVELOPMENTBackground Material (by Bucky Sydnor)

In trying to understand a culture or society, one anthropologist, Florence Kluckhohn, has suggested that the following five questions will help bring out a society's most basic assumptions.

1. What are the in-born characteristics of human nature?
2. What is(are) the relationship(s) of humans to the non-human world around them?
3. What is(are) the temporal focus(es) of life?
4. What is(are) the appropriate type(s) of human activity?
5. What is(are) the appropriate type(s) of human relationships?

Three different answers to each question have been worked out. The chart below illustrates this.

TYPE OF ASSUMPTION		O P T I O N S			
HUMAN NATURE	Quality	Basically evil	Neutral	Mixture of good & evil	Basically good
	Permanence	Changeable / Un-changeable	Changeable	Un-changeable	Changeable / Un-changeable
RELATIONSHIP TO NATURE		Subject To Nature	In Harmony With Nature		Master Over Nature
TIME		Past Oriented	Present Oriented		Future Oriented
ACTIVITY		Being	Growing		Doing
SOCIAL RELATIONSHIPS		Authority Oriented	Group Oriented		Individualistic

Of course, these five questions and the three answers to each do not provide complete information about a society. For instance, they do not cover all of any society's basic assumptions. And they do not even begin to reveal the specific ways that that society lives out its values.

But they do get you thinking about some very, very important aspects of a society's approach to life. For instance, they get you thinking about where differences between you and the people you are working with lie -- at a very deep level. And these questions may begin to help you have a deeper understanding of why the people you work with act the way they do, accepting some things and rejecting others.

Two books which explain or illustrate the use of these questions are Robert Kohls, Survival Kit for Overseas Living, pp.22-26, 76-77, and Edward Stewart, American Cultural Values. Both books are written by USA citizens for USA citizens. Both are in the Culture Resource Library at Thapathali. Stewart's book is a bit abstract and therefore hard to understand, though if one is willing to struggle with it one will probably profit from the effort (Future orientation and Doing activity). Kohls is much easier to understand but not as comprehensive.

To assist you in understanding the questions a little better some concrete examples of each option are given on the next page.

ASSUMPTIONS

O P T I M I S M

Human Nature	People cannot be trusted.	There are good and bad people in the world. It is wise to check out what type each person is.	People are basically good.
Relationship to nature	Life is largely determined by external forces such as fate, genetics, or God. A person cannot go beyond the conditions life has set on him or her.	The human being is a creature like everything else. So the human should live in harmony with nature in every way possible.	The human race is different from the rest of the world. It is able to and should exercise control over its surroundings.
Sense of time	People should learn from history and attempt to repeat the great achievements of the past.	The present moment is the most important thing. Make the most of it. Don't worry about tomorrow; live for today.	Planning and goal-setting make it possible for the human race to accomplish great things. A little sacrifice today will bring a better tomorrow.
Activity	It is enough to just "be". It is not necessary to accomplish something in life in order to feel that one's life is worthwhile.	The main purpose of life on this earth is for each one to develop their inner self.	If people will work hard and apply themselves fully, their efforts will be rewarded, both tangibly and intangibly.
Social Relationships	Some people are born to lead. Others are born to follow.	Whenever a person has a problem they should discuss it with their family or close friends in order to find the best solution.	All people have been created equal. Each person should take personal responsibility and control over his or her own life.

Discussion. First Bucky presented the material on values. We then briefly discussed the fact that there are many different concepts of what development is, but decided to leave that issue aside to allow us time to discuss the subject of the small group.

We centered on only two of the values presented; social interaction and concept of time. We discussed whether one needs to have a future orientation and whether one needs to be individualistic in order for development to occur.

Many specific examples were shared, and it soon became obvious that even within Nepal there are variations. For instance, Magars are very group oriented (even though they usually relate to a leader within that group), while Brahmins tend to be more individualistic. There were numerous other examples given also, some of which related more to one's orientation of time. For instance, if one is too busy living for the present (existing), then one does not have enough time to think about the future. Therefore, perhaps we need to work at meeting those perceived present needs first.

After discussing all these things, we came to the following conclusion:

When doing project planning, UN projects should consider very carefully the cultural values of the people with whom they are working.

APPENDIX B

Workers' Conference Minutes 1982

CREATIVE USE OF THE SABBATH

(Small Group Discussion)

Premise

1. The Bible makes numerous statements about observance of the Sabbath.
2. Two key thoughts from these are that we receive joy as we worship God on the Sabbath, and that Jesus is Lord of the Sabbath.
3. Experience then tells us that we need the weekly renewal and rest provided on the Sabbath.

Discussion Topics

We encourage dialogue with Nepali Christians on two topics:-

1. We need to learn what is their view and manner of observing the Sabbath. In connection with this, it was noted that Nepali Christians are concerned when UMN personnel do not attend worship services.
2. We need to share with them thoughts and new ideas on creative ways of celebrating Christian festivals.

Within UMN we encourage discussion of how best to schedule work and travel so that such activities can be avoided on the Sabbath whenever possible.

Ways to Observe the Sabbath

1. Worship --- from which all other activities flow
2. Relating to family, friends and the Lord
3. Refrain from work-related activities
4. Relax with hobbies such as music
5. In light of Hebrews 4, consider ways of spreading the Sabbath to other days of the week. Worship does not have to be confined to the Sabbath.

Economic Development Group Agenda

1. Reports and Statements for 1982
2. Nepalisation Process
3. Structural change (chart)
4. Buling/Arakhala Project evaluation by NEW ERA
5. Replies to questions referred to EDB
6. Long Term Planning document.

Education Group Agenda

1. Reports and Statements for 1982
2. Brief review of Long Term Plans
3. NEW ERA report on UMN's education work in Gorkha District
4. Proposal to establish a Regional School at GAMV, Pokhara
5. UMN's assistance to Tutorial Groups for missionary children
6. Developments in Non-formal Education work in UMN
7. Developments in Teacher Training in UMN
8. Any other matters from Finance or Executive Committees

Health Services Group Agenda

1. Reports and Statements for 1982
2. New Program activities:
 - a) UMN Board Appointees' health care in Kathmandu Valley
 - b) Patan Urban Area expansion of CPHCP
3. Insurance Scheme from Lalitpur CPHCP
4. Others matters from Finance and Executive Committees

Administration Group Agenda

I. Finances

- a. Financial year
- b. Report from Treasurer for 1982
- c. Preliminary Budgets for 1984
- d. Report from Finance Committee

II. Administration

- a. Report from Executive Director
- b. Report and Statements from Headquarters
- c. Administrative Structure: role of PMCs and IDC
- d. Constitutional changes
- e. Relation to the Church :
 - i. Input from BAs
 - ii. Seminar on Theology of Development
 - iii. Constitutional change from NCF to representations from the wider Christian community
- f. Relation to agencies and donors :
 - i. Consultations in 1982 and 1984
 - ii. Communication in terms of Progress Reports
- g. UMN Film
- h. Screening and evaluation of personnel :
 - i. Place of Christian community in this
 - ii. Need for psychiatric evaluation
 - input from Dr. Marjory Foyle
 - sub meeting on screening processes
- i. Nepalisation
- j. Long Term Plans
- k. Death of Executive Committee member, Dr. Chandran Devanesan
- l. Asianisation
- m. Report on Personnel
- n. Report from Executive Committee

UMN BOARD OF DIRECTORS MEETING

held in Kathmandu, Nepal 19th-22nd April, 1983

The Annual Meeting of the Board of Directors was held in Kathmandu, at the Blue Star Hotel. Sessions began at 7 p.m. on Tuesday, 19th April, and continued until noon on Friday, 22nd April. Mr. Michael Roemmele led the Bible studies at the beginning of the sessions on the first three days, and Mr. Jonathan Lindell on the final morning. All of these studies were very much appreciated by members of the Board and others who attended for this part of the meetings only.

BD-1/83. Schedule of Membership and Roll Call. The schedule of membership of the meeting was as follows, with the delegates present except as indicated:

a) Member Body representatives:

American Lutheran Church: None
 Assemblies of God: None
 Baptist Missionary Society: Rev. Neil McVicar, Rev. Geoff Grose
 BMMF International: Mr. Michael Roemmele, Miss Janette Cowan
 Christian Church (Disciples): Rev. Eric Gass
 Church Missionary Society, Australia: Dr. Alan Cole, Miss Ruth Judd
 Church Missionary Society, UK: Mr. Malcolm Warner
 Church of North India: None
 Church of South India: None
 Committee for Service Overseas: Mr. Kurt Kaiser, Mr. Heinz Klein
 Danish Santal Mission: None
 Darjeeling Diocesan Council & Church of Scotland: Rev. Bill Murison
 Finnish Missionary Society: Mr. Paavo Kilpi, Mr. Leo Huostila
 Free Church of Finland: Mr. Olavi Vesalainen
 Gossner Mission: Mrs. Barbel Schwedler, Mr. Martin Dietz
 Japan Antioch Mission: Rev. Minoru Okuyama
 Japan Overseas Christian Medical Cooperative Service:
 Mr. Tsunegoro Nara
 Lutheran Church in America: Dr. Mark Steinhoff
 Mennonite Board of Missions: Rev. Paul Kniss, Mr. Paul Miller
 Mennonite Central Committee: Mr. Paul Meyers, Mr. Bert Lobe
 Methodist Church: Rev. Graeme Jackson
 Orebro Mission: Rev. Ingemar Berndtson, Rev. Jean Malm
 Presbyterian Church in Canada: Miss Pauline Brown, Mr. Glen Davis
 Presbyterian Church in Ireland: Rev. Terry McMullan
 Presbyterian Church Synod, Mizoram: Rev. Z.T. Sangkhuma (absent),
 Rev. Lalsawma (absent)
 Regions Beyond Missionary Union: Dr. Margaret Owen
 Swedish Free Mission: Mr. Ake Boberg, Mr. Billy Johansson
 Swiss Friends for Missions in India & Nepal: None
 Tear Fund: Mr. Adrian Slater
 United Church of Canada: Miss Janet MacPherson, Miss Lynne Brennan
 United Church of Christ, Japan: Mr. Ryohei Takatsu
 United Methodist Church: Bishop Joseph Lance (absent),
 Mrs. Elsie Pettibone
 United Presbyterian Church: Rev. Newton Thurber,
 Rev. Ernie Campbell
 Wesleyan Church: Miss Margaret Wright
 World Concern: Mr. Peter Quesenberry
 World Mission Prayer League, Norway: Dr. Sigrun Mogedal,
 Mr. Asbjorn Holm
 World Mission Prayer League, USA: Mr. Jonathan Lindell

b) Nepal Christian Fellowship:

Mr. Adon Rongong, Mr. Prakash Subbha

c) Ex-officio members:

Executive Director: Mr. Carl Johansson

Treasurer: Mr. Erling Wennemyr

Health Services Secretary: Miss Jeanette Hyland

Education Secretary: Mr. Richard Clark

Economic Development Secretary: Mr. Al Schlorholtz

Health Services Board representative: Dr. Bob Gsellman

Education Board representative: Miss Carol Evans

Economic Development Board representative: Mr. Walton McCaslin

Workers' Conference representative: Mr. Tom Wong

d) Co-opted members:

Leprosy Mission: Dr. N.M. Samuel (absent)

Assistant Economic Development Secretary: Mr. Anders Kammensjo

e) Observer:

NCCC, USA: Mrs. Constance Thurber

BD-2/83. Agenda. It was RESOLVED to accept the agenda as presented by the Executive Director.

BD-3/83. Confirmation of Minutes. The Minutes of the Board of Directors meeting held on 30 March - 2 April 1982 had been circulated to all members of that meeting. It was RESOLVED to accept these and to confirm them as accurate and approved.

BD-4/83. Orientation Session. At the opening meeting of the Board, the Executive Director and Functional Secretaries presented a brief overview of the work of UMN, and highlighted important events and topics for consideration and discussion. Many of these were dealt with in detail in the small group discussions.

ANNUAL REPORTS AND FINANCIAL STATEMENTS

BD-5/83. Reports and Statements for 1982. The annual reports and financial statements for 1982 of all UMN projects and programs, and related programs, also of the Executive Director and Treasurer, had been circulated to members. These had been reviewed by the Functional Boards, Finance Committee and Executive Committee, and referred to the appropriate small groups of the Board for further discussion. They were then brought to the plenary sessions of the Board by each group with recommendations for acceptance.

It was RESOLVED to accept these reports and statements with appreciation for the year's work which they represent. They are found as appendices to these minutes as follows:

Administration

- | | | |
|----------|---|-------------------------------|
| Appendix | 1 | Executive Director's Report |
| | 2 | Treasurer's Statement |
| | 3 | Provident Fund Statement |
| | 4 | Summary of Project Statements |
| | 5 | Missionwide Expenses |
| | 6 | Headquarters Project |

Health Services Projects

Appendix	7	Health Services Secretary's Report
	8	Nutrition Advisor
	9	Health Services Support Project
	10	Palpa Project
	11	Gorkha Project
	12	Okhaldhunga Project
	13	Shanta Bhawan Hospital
	14	Nursing Campus, Patan
	15	Community Primary Health Care Program, Lalitpur
	16	Community Development Assistance Project, Lalitpur
	17	Patan Hospital

Education Projects

Appendix	18	Education Secretary's Report
	19	Mahendra Bhawan School, Kathmandu
	20	Gorkha Schools
	21	Pokhara Area & Education Projects
	22	Jumla Project
	23	Training & Scholarship Program
	24	Student Financial Assistance Fund
	25	Language & Orientation Program
	26	Education Service Office
	27	Rural Youth Training Program
	28	Children's Hostel
	29	Business & Secretarial School

Economic Development Projects

Appendix	30	Economic Development Secretary's Report
	31	EDB Service Office, Kathmandu
		Promotion of Apprenticeship Training
	32	Development & Consulting Services
		Design Office
		Small Turbines & Mills Program
		Biogas Program
		Rural Equipment Development Program
		Rural Electrification Development Program
		Madhubasa: Land Reclamation Program
		Roofing Program
		Bio Fertilizer Program
		Business Training & Service Program
		Galvanizing Plant Program
		New Cooking System for BTI Canteen
	33	Butwal Area
	34	Industrial Development PMC
	35	Rural Development Centre, Pokhara
	36	Andhikhola Project
	37	Buling Arkhala Project
	38	Surkhet Industrial Centre

SMALL GROUP DISCUSSIONS

The Board members were divided into four groups, augmented by other Nepali and UMN colleagues as resource personnel, and met in these groups for discussion in three sessions. Their reports and recommendations were then brought back to plenary sessions of the Board. These reports, and consequent actions of the Board, are recorded in the ensuing minutes.

BD-6/83. Administration Group. The group discussed a wide variety of topics, and resolutions arising from these follow. In addition most of the other items on the Board agenda were noted and discussed without any particular recommendations being made.

The role of the Personal Counsellor was discussed, and ways in which this could be made more effective.

BD-7/83. Personnel Coverage. It was recognised that until all posts are filled UMN workers will feel pressures to give adequate time to work, language study, local relationships, etc. It was RESOLVED that UMN administration be encouraged to be especially conscious of the demands placed on people resulting from numerous unfilled posts. We are all reminded to pray that a greater number of qualified workers will be available.

BD-8/83. Relationship to the Church. It was RESOLVED to note that Nepali Christians expect Board Appointees 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 to accept positions of leadership, except in an advisory capacity. Further, to express appreciation for the work done in getting responses from the Board Appointees on this topic, and to encourage administration to continue work in this area.

BD-9/83. Growth of UMN. Further to earlier actions and concern about this matter, it was RESOLVED:

- a) To extend the moratorium on new membership in the UMN, except for Asian Missions, for a further 12 months.
- b) To refer to the Executive Committee for discussion and recommendation:
 - i. The possibility of an extended moratorium on new membership;
 - ii. The criteria for retaining membership in the UMN;
 - iii. The criteria for representation on the Board
- c) To re-affirm the earlier concern in relation to the size of the Board, and also that membership should imply meaningful participation in the United Mission in terms of sending personnel and attendance at the Board.

BD-10/83. Personnel from Non-member Bodies. It was RESOLVED to approve that administration and the Executive Committee accept personnel from Missions and Churches which are not member bodies, given that the screening and conditions of service are the same for each personnel as for those sent by member bodies. It was noted that this is being done to some extent, and is working very effectively.

It was further agreed to express appreciation for the way UMN handles personnel matters at all levels; some problems were mentioned and discussed in the small group.

BD-11/83. Screening of Candidates. Sincere appreciation was expressed by UMN administration for the excellent material submitted in the screening of candidates by many member bodies. It is recognised that there are some areas of weakness here and there, and the small group considered a paper giving particular note to the matters of emotional health and church relationship, which have not been specifically requested previously.

After discussion it was RESOLVED that:

- a) In order to encourage the maximum amount of communication between administration and the member bodies, administration be instructed to further develop the details of information needed on each candidate, and to send this to member bodies.

- b) Where there is information required which is not included in a member body's own screening forms and processes, this additional information be obtained and sent to administration by the member body.
- c) The areas of information include:
 - i. Health
 - Physical health reports
 - Emotional health reports
 - ii. Profession
 - Full details of education and experience
 - Adequate professional references
 - iii. Christian commitment
 - Personal assurance of commitment to Christ
 - Evidence of active involvement in Church fellowship
 - iv. Sensitivity/attitudes
 - Evidence of sensitivity in attitude to people of another culture and faith, and to the local Church
 - v. Church relationship in Nepal
 - A) In the screening of candidates account must be taken of the Nepali Church as part of the context of life and work.
 - B) In the information sent from UMN administration, there should be included the statement on relationship to the Church in Nepal as found in BD-8/83; recognising that this Church is a first generation Church, and that there are certain norms of behaviour which are precious to it; further that these sensitivities be clearly understood by the member body and the candidate before he/she comes to Nepal.

BD-12/83. Financial Year of UMN. The recommendations of the Finance and Executive Committees were noted. It was RESOLVED:

- a) That the UMN fiscal year be altered to begin on 1 Shrawan (mid-July), and that this take effect from mid-July 1984, with administration authorised to prepare for this change.
- b) That the Board of Directors in 1984 be requested to make the appropriate amendment to the Bye-laws.

BD-13/83. Per Capita Grant. It was RESOLVED to keep the per capita grant at the current level of US \$800. for the year 1984.

BD-14/83. Costs of Language and Orientation Program. Note was taken of the recommendation of the Finance Committee, FC(1)-3/83, a). After discussion it was RESOLVED:

- a) That the standard of the LOP be maintained, and that if necessary UMN administration be requested to try to find resources to partially subsidize the budget.
- b) That wherever possible member bodies be requested to pay the full costs of language study, including study following the initial five months course, and to encourage their personnel to continue study through to the second exam. Further to draw to attention of the member bodies the fact that UMN is prepared to give further study on return from furlough where possible.
- c) To affirm the emphasis given in UMN to language study, and the excellent standard of the program.

BD-15/83. Constitutional Bye-law Amendments. It was RESOLVED:

- a) To ratify the amendments to the Constitution as found in BD-15/82.
- b) To approve amendments to the Bye-laws as found in Appendix 39 to these Minutes.
- c) To recommend that the Board make a further amendment in 1984 as follows:

UMN/NCT

- i. Constitution V, 1, A: to read, "Representatives elected by the member bodies, and from among the Christian fellowship in Nepal."
- ii. Bye-law II, D: to read, "There will be two voting members appointed yearly by the Executive Committee representing the Christian fellowship in Nepal."

BD-16/83. Education Group. In discussion of the annual reports, members noted with regret that UMN is no longer allowed to place teachers at Mahendra Bhawan or other Kathmandu schools, though we can still participate in other ways. It was recommended that high priority continue to be placed on teacher training and the development of educational materials as being the ways in which we can make the greatest impact on education.

BD-17/83. NEW ERA Report on Education in Gorkha District. It was noted that the full report is now available, and a summary of the main points and recommendations was studied by the group. The Board noted these, and RESOLVED to accept Education Board resolution concerning the NEW ERA report, with gratitude for its encouragement and advice.

BD-18/83. Regional Schools. It was noted that an invitation had been received from HMG National Education Committee for UMN to cooperate with them in upgrading the Pokhara Boys' School to a new Regional School. The group discussed this, both in its philosophy and detail, and presented to the plenary session of the Board arguments for and against UMN involvement in this project; also a recommendation that UMN accept the invitation.

After further discussion in the plenary session, it was RESOLVED that:

- Whereas UMN has in purpose and policy been working in several ways in education in Nepal; and
- Whereas UMN has had many years of work in the GAMV (Boys' Boarding School in Pokhara) and sought to contribute improved quality of education into society through this school; and
- Whereas HMG/N National Education Committee has requested UMN to become involved in the national structure for improved quality of education on the secondary level (Classes IV-XI), English medium, preparing for an international level exam, boarding, serving the region's schools;

Therefore it is RESOLVED:

- a) That the UMN accept the HMG/N's invitation and the opportunity to participate in planning and implementing these schools;
- b) Also to accept the invitation to enter into the GAMV school in a larger way with personnel, management and creativity, and evolve it into a Regional School; and
- c) While doing so, to give priority effort to inject into it the kind of content in moral values and character formation which UMN has had in the school from its beginning;

- d) To instruct the Education Secretary and Board to work out the details in an agreement with HMG;
- e) To decline the invitation to create a similar school in the Far West (Doti);
- f) To see this commitment in addition to that which we are already committed to do in education work.

BD-19/83. Health Services Board. Two items in particular were noted in discussion of the annual reports:

- a) Nepalisation: The progress made in the continual process of bringing Nepali qualified personnel into leadership posts was noted with appreciation.
- b) Functional integration in community health programs: The possible need for separate administrative structure for the different components of the community health programs to facilitate relationships with government programs was pointed out.

BD-20/83. Terminology in UMN Documents. The problem of use of abbreviations and local terms in reports and plans was pointed out. It was RESOLVED to recommend to UMN administration that the glossary of abbreviations be up-dated and made available.

BD-21/83. Patan Hospital

Verbal reports were received regarding the initial months of operation of the new Patan Hospital and the good progress that has been made. It was noted that the transition from the two old hospitals was now completed, and new working policies and practises were being developed by the Hospital Administration and Board.

It was RESOLVED to encourage the UMN Health Services Board in their ongoing active participation in this process of working out in practise the general policy and purpose for the new hospital in terms of the hospital's role as well as appropriate limitation of services.

Note was also taken of the considerable constraints which have faced both the construction team and the hospital staff during this long period of transition, and appreciation was expressed to all concerned for their hard work and dedication during this time.

BD-22/83. Health Care for Board Appointees. The action already taken regarding the establishment of a basic health care clinic located in Kathmandu Valley for Board Appointees was welcomed. The trend towards UMN taking more responsibility for prophylactic and curative care was noted.

It was RESOLVED that this issue be further studied by UMN administration, with a view to rationalising the present situation, and also to seek to make available comparable basic health care facilities for all Board Appointees.

BD-23/83. Lalitpur Health Insurance Scheme. It was RESOLVED to commend the Lalitpur CPHCP for their pioneer work in this area of community motivation and experimentation in financing of primary health care delivery, and to encourage the UMN Health Services Board in their continued effort to make the program viable and appropriate, with possible extension also to other UMN community health programs.

BD-24/83. Patan Urban Area Expansion of CPHCP. A request has been received for UMN cooperation with local town administration and the HMG/N Health Ministry in primary health care activities reaching out from two health posts in Patan Urban area.

It was RESOLVED to ask UMN Health Services Board to continue the exploration of actual need, and to discuss the findings, in the light of UMN policy statements for health care (giving priority to the poor and deprived groups, particularly in rural areas), and also in the light of the role and function of the new Patan Hospital.

BD-25/83. Financial Needs of UMN Health Projects. It was noted again that UMN hospitals have accepted a policy of controlled growth and limitation of services to appropriate levels. Within this context, the real need for continued subsidy to these hospitals from sources outside Nepal (as stated in the Report of the Commission on Institutional Implications in Health Care), was re-affirmed. This speaks of commitment to equal services for the poor.

The UMN is therefore justified in presenting this need to member bodies and funding agencies; also in seeking new ways of soliciting funds, which may be in combination with the funding of community health programs.

In approving the above finding of the small group, the Board further RESOLVED to request that the Health Services Board give attention to the questions raised by the ongoing need for subsidies for health services.

BD-26/83. Economic Development Group. Arising from discussion of the annual reports, the group brought the following points to the notice of the Board:

- a) A change in approach in some projects to a flexible community-based one was affirmed and appreciated;
- b) The remoteness of location of some projects which means vulnerability of staff to sickness and emergencies;
- c) Recruitment of national staff who share UMN's approach to community development should be emphasised;
- d) The need for adequate administrative support for first-term rural development workers, especially agriculturalists working in community development projects;
- e) High priority should be given by UMN projects to community ownership in considering the establishment of turbine-run mills and similar appropriate technologies;
- f) The omission of the two community-owned mills from the evaluation of the DCS Small Turbine & Mills Program is regretted;
- g) Maximum use should be made of the Rural Development Centre, especially in training in community motivation as a first step in economic development;
- h) In discussion on the possible adverse effect of competition in community-owned mills, the following concerns are expressed:
 - The need to link our Christian witness with our work;
 - Related but autonomous institutions should not have unlimited freedom of action; instead their freedom is conditioned by Christian principles;
 - Competition tends to benefit mill users by lowering prices, but it also threatens the viability of community-owned mills; on the other hand protection of such mills from competition may lead to inefficiencies and waste;
 - Provision for financing and staffing economic impact studies of mill installation in special situations should be made.These concerns are forwarded to the EDB for further discussion and action.

BD-27/83. UMN Involvement in Industrial Development. It was RESOLVED to affirm the UMN's continuing participation in industrial development in Nepal, and to urge that close attention be given to the following:

- a) That we keep an appropriate balance between industrial and rural development within the EDB;

- b) That we endeavour to establish companies which have a good chance of being self-sustaining under Nepali management and staffing; to achieve this priority should be given to having substantial Nepali involvement from the beginning;
 - c) That we endeavour to build Christian values into the structure and operation of the companies being established (eg. worker ownership of the share capital);
 - d) That we keep the goal of divesting UMN of the control of these companies at the earliest practical date clearly before us at all times.
- The Board will be given an annual update on tentative handover dates, along with progress made towards this end.

BD-28/83. Turbine Manufacturing Company. The proposed establishment of a turbine manufacturing company (Nepal Hydro and Electric Pvt. Ltd.), in cooperation with an outside turbine manufacturer, was discussed at length. In this context the group also reviewed the guidelines for joint ventures with foreign private enterprises, which were approved by EDB in 1982.

BD-29/83. Structural Changes. Further to the action in BD-7/82, it was reported to the Board that the steps taken towards the needed structural changes have been the strengthening of the Integrated Development Committee in terms of membership and assignment, and the establishment of Planning and Management Committees for all integrated projects in the Mission.

The Administration group had noted the appreciation of workers for the increased participation of local personnel and of expertise from other projects through the PMCs.

The Economic Development group encouraged the EDB to continue to search out new development models enabling authentic and realistic community participation in planning and management from the onset, recognising that this will be complex and difficult.

BD-30/83. Nepalisation. A revised policy paper on Nepalisation was presented, and discussed in several groups.

The Economic Development group affirmed the present philosophy, including the process of 'starting small' in the hope of maximising local participation from the beginning. Further, given the question of UMN identity and the probability that increase in Nepali staff and leadership may mean a decrease in expatriate participation and control, and thereby possibly a decrease in funds committed to the projects and programs by some agencies, it was recognised that this poses serious tensions and may be a slow process.

It was suggested that charts be made showing the progress of Nepalisation as is done now in terms of personnel statistics and finance.

OTHER MATTERS

BD-31/83. Preliminary Budgets for 1984. The summary pages of the preliminary budgets for 1984 were reviewed and noted. These have already been accepted by the Finance and Executive Committees, with recommendations as found in FC(1)-3/83 and EC(1)-3/83.

BD-32/83. Appointment of Executive Director. The recommendations of the Executive Committee were discussed (EC(1)-37/83).

- a) To approve recommendations a), b) and c), noting that no further nominations were received within the allotted time;
- b) To authorise the Executive Committee to obtain a postal vote from the members of the Board, and to authorise appointment of a new Executive Director on a majority vote of two-thirds of those voting.

- BD-33/83. Workers' Conference 1982. Mr. Tom Wong, the Workers' Conference representative to the Board for the year 1982/83, reported on the Conference held in May 1982. It was a very happy and profitable time of fellowship and sharing, and the ministry of Rev. Theodore Williams was greatly appreciated. The main business items were noted. The Minutes of the Conference were found as Appendix 40 to these Minutes.
- BD-34/83. Andhikhola Project Agreement. The Board noted with real gratitude that the agreement between HMG/N and UMN had been signed on 5th June 1982, and that work is well under way in the project.
- BD-35/83. UMN Consultations. The Executive Director reported on consultations and visits held during the summer of 1982 in Europe and North America for member bodies and major donor agencies; also visits made to several Asian countries. It is hoped that an Australasian Conference may be arranged for early 1984.
- BD-36/83. Shanta Bhawan/Patan Hospital Transfer. It was reported that closing ceremonies of Shanta Bhawan Hospital were held in October 1982 after 26 years of service in that location. The new Patan Hospital was formally opened by His Majesty the King in November. OPD was transferred to Patan that same week, and inpatients were finally transferred in March 1983.
- BD-37/83. Mahendra Bhawan School. It was further reported that Mahendra Bhawan Girls' School, founded by UMN, celebrated its 25th anniversary in December 1982 at a ceremony graced by Her Majesty the Queen.
- BD-38/83. UMN Film. The new film will be entitled "The Pipal Tree", and it is hoped that it will be available by the autumn of 1983. Appreciation is expressed for the very good working relationships with the film crew.
- BD-39/83. Long Term Plans. Updated copies of the Long Term Plans for the whole Mission were made available, and used for reference and discussion in most of the small groups.
- BD-40/83. Report from Nepal Christian Fellowship. The Chairman of the NCF gave a report on the present situation and activities, needs and opportunities in the country, and members of the Board received this with real interest and appreciation. This was followed by opportunity for questions and discussion.
- BD-41/83. Asianisation. It was noted with gratitude that the number of Asian workers (non-Nepali) in the Mission has risen from 9 a year ago to 16 at present. Twelve of these are sent and supported by their own churches.
- BD-42/83. Seminars. A seminar held in January 1983 on the subject of the Theology of Development, led by Rev. Vinay Samuel and Rev. Chris Sugden, has proved to be very helpful.
- This is a subject of ongoing study for the United Mission, and it is hoped that the same speakers will be available for the Workers' Conference in May 1984. Any members of the Board who would be free to attend that Conference would be welcome.
- BD-43/83. Address by Dr. Suresh Raj Sharma. The Board was privileged to be addressed by Dr. Suresh Raj Sharma, Member Secretary of the National Education Committee, during its final session. Dr. Sharma gave a very clear outline of many aspects of the situation and economic needs of the country of Nepal today, and suggested several ways in which the UMN could continue to participate. His clear insight into the situation was very helpful, and sincere appreciation was expressed to Dr. Sharma for taking the time and effort to spend this time at the Board Meeting.

BD-44/83. Voting Procedures by the Board. It was RESOLVED to request the Executive Committee to discuss a proposal that the Bye-laws be amended to state that matters of major policy voted on by the Board require a two-thirds majority of voting members for approval.

BD-45/83. Nominating Committee. A Nominating Committee had been elected as follows: Dr. M. Owen (Convenor), Rev. G. Grose, Rev. J. Malm, Rev. P. Myers, Mr. T. Wong. On the recommendations received from this Committee, the new Executive and Finance Committees were elected.

BD-46/83. Executive and Finance Committees. It was RESOLVED to appoint the following members of these two Committees, to serve for the year 1983/84:

Executive Committee:

President:	Rev. Paul Kniss
Vice President:	Miss Janette Cowan
Other members:	Mr. Leo Huostila
	Miss Pauline Brown
	Rev. Ingemar Berndtson
	Rev. Neil McVicar
	Rev. Newton Thurber
	Dr. Alan Cole
	Rev. Graeme Jackson

Finance Committee:

Chairman:	Mr. Leo Huostila
UMN President:	Rev. Paul Kniss
Other member:	Rev. Neil McVicar

BD-47/83. Dr. Chandran Devanesan. The Board noted the fact that God called Dr. Devanesan to Himself in December 1982. His contribution to and interest in the work of the UMN through participation in the Board and Executive Committee, and to the broader Christian community, was greatly appreciated. We commend his wife and family to the Lord.

BD-48/83. Appreciation. Sincere appreciation was expressed to Rev. Eric Gass for his leadership of the Mission as President and Chairman of the Board over the past two years.

A vote of gratitude was also extended to the Executive Director and the many people involved in the preparations for and smooth running of the Board in many ways, including the services of the Blue Star Hotel.

BD-49/83. Dates of Meetings. The dates for coming meetings were set as follows:

Executive Committee extraordinary meeting:	5 August 1983
Finance Committee:	11 November 1983
Executive Committee:	13-14 November 1983
Finance Committee:	6-7 April 1984
Executive Committee:	9-10 April 1984
Board of Directors:	10-13 April 1984

There being no further business, the meeting was closed with prayer.

Minutes of the

UMN EXECUTIVE COMMITTEE MEETING

held in Kathmandu, 19-20 April, 1983

The meeting of the Executive Committee was held for two days at the UMN Headquarters, Kathmandu. The morning sessions were opened with devotions led by Rev. P. Kniss and Rev. E. Gass.

Roll Call. Members were present as follows:

President:	Rev. E. Gass
Vice President:	Rev. P. Kniss
Other members:	Miss J. Cowan
	Rev. G. Grose
	Rev. J. Malm
	Rev. E. Campbell
	Mr. L. Huostila
	Miss P. Brown
	Rev. B. Murison
Ex-officio:	Mr. C. Johansson, Executive Director
	Mr. E. Wennemyr, Treasurer
	Mr. R. Clark, Education Secretary
	Mr. A. Schlorholtz, Economic Development Secretary
	Miss J. Hyland, Health Services Secretary
	Miss C. Evans, EB representative
	Mr. W. McCaslin, EDB representative
	Dr. B. Gsellman, HSB representative
Co-opted:	Mr. A. Kammensjo, Assistant EDS

Agenda. The agenda was adopted as presented by the Executive Director, with the addition of several items.

EC(1)-1/83. Confirmation of Minutes. The minutes of the meeting held on 11-12 November 1982 had been circulated to all members. It was RESOLVED to accept and approve these as accurate.

ANNUAL REPORTS AND FINANCIAL STATEMENTS FOR 1982

EC(1)-2/83. Annual Reports and Financial Statements. These had been circulated to members before the meeting for their perusal. The Executive Director, Treasurer and Functional Secretaries summarised the highlights verbally at the meeting. It was RESOLVED to forward the reports and statements to the Board of Directors for final acceptance, as listed in BD-5/83.

The notes and explanations given on statements were found to be very helpful. It is understood that Functional Secretaries will bring particular needs for personnel and finances to their small groups at the Board.

PRELIMINARY BUDGETS FOR 1984

EC(1)-3/83. Preliminary Budgets for 1984. These were presented for all projects, and circulated to members before the meeting. The comments of the Finance Committee were also received, as found in FC(1)-3/83. After discussion, it was RESOLVED to accept and approve the preliminary budgets, with the following specific actions:

- a) Language and Orientation Program: The recommendation of the Finance Committee was noted, and the matter forwarded to the Administration group of the Board for further discussion.
- b) New Programs: It was noted that the following are new programs within already approved projects, and the new budgets were approved, with verbal explanations/preliminary plans:
 - Language Consultant Program, Education Service Office, Kathmandu
 - Patan Urban Health Care Program, to be a part of CPHCP, Lalitpur
 - Madhubasa Research Program
 - Bhailatar Irrigation Scheme, Nawal Parasi Hills Development Project
 - Irrigation Development Program, Andhikhola Project (also 1983)

OTHER FINANCE AND BUSINESS MATTERS

- EC(1)-4/83. UMN Financial Year. It was RESOLVED to recommend to the Board of Directors:
- a) That the UMN financial year be changed to mid-July (1 Shrawan)
 - b) That this take effect from mid-July 1984
 - c) That administration be authorised to prepare for this in the presentation of reports and statements, plans and budgets without waiting for the Bye-law amendment to be made in April 1984.
- EC(1)-5/83. Terminology and Use of Accounts. The changes outlined in FC(1)-9/83 were noted, and it was RESOLVED to endorse this action.
- EC(1)-6/83. Jumla and Patan Project Funding. Following a time of great shortages in funding for both projects, it was noted with deep appreciation that funds are now available for the immediate future in Jumla, and probably available to complete the building at Patan Hospital.
- EC(1)-7/83. Provident Fund Policy Amendments. It was RESOLVED to approve the following amendments in the Provident Fund Policy:
- Para 11: (new) to read - "UMN shall be allowed to cover any outstanding debts of an employee at the time of repayment of Provident Fund Balance, by deduction from that payment."
- Para 13: Loans: para a) to read - "Loans from the Provident Fund may be given if it is assessed to be an investment for the future good of the employee (and his family where applicable). Examples of such investments are: purchase of land or house, construction or improvement of house belonging to the employee, education, investment in cattle."
- EC(1)-8/83. Cost of Living Index. It was RESOLVED to approve:
- a) An expenditure of about 15% inflation factor to be authorised on total salaries for the year from mid-July 1983;
 - b) The Coordinating Committee to be authorised to distribute the available amount between the different personnel categories.
- EC(1)-9/83. Funds for Recurring Projects. The action of FC(1)-8/83 was noted, and request made that this be forwarded to the Administration and Health Services groups of the Board for further discussion, together with approved policies on the matter of support to hospitals. It was noted that for the most part the grants requested represent 11-13% of the expenditure budgets of the hospitals, and that some of the funds needed are already guaranteed.

EC(1)-10/83. Finance Committee Minutes. The other actions of the Finance Committee, held on 15th April 1983, were noted. It was RESOLVED to approve all of these.

PERSONNEL MATTERS

EC(1)-11/83. New Board Appointees who have arrived since the last meeting:

Richard & Vivienne Fletcher	Tanja Storm
Jeanette Hyland	Kima & Vani Tochhawng
Mel & Betty Meyers	Muriel Twinem
Nancy Molin	Phebe Uy
Tove Madsen	Vanlal & Sangi
David Payne	Ben & Coby van Wijhe
Jeff & Suzanne Rollins	John & Wanda Watkins
Gordon Russell	
John & Jean Sibley	(Ad & Karin Breedveld)

EC(1)-12/83. New Board Appointees expected (already accepted):

Rune & Elisabeth Emmanuelsson	Craig & Lori Rolwood
Amy Fletcher	Ginger Stokely
David & Ann Heuft	Dave & Mary Thoresen
Robert & Denise Judge	Maarten van den Dool

EC(1)-13/83. Board Appointees who have returned from furlough since the last meeting:

Jacky Brown	Mary Nichol
Odd & Tullis Hoftun	Ed & Edna Mae Shields
Michi Maeda	Louise Russell
Lionel & Alison Mackay	Ken & Margaret Webster
Margaret McCombe	

EC(1)-14/83. Board Appointees expected to return before the next meeting:

Bob & Hazel Buckner	Del & Bev Haug
Allan & Iris Davies	Bucky & Carole Sydnor
Cliff & Chris Eaton	Glenys Walker
Mary Grimes	Frank & Anita Younkin

EC(1)-15/83. Board Appointees who have left since the last meeting:

Rick Allen	Tor & Sigrun Mogedal
Howard & Betty Barclay	Klara Pedersen
Gudrun Bonnedal	George Sanneman
Gunnel Borg	Paul & Claire Spivey
Dieter & Hanne Buder	Bob & Phyl Wallace
Archie & Huldah Fletcher	Frank & Anita Younkin
Mary Grimes	
Alisdair & Heather Gourlay	
Anna-Liisa Jokinen	(Sue Armstrong)
John & Jacquee Larsen	(Laura Brubaker)

EC(1)-16/83. Member bodies with personnel in other work in Nepal:

United Presbyterian Church: Deanna Wagoner, Kathmandu.
World Concern: Dr. Won-hee Kang, Pokhara

EC(1)-17/83. Resignations: Resignations have been received from the following personnel who have already left on furlough and have been welcomed to return. It was RESOLVED to accept these resignations with regret, and to encourage these people to re-apply if and when they are able to return to Nepal:

Joyce Brown	David & Joan Moller
Warwick & Annette Britton	Dale Nafziger
Bjorn & Hanne Brekke	Glyn & Frankie Phillips
Edna Clysdale	Larry & Karen Wiebe
Mike Francis	

EC(1)-18/83. Termination of Service. It was noted that the following have or will soon terminate their service in Nepal, and RESOLVED to thank them for their work in the UMN:

Ron & Anne Pressley, teacher, ALC
Tom & Suzanne Fell (direct appointees with WBS),
anaesthesiologist

EC(1)-19/83. Board Appointees leaving indefinitely. The following people will be leaving Nepal without definite plans to return in the near future. It was RESOLVED to thank them for their service, and to encourage them to re-apply if and when they are free to come back to Nepal in the future:

Lil Lewis, hostess, WMPL USA
Kathy Crombie, nurse, BMMF Int.
Martin & Angelika Dietz, food technologist, Gossner
Mary Eldridge, gynaecologist/obstetrician, BMMF Int.
John & Jacquee Larsen, engineer, World Concern

EC(1)-20/83. Board Appointees leaving on furlough. It was noted that the following people will be leaving on furlough and expect to return within at least two years. It was RESOLVED to thank them for their service, and to welcome their return to Nepal at the end of furlough:

Rick Allen, doctor, PCC
Larry & Phyl Asher, teacher, UMC
Joy Carter, hostess/teacher, RBMU
Peder & Ulla Ericsson, electrician, Orebro
Carol Evans, teacher, CMS UK
Pat & Janet Fulks, lab. technician, BMMF Int.
Bob & Sharon Gsellman, physician, LCA
Gary & Pat Hafvenstein, engineer, WMPL USA
Norman Holbrook, agriculturalist, UCC
Andy & Cindy Hinkle, engineer, CSC
Kirsti Kormu, nurse, FCF
Maija Koski, nurse, FMS
Adriaan & Josein Los, building supvr., BMMF Int.
Audrey Maw, nurse, BMMF Int.
Ann Matthias, social worker, BMS
Susie Merry, nurse, BMMF Int.
Florence Martin, business manager, CMS UK
Peter & Mary Quesenberry, veterinary surgeon, W. Con.
Al & Peggy Schlorholtz, sociologist, UPC
Dick & Marcia Smith, linguist, UPC
David & Mary Stengel, physician, W. Con.
Kathy Witherington, internist, W. Con.

- EC(1)-21/83. Richard & Glenys Gijsbers, forester, offered by BMMF Int. It was RESOLVED to accept the services of Richard & Glenys Gijsbers, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-22/83. Gene & Jane Glassman, linguist, offered by UPC. It was RESOLVED to accept the services of Gene & Jane Glassman, with thanks to God and to their sending Mission.
- EC(1)-23/83. Gerhard Honold, agricultural engineer, offered by GM. It was RESOLVED to accept the services of Gerhard Honold, with thanks to God and to his sending Mission.
- EC(1)-24/83. Jeanette Hyland, nurse educator, offered by Australian Missionary Tidings. It was RESOLVED to accept the services of Jeanette Hyland, with thanks to God and to her sending Mission.
- EC(1)-25/83. Winnie Lau, business manager, offered by BMMF Int. It was RESOLVED to accept the services of Winnie Lau, with thanks to God and to her sending Mission.
- EC(1)-26/83. Per-Anders and Vivi-Anne Lindgren, forester, offered by OM. It was RESOLVED to accept the services of Per-Anders and Vivi-Anne Lindgren, with thanks to God and to their sending Mission.
- EC(1)-27/83. Stuart Little, dentist, offered by BMS. It was RESOLVED to accept the services of Stuart Little, pending receipt of satisfactory medical report, with thanks to God and to his sending Mission.
- EC(1)-28/83. Kin & Sue Liu, lab. technician, offered by BMS. It was RESOLVED to accept the services of Kin & Sue Liu, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-29/83. Jim & Louise Rotholz, carpenter, offered by BMMF Int. It was RESOLVED to accept the services of Jim & Louise Rotholz, with thanks to God and to their sending Mission.
- EC(1)-30/83. Ian & Sally Smith, doctor, offered by BMS. It was RESOLVED to accept the services of Ian & Sally Smith, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-31/83. Keith & Heather Smith, carpenter, offered by UCC. It was RESOLVED to accept the services of Keith & Heather Smith, with thanks to God and to their sending Mission.
- EC(1)-32/83. Martin & Elizabeth Smith, surgeon, offered by BMMF Int. It was RESOLVED to accept the services of Martin & Elizabeth Smith, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-33/83. John Studley, forester, offered by BMMF Int. It was RESOLVED to accept the services of John Studley, pending receipt of satisfactory medical report, with thanks to God and to his sending Mission.
- EC(1)-34/83. Henk & Gerrie Ymker, agriculturalist, offered by BMMF Int. It was RESOLVED to accept the services of Henk & Gerrie Ymker, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-35/83. Screening of New Candidates (Ref. EC(2)-36/82). It was noted that this matter is being studied, and will be brought to the Administration group of the Board for discussion.

- EC(1)-36/83. Personal Counsellor Post. It was RESOLVED that a third Personal Counsellor post be approved.
- EC(1)-37/83. Appointment of Executive Director. The Selection Committee Chairman reported that there is now a short list of two names for presentation to the Executive Committee. After considerable discussion concerning the lack of time to proceed in the normal way, it was RESOLVED to recommend to the Board of Directors:
- a) That members of the Board be given the opportunity of presenting further nominations, with full bio data and an assurance of the candidate's willingness to serve in the post if appointed, before 6 p.m;
 - b) That following this deadline, the names and bio data of candidates be circulated to member bodies and Board Appointees for their comments;
 - c) That a special meeting of the Executive Committee be held in July or August to consider the matter and choose one name for presentation to the Board;
 - d) That the decision of the Executive Committee be conveyed to members of Board by mail, and a correspondence vote be authorised.
- EC(1)-38/83. Appointment of Economic Development Secretary. On the recommendation of the Economic Development Board, it was RESOLVED to re-appoint Al Schlorholtz to the post of Economic Development Secretary for a further three year term, with gratitude for his leadership in this position.
- EC(1)-39/83. Appointment of Personnel Secretary. It was RESOLVED to re-appoint Betty Young to the post of Personnel Secretary for a further three year term.
- EC(1)-40/83. Appointments to Functional Boards. It was RESOLVED to appoint the following persons to serve on the Functional Boards for the year 1983/84 as the two voting members not serving under those Boards:
- | | | |
|------|-------------------------|--------------------|
| HSB: | Mr. Daftan Sada, | Miss Barbara Walsh |
| EB: | Dr. Rajendra Rongong, | Fr. Jim Dressman |
| EDB: | Mr. Bir Bahadur Khawas, | Dr. Bill Hawes |

OTHER MATTERS

- EC(1)-41/83. UMN Involvement with Foreign Firms. (Ref. EC(2)-60/82) It was noted that this matter had been referred to the Industrial Development PMC, and the following resolution passed by the EDB on the recommendation of the ID PMC:
- "Any expatriate staff sent to work in Nepal by the foreign parties must be in sympathy with UMN's policies, goals and objectives."
- EC(1)-42/83. Visit of Dr. Marjory Foyle. Dr. Foyle had spent three months working with the UMN expatriate and national staff, and had submitted a report which is being summarised for member bodies. The health care of staff and screening of candidates are two matters arising from this report which will be referred to the Board of Directors.
- EC(1)-43/83. Bye-law Amendment. It was RESOLVED to approve the recommendation of the following amendment to the Board, as this was circulated to members two months before the meeting:
- Bye-law V,A,3,e, second para, last sentence to read:
- "The nomination by the Executive Committee will be circulated to Board Appointees for comment prior to presentation to the Board."

EC(1)-44/83. Membership in Vellore Association. Following discussion it was
RESOLVED:

- a) To seek advice on whether or not the UMN is allowed to be a member of the Associations in Vellore and Ludhiana; and if so,
- b) To pursue the possibility of joining for the purpose of sponsorship of Nepali students to study medicine at these Colleges.

EC(1)-45/83. Nepalisation. For clarification it was RESOLVED to approve the following explanations of the policy on Nepalisation:

- a) The last paragraph of the policy paper is intended to mean that member bodies may support an individual Nepali through the UMN, preferably anonymously, but should be discouraged from direct personal dealings with and payment to the Nepali involved.
- b) It is the policy of the UMN to train and hand over positions and responsibilities to Nepalis, and then to move on to new opportunities rather than to leave the country.

EC(1)-46/83). Tributes.

- a) Rev. Eric Gass paid tribute to Dr. Chandran Devanesan who died in December 1982. He was well known in many circles for his sensitivity, his educational outreach, his development of communities, his friendships with people of many faiths. His contribution to the work of the Executive Committee was very much appreciated.

- b) Several members of the Executive, who have served for three years consecutively and will be leaving the Committee, were thanked for their good service, interest and help through these years.

EC(1)-47/83. Dates of Meetings. It was agreed to leave these to be settled at the Board meeting.

There being no further business, the meeting was closed with prayer.

FINANCE COMMITTEE MEETING

Held in Kathmandu, Nepal 15th April 1982

The Finance Committee met for one day in the Board Room at UMN Headquarters. Rev. J. Malm opened the meeting with devotions.

Roll Call.

President of UMN: Rev E. Gass (absent; replaced by Vice-President, Rev. P. Kniss)

Chairman of Finance Committee: Rev. J. Malm

Other member: Rev. G. Grose

Ex-officio members: Mr. Carl Johansson, Executive Director
Mr. Erling Wennemyr, Treasurer
Miss Jeanette Hyland, Health Services Secretary
Mr. Richard Clark, Education Secretary
Mr. Al Schlorholtz, Economic Development Secretary

Co-opted: Mr. Anders Kammensjo, Assistant EDS
Miss Betty Young, Secretary

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

FC(1)-1/83. Confirmation of Minutes of 8th November 1982. The Minutes of the previous meeting were approved and confirmed as accurate, with the following amendment for clarification:

FC(2)-16/82: "...the transfer of BPF shares from UMN to BTI will be....."

FINANCIAL STATEMENT FOR 1982

FC(1)-2/83. Financial Statements for 1982. The Financial Statements for 1982 for all projects and programs, UMN Treasurer and the Provident Fund were received and noted, with sincere appreciation for their clear presentation and the work represented by these different projects and people.

It was RESOLVED:

- a) To accept these statements and to forward them to the Executive Committee and Board for action and approval.
- b) To note with gratitude the final credit balance for the year in the general recurring fund of Rs.977,692, and to authorise that this be transferred to the Accumulated Fund.

Further noted that the STMP balance is kept separately for that program in view of the possibility of its being formed into a Private Limited Company needing working capital.

PRELIMINARY BUDGETS FOR 1984

FC(1)-3/83. Preliminary Budgets for 1984. The preliminary budgets for 1984 for all projects and programs were studied. It was RESOLVED to forward these to the Executive Committee for approval, with the following specific recommendations:

a) Language and Orientation Program. In view of the rising costs of the LOP, it was recommended that the standard of the Program be maintained, but that administration be requested to try to find resources to partially subsidize the budget, and to report back to the next meetings of the Finance and Executive Committees.

b) That the plans and budgets for the following new programs or expansion of existing programs for 1984 be approved:

- Language Consultant Program
- Patan Urban Health Care Program (note that some preliminary work will begin in 1983)
- Madhubasa Research Program
- Bhailatar Irrigation Scheme

FC(1)-4/83. UMN Financial Year. It was RESOLVED to recommend to the Executive Committee and Board that the UMN financial year be changed to begin mid-July (1 Shrawan).

Further that this take effect from mid-July 1984, and that in preparation for this the presentation of reports and statements, plans and budgets, be adjusted as appropriate.

FC(1)-5/83. Cost of Living Index. In order to make necessary COL adjustments in salaries from mid-July 1983, it was RESOLVED to recommend that:

- a) An expenditure of about 15% inflation factor be authorised on total salaries for the year from mid-July 1983;
- b) The Coordinating Committee be authorised to distribute the available amount between the different personnel categories.

FC(1)-6/83. Per Capita Grant for 1984. It was RESOLVED to recommend that the amount set by the Board for the per capita grant for 1984 be kept at \$800, as it appears clear from the budgets that this amount will meet administrative and support expenses. No allocations are now made to the project work from the per capita grants.

FC(1)-7/83. Supplementary Budgets for 1983. It was RESOLVED to approve supplementary budgets for the following:

- a) Patan Hospital recurring budget (Appendix 41)
- b) Palpa Project Community Health Program (Appendix 42)
- c) Palpa Project, hospital deras (Appendix 42)
- d) Butwal Area, guesthouse extension - Rs. 700,000 preliminary budget to be authorised, and detailed plan and budget to be submitted and approved later; to be funded outside per capita funds
- e) Andhikhola Irrigation Development Program (Appendix 43)

FC(1)-8/83. Funds for Recurring Budgets. It was agreed that in order to solicit funds needed to meet grants for recurring funds in the projects, a letter be sent to all member bodies and selected donor agencies, with emphasis on health services project needs. The background should be explained, the need, the approved policies, the strong link with CHPs, the fact that it is an on-going need; and maybe the accompaniment of photos or other publicity material.

FC(1)-9/83. Terminology of Funds. It was RESOLVED:

- a) To combine the present Accumulated and Missionwide Capital funds into one, and that this be known as Missionwide Capital.
- b) To refer to the other main budgets/funds/financial statements, as:

- Administration Recurring accounts (administration and support for UMN personnel, funded by per capita grants)
- Project Recurring accounts (for daily operation of projects and programs other than those funded by 'Program Funded' grants)
- Program Funded account (for projects and programs which get all their funds from particular donors)
- UMN Undesignated Fund (with the Treasurer, for use in any projects as authorised)
- Missionwide Capital (working capital and other reserves)

- FC(1)-10/83. Transfer of Interest. It was RESOLVED to approve that interest amounting to Rs.201,145 accumulated on loans given by UMN be transferred into the Undesignated Fund.
- FC(1)-11/83. BEW Shares. It was RESOLVED to approve recommended action as follows:
- a) That BPC invest Rs.500,000 cash in BEW as share capital (justified by the close relationship between BPC and BEW in undertaking the Andhikhola work).
 - b) That BTI convert part of its longterm loans to BEW into share capital, the actual amount depending on whether UMN can obtain the approved Rs.1,500,000 and how much is needed to preserve the BTI majority in BEW.
 - c) That the authorised and issued share capital of BEW be increased to accommodate the above.
- FC(1)-12/83. Work of Auditor. The Treasurer reported that the present Auditor is carrying out his work very effectively in the Mission. A new auditor will be needed to replace him. The 1982 accounts of the Treasurer and Headquarters Project have been audited.
- FC(1)-13/83. Cash Handling Procedures. Arising out of audits for several years past, it is realised that cash handling procedures need to continue to be tightened up in many projects. The Treasurer has circulated basic measures to be followed, and these were noted.
- FC(1)-14/83. Funding for Jumla and Patan. It was noted with very real gratitude that large and small amounts have been given or promised to both projects, and others are being negotiated. This means that both projects are in a much better financial position now than they were a few months ago.
- FC(1)-15/83. Financial Results for 1982 for BTI and Butwal-related Companies. These were noted, with explanations, and it was felt that most of the organisations are progressing well.
- FC(1)-16/83. UMN Film. Half the costs have been paid, and a request for contributions from member bodies sent out. Some gifts have been received towards the making of the film.
- FC(1)-17/83. Appreciation. The Committee expressed its gratitude to Rev. Jean Malm for his leadership and chairmanship over the past two years, which has been very much appreciated.
- FC(1)-18/83. Coordinating Committee Actions. The Minutes of the executive actions taken since November were circulated and noted. These were accepted and approved, and are appended for record.

COORDINATING COMMITTEE ACTIONS

1) BANK ACCOUNTS

- a) CCE-2/83. DCS Bank Account, Calcutta. It was RESOLVED to change the signatories of the United Mission Development and Consulting Services bank account in Grindlays Bank, PLC, 29 Netaji Subhas Road, Calcutta. The new signatories to operate the account are: Treasurer (presently Erling Wennemyr); DCS Director (presently Kenneth Webster); DCS Business Manager (presently Rudra Bahadur Chhetri); John Finlay; Trevor Durston; Kul Prasad Gautam; and any two of the above signing jointly.
- b) CCE-3/83. Pokhara Project Bank Account. It was RESOLVED that the account No. 76 at the Nepal Bank, Pokhara, be closed, and a new account be opened in the name of the Pokhara Project, to be operated by any two of the following signing jointly: Stuart Clark, Dilli Raj Devkota, Ann McConkey, David McConkey, Erling Wennemyr.
- c) CCE-7/83. Gorkha Project Bank Account. It was RESOLVED to approve the opening of a new account in the name of the UMN Gorkha Project at the Nepal Bank, Thadi Pokhari Branch, to be signed by any two of the following signing jointly: Medical Superintendent, CHP Director, Business Manager and UMN Treasurer.
- d) CCE-8/83. Andhikhola Project Bank Account. It was RESOLVED to approve the opening of a new account in the name of the United Mission to Nepal Andhikhola Project at the Rastriya Banijya Bank, Galyang Branch, to be operated by any two of the following signing jointly: Duane Poppe, A.G. Dhital, Kenneth Brookes, Erling Wennemyr, David Cooke.
- It was further RESOLVED to approve the closing of the Andhikhola Project Account No. 362 in the Nepal Bank, Walling Branch.

2) SUPPLEMENTARY BUDGETS FOR 1982/83

a) CCE-69/82. Supplementary Budgets for 1982.

i. Gorkha Area:

Information was received that a total of Rs.23,000 has been spent on repair of housing for expatriates over and above the budget. It was RESOLVED to approve a supplementary budget for this amount.

ii. RDC, Pokhara:

It was RESOLVED to approve the opening of guesthouse bedrooms in Pokhara bazar, primarily for those in Pokhara on job assignments, and only to be used for holiday guests if there is room available.

Further to approve a budget of:

Annual rent	4,320
Equipment	6,000

b) CCE-1/83. Supplementary Capital Budgets for 1983.

It was RESOLVED to approve the following supplementary capital budget items:

i. RDC, Pokhara: English typewriter	8,000
ii. Headquarters: Electric typewriter	20,000
Wheelbarrow & 2 trolleys for truck	2,000
Incinerator, Fairlawn	3,800
Electric device for water pumps, Salyan House & Fleming House	3,500

c) CCE-11/83. Supplementary Budgets for 1983.

It was RESOLVED to approve the following supplementary budgets for 1983:

Education Service Office, furniture	1,000
Madhubasa activities booklet	10,000
Butwal guesthouse beds	5,000
HSSP: Drug Store, additional for typewriter	5,500
Maintenance, additional for filing cabinet	2,000
Nursing Campus, generator	10,000
Gorkha CHP, additional for duplicator	2,500
Palpa: Hospital - Dental Program	8,300
additional for salaries	30,900
Capital - adjustable theatre table, addnl	20,000
Gastroscope	15,000
Eystoscope/resectoscope	20,000
duplicator	8,500
stabilizer (on recommendation of HSS)	14,000
Nawal Parasi Hills Project, addnl for 1983	38,000
DCS, STMP, additional income and expenditure expected	

3) SUPPLEMENTARY GRANT FOR 1983.

a) CCE-70/82. Supplementary Capital Grants for 1982.

It was RESOLVED to approve the following grants from the UMN Undesignated Fund:

i. Gorkha Area: Repair of houses	23,000
ii. RDC, Pokhara: Guesthouse equipment	6,000

b) CCE-12/83. Supplementary Capital Grant for 1983.

It was RESOLVED to approve a grant from the Undesignated Fund to:

Education Service Office, furniture	1,000
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4) EMPLOYMENT & SALARY MATTERS

a) CCE-6/83. Revision of Employment Policy, Salary Scale, Provident Fund, and Medical Insurance Plan.

It was noted that many smaller and some larger amendments have been made, including the revision of the salary scale as approved in principle by FC and EC in November 1982. It was RESOLVED to approve these, and to present the total revised documents to FC and EC for information and any discussion desired.

b) CCE-13/83. Salary Scale. It was RESOLVED to approve the following addition to the Salary Scale:

Grade 8: Agriculturalist, with B.Sc.

- i. During the six months probation period the employee will be given grade 7 salary, but the Project Allowance for grade 8. On completion of the probation period and a satisfactory evaluation of work, he/she will be put onto grade 8 basic salary.

ii. The Project Allowance -

1. Is a stated amount, but not a percentage of basic salary
2. Replaces all other allowances and overtime
3. Will be paid whether the employee is in the field or temporarily in the office

iii. The amount of Project Allowances are:

Category A	(still to be worked out)	
" B	(near roads and bazars)	- Rs.450 per month
" C	(in remote areas)	- Rs.670 " "

5) TRAVEL COSTS

a) CCE-4/83. Duty Travel Refunds on Motorcycles.

It was RESOLVED to alter the rate of refund on duty travel for the use of motorcycles, to the following:

- .60 p. per km. on long distance travel
- .76 p. per km. on local travel

b) CCE-9/83. Cost of Travel to PMC Meetings.

It was RESOLVED to approve that any Project holding its own PMC meeting will pay for the travel of all delegates to that PMC meeting, and other costs involved.

c) CCE-10/83. Travel of Project Directors to FB Meetings.

It was agreed to approve that Project Directors attending FB meetings to represent their own projects be reimbursed for travel by that project. Those attending FB meetings in any other capacity will claim costs from the Duty Travel account.

6) RENT ALLOWANCES

a) CCE-14/83. Rents for Kathmandu Valley.

It was agreed to approve the following rental ceilings for UMN personnel in the Kathmandu Valley:

Singles	Rs. 950
Couples	1,150
Couples with 1 child; or 2 singles	1,350
Couples with 2 or more children	1,650

7) CURD FUND

a) CCE-5/83. CURD Fund.

On the recommendation of the IDC, it was RESOLVED to close the CURD Fund account, and to transfer the balance in hand to the Undesignated Fund.

UNITED MISSION TO NEPAL

Board of Directors Meeting, 1983

S C H E D U L E

Tuesday, 19th April

- 6.00 p.m. Dinner at Blue Star Hotel
Adjourn to the Board Room for the evening session.
7.00 p.m. Schedule of membership and Roll Call
7.10 p.m. Bible Study, Mr. Michael Roemmele
Orientation Session (see Agenda)

Wednesday, 20th April

- 8.30 a.m. Bible Study
9.15 a.m. Brief discussion on group process, followed by small group discussions
10.30 a.m. Coffee break
10.45 a.m. Small group discussion
1.00 p.m. Lunch at Blue Star Hotel
2.00 p.m. Small group discussions
4.00 p.m. Coffee break
4.15 p.m. Plenary session
6.00 p.m. Meeting closes

Thursday, 21st April

- 8.30 a.m. Bible Study
9.15 a.m. Small group discussion, with coffee break at 10.30 a.m.
1.00 p.m. Lunch at Blue Star Hotel
2.00 p.m. Plenary session, with coffee break at 4.00 p.m.
6.00 p.m. Meeting closes

Friday, 22nd April

- 8.30 a.m. Bible Study
9.15 a.m. Small group discussion, with coffee break at 10.30 a.m.
1.00 p.m. Lunch at Blue Star Hotel
2.00 p.m. Plenary session, with coffee break at 4.00 p.m.
6.00 p.m. Meeting closes

B

TO: DELEGATES TO THE UMN BOARD OF DIRECTORS, 1983

We warmly welcome your participation in this Board Meeting, and your interest and fellowship with us in the work of the United Mission to Nepal.

Enclosed you will find a schedule of meetings. Your host/hostess will be able to help you with matters concerning meal times, transportation to the meetings, etc. If you are not sure about details, please do not hesitate to ask UMN members.

TIMING AT MEETINGS

We would request all delegates to be prompt, and to try to arrive at the meeting hall five minutes ahead of the scheduled times for meetings to begin. Please also make an effort to move without delay to the coffee table and back to the next session.

NEPALI CURRENCY

Travellers cheques may be cashed legally at the Blue Star Hotel Office. Also, a UMN cashier will be available to take payment for tickets ordered by UMN on Wednesday, Thursday and Friday mornings at coffee break. The UMN office is not allowed to cash any personal or travellers cheques.

OUTWARD BOOKINGS

If you have requested the purchase of any tickets, please pick them up from the UMN Cashier at the Blue Star Hotel and pay for them on Wednesday morning at coffee break.

You should be sure that your outward bookings are confirmed at least 72 hours before your departure date. If you want help with this, please give a written request and the ticket to the UMN Cashier at the Blue Star on Wednesday morning at coffee break.

MEALS AND CHARGES

For those staying in the UMN guesthouses or private homes, there will be a flat rate charge of Rs.40/- per day, applicable during the period 19 - 23 April, (and appropriate earlier dates for members of Executive and Finance Committees). We would request you to kindly remit the total amount to your host/hostess before you leave. There will be no reduction for any meals eaten elsewhere.

If you are staying in Kathmandu before or after this period, the charge will be Rs.80/- per day per person. This is the normal rate, and the reduced amount only applies to the period of the official meetings.

On Tuesday evening, 19th April, dinner will be provided at the Blue Star Hotel, and also lunch on Wednesday, Thursday and Friday, for Board members.

PRACTICAL MATTERS

If you have questions about practical matters or things you wish to do, particularly during the days of the Board, please ask any of the hostesses at the meetings, who will help you or refer you to the correct person who can give assistance.

NAME TAGS

It would be appreciated if you would please wear your name tag during the meetings. It helps our new members and all of us to get to know one another more easily if this identification is readily seen.

TRANSPORTATION

This will be arranged for those in the Patan area if necessary at the beginning and end of each day's sessions.

UMN BOARD OF DIRECTORS MEMBERSHIP

April 1983

A) Member Body representatives:

American Lutheran Church: None
Assemblies of God: None
Baptist Missionary Society: Rev. Neil McVicar, Rev. Geoff Grose
BMMF International: Mr. Michael Roemmele, Miss Janette Cowan, *Paul Arnold*
Christian Church (Disciples): Rev. Eric Gass
Church Missionary Society, Australia: Dr. Alan Cole, Miss Ruth Judd
+ Church Missionary Society, UK: Mr. Malcolm Warner
Church of North India: None
Church of South India: None
+ Committee for Service Overseas: Mr. Kurt Kaiser, Mr. Heinz Klein
Danish Santal Mission: None
Darjeeling Diocesan Council & Church of Scotland: Rev. Bill Murison
Finnish Missionary Society: Mr. Paavo Kilpi, Mr. Leo Huostila
Free Church of Finland: Mr. Olavi Vesalainen
Gossner Mission: Mrs. Barbel Barteczko, Mr. Martin Dietz
Japan Antioch Mission: Rev. Minoru Okuyama
Japan Overseas Christian Medical Cooperative Service: Mr. Tsunegoro Nara
Lutheran Church in America: Dr. Mark Steinhoff
Mennonite Board of Missions: Mr. Paul Kniss, Mr. Paul Miller
+ Mennonite Central Committee: Mr. Paul Myers, Mr. Bert Lobe
Methodist Church: Rev. Graeme Jackson
Orebro Mission: Rev. Ingemar Berndtson, Rev. Jean Malm
+ Presbyterian Church in Canada: Miss Pauline Brown, Mr. Glen Davis
Presbyterian Church in Ireland: Rev. Terry McMullan
Presbyterian Church Synod, Mizoram: Rev. Z.T. Sangkhuma, Rev. Lalsawma
Regions Beyond Missionary Union: Dr. Margaret Owen
Swedish Free Mission: Mr. Ake Boberg, Mr. Billy Johansson
Swiss Friends for Missions in India & Nepal: None
Tear Fund: Mr. Adrian Slater
+ United Church of Canada: Miss Janet MacPherson, Miss Lynne Brennan
United Church of Christ, Japan: Mr. Ryohei Takatsu
United Methodist Church: Bishop Joseph Lance, Mrs. Elsie Pettibone
+ United Presbyterian Church: Rev. Newton Thurber, Rev. Ernie Campbell
Wesleyan Church: Miss Margaret Wright
World Concern: None
World Mission Prayer League, Norway: Dr. Sigrun Mogedal, Mr. Asbjorn Holm
World Mission Prayer League, USA: Mr. Jonathan Lindell

B) Nepal Christian Fellowship:

Two representatives *A. Rongon*

C) Ex-officio members:

Executive Director: Mr. Carl Johansson
Treasurer: Mr. Erling Wennemyr
Health Services Secretary: Miss Jeanette Hyland
Education Secretary: Mr. Richard Clark
Economic Development Secretary: Mr. Al Schlorholtz
Health Services Board representative: Dr. Bob Gsellman
Education Board representative: Miss Carol Evans
Economic Development Board representative: Mr. Walton McCaslin
Workers' Conference representative: Mr. Tom Wong

D) Co-opted members:

Leprosy Mission: Dr. N. M. Samuel
Assistant Economic Development Secretary: Mr. Anders Kammensjo

E) Observer:

NCCC, USA: Mrs. Constance Thurber

① Report of the Education Secretary, SXN. Olak.

- a) seconded teachers to HMG-schools
to 2 new schools teachers will be sent.
- b) non-formal education: 3 full-time-teachers
1 teacher working out a literacy-course
- c) teacher's-training: 2 teachers work in teacher training-institution.
- d) Jamba: 2 groups will have finished training in Jamba
- e) Phokara will become one of the 5 regional-school (Modellalule)
- f) scholarship
- g) Job-Pedant: takes to Abwesenheitsbildung
- h) new ERA-study about Goida

② Health Service Secretary,

- a) Polgar, Olalduja, camp P. P. -> aus med. r. m. Projektstudien integriert
- b) Naurat Parasi, Katiapur -> aus med. r. m.
- c) Datar - Hospital should become a community hospital for Katiapur (certain primary care)

③ Economic Development Secretary

- a) P.M.C. (Planning + Management Committee)
alle Projektleiter

④ Administration

- Finance
- Personal
- Relation to UMW-members
~ NCF

Nominierung des Executive Directors:

Vom Nominierungsausschuss hat 2 Personen ausgewählt, & 1 von ihnen wird im Sommer vom Executive Committee ausgesucht. Die UMW-Mitglieder müssen diesen schriftl. bestätigen.

[EDB]

Wednesday, 20. 4.

1. Annual report Debate: Soll im P.M.C. Hindi (vom Panchayat u. local people) beteiligt werden?

② Nawas-Parasi-District

NCF-ERA-Evaluation: Ziel: Evaluation v. Bildung-akt. Pr.

bei Auswertung des Projekts

- Ergebnis: Wartung des irrigation schemes muß verbessert werden
- 2. Auswertung des Kastrimen Programms auf Hygienenicht
- 3. Schüler sollen zum agriculture-Centre werden.

③ Sarkhet

hat entzogen.

④ Andhikola: Regierungsverhandlungen im Juni 82 abgeschlossen.

Reports in plenary session.

D

UMN BOARD OF DIRECTORS

19th-22nd April, 1983

A G E N D A

Tuesday, 19th April evening:

1. Schedule of Membership and Roll Call (ref. page C):

The UMN Board of Directors includes the following categories of members:

- a) Appointed representatives of member bodies (with voice and vote)
- b) Two representatives of the NCF (with voice and vote)
- c) Ex-officio members (with voice but no vote)
- d) Co-opted members (with voice but no vote)
- e) Observers (with no voice or vote).

2. Orientation:

- a) An overview of the meeting, including introduction to the small groups:
 - Education Secretary, Richard Clark
 - Health Services Secretary, Jeanette Hyland
 - Economic Development Secretary, Al Schlorholtz
 - Administration, Carl Johansson
- b) Appointment of the Nominating Committee *Raymond Owen*
- c) Clarification of the relation of small groups to the main sessions.

Wednesday, Thursday, Friday: Items for plenary sessions -

- 3. Confirmation of Minutes of the last meeting, 30 March - 2nd April, 1982
- 4. Acceptance of the 1982 Annual Reports and Statements
(see Pgs f/G attached and pages 1-222 of Board File).
- 5. Review of Preliminary Budgets for 1984 (Pages H - N attached)
- 6. Reports and Recommendations from small groups:
 - Administration
 - Education
 - Health Services
 - Economic Development

- 7. Appointment of Executive Director *schiff. werden Kandidaten an UMN-mem
bestgerichtet u. um Verabschiedung geladen*

Reports on Events of the past year

- 8. May 1982 - Workers' Conference (see Page 229 of Board file)
- May 1982 - Ardhikhola Agreement
- May/June 1982 - Consultations in Europe and North America
- October 1982 - Closing ceremonies of Shanta Bhawan Hospital
- November 1982 - Formal opening of Patan Hospital, and OPD
- December 1982 - 25th anniversary of Mahendra Bhawan School
- January 1983 - Theology of Development Seminar
- February/March 1983 - Shooting of new UMN Film, "The Pipal Tree"
- March 1983 - Total opening of Patan Hospital and closing of SBH
- January 1984 - Consultation in Asia

Donnerstag, 21.4.

1. DCS - Report (Kien Welke)

for the benefit of customers

STMP soll mit RDC u. den commun. des communica. bodies, +
community-owned mills zusammenarbeiten.

2) YDC + Companies

Ubergabe von Plywood Factory + andere Unternehmen:

1. UMN soll im industriellen Bereich bleiben.
2. Bolana zw. industrial + rural activities
3. jährlich muss ein Bericht darüber abgegeben werden, wie weit die Übergabe gedeihen ist.
4. In Zukunft soll ein Verbindung mit regional. Management geübt werden.
5. Der Christ. Geist (Christian witness) should been demonstrate in the business, e.g. Worker's ownership.

3. Nepal Hydro Electric Company

Sörensen + Fitma kauft sich eine Turbinenbau an.

- 4 Hydro-Power stations will be installed within the
3 next years by Sörensen-Firma
and other companies.
- Butwal Power Company will be the owner of the Finnish machines.
This new firm will ask the DCS for servicing
+ Butwal Engineering works for service.

Danger: DCS + Butwal Engen. works will be absorbed by the
new firm. (no freedom for serving the UNP-projects and
communities).

Freitag, 22.4.

Administration - report:

Board of Director: Vertretung von NCT durch ein Board of Director:
Executive Committee wählt 2 der Christen für Board of
Director (u. nicht mehr wie früher, daß NCT ihren Repräsentanten
ausgewählt hat).

Bewertung:

1. health-certificat, emotional-load-reports
2. profession, education, experiences, prof. references
3. ~~new~~ statement of faith: dazu wird v.d. UNP-Frage ausgeführt, Erfahrungen v. Patienten
4. Church-relationships kein Merkmal

per capita grant:

800 \$ pro Person

6900 Rs pro Person für language-course

Policy Matters

9. Proposed amendments to Constitution and Bye-laws:
 - a) Ratification of amendments to Constitution made in BD-15/82 (Const. VI, A and Const. VI, B).
 - b) Proposed amendments to UMN Bye-laws (see page 223 of Board file)
10. Fiscal Year of UMN
11. Long Term Plans : updated plans available for Board Members (BD-9/82)
12. Personnel charts (attached) and current priority needs
13. Report from Nepal Christian Fellowship
14. Report on Structural changes discussion (see BD-7/82 & EC(2)-43/82)
15. Asianisation
16. Nepalisation (see amended policy paper, Page 0 attached, & BD-8/82)
17. Community Development Seminar (see BD-9/82)
18. New Era Report on Education work in Gorkha District (see BD-26/82, and Page 225 of Board file)
19. Election of Executive and Finance Committees for the year 1982/83
20. Dates for next meeting

NCF

Executive
General Secretate of NCF

canon crusad

• fellowships - groups (40 people)

divd
Opan-dad o.g)

200 Mitgliedskirchen mit NCF (83)

1975: 1 Konferenz

1975: 4 Konferenzen

1982: 6 Konferenzen

ausarbeitung von Gleichdeklaren für NCF 1983:

9 people Executive Committee

2 n.c. + 7 church-elders

} election, April '83 of
executive committee

1130 people

7 Gemeinden sind NCF-Mitglieder

2 außerhalb NCF: Ganesha u. eine andere, also viele
Chine Gruppen sind außerhalb NCF

111.000 Rs - Budget 1983 (das Geld kommt nur von den regionalen
Gemeinden)

Training of Christian leadership for the church:

6 people have been taught outside

12.000 people 1983

UMN BOARD OF DIRECTORS

Small Group Membership

Administration Group

Mr. M. Roemmele - Chairman
Miss B. Young - Secretary
Rev. N. McVicar
Mr. B. Lobe
Rev. G. Jackson
Rev. J. Malm
Dr. N. M. Samuel
Rev. T. Sangkhuma
Mr. P. Miller
Rev. M. Okuyama
Miss R. Judd
Miss M. Wright
Mr. C. Johansson
Mr. E. Wennemyr
Rev. R. Karthak
Mr. A. Rongong
Miss W. Townsend

Economic Development Group

Mr. P. Myers - Chairman
Mr. T. Wong - Secretary
Mr. L. Huostila
Mrs. B. Barteczko
Rev. I. Berndtson
Rev. T. McMullan
Rev. N. Thurber
Mr. A. Holm
Miss J. MacPherson
Mr. B. Johansson
Mr. G. Davis
Mr. K. Kaiser
Mr. M. Dietz
Mr. A. Schlorholtz
Mr. W. McCaslin
Mr. B. B. Khawas
Mr. A. Kammensjo

Education Group

Rev. P. Kniss - Chairman
Miss C. Evans - Secretary
Rev. B. Murison
Rev. A. Boberg
Mr. J. Lindell
Rev. Lalswama
Rev. E. Gass
Rev. E. Campbell
Mr. O. Vesalainen
Rev. G. Grose
Mr. H. Klein
Mrs. C. Thurber
Miss L. Brennan
Mrs. E. Pettibone
Mr. R. Takatsu
Mr. R. Clark
Dr. R. Rongong

Health Services group

Dr. M. Owen - Chairman
Dr. S. Mogedal - Secretary
Miss J. Cowan
Dr. A. Cole
Mr. M. Warner
Mr. P. Kilpi
Mr. T. Nara
Dr. M. Steinhoff
Miss P. Brown
Bishop J. Lance
Mr. A. Slater
Miss J. Hyland
Mr. D. Sada
Dr. B. Gsellman
Dr. C. Friedericks

Others may also be co-opted as resource personnel

Report of education-board.

Regional school: 6 UMW-LL werden gestellt +
scholarship wird gewährt

23 für die regional school

17 gegen " " "

Nepalization

1. Die Projektarbeit muss auf community-level aufgebracht sein,
(v. S. 100ff).
2. 9. Punkt "Paten"

Freitag, 22.4.

Paten: Die Kosten der Paten sind im Gesundheitsbereich,
da die Kosten für die nepal. Gesundheits-
haltung von der Missionsschule getragen, während
die nepal. Haltung von der UMW aufgebracht werden muss.
⇒ die Missionsschule muss bereit sein, den Paten
die Einkünfte zu zahlen.

Formen des nächsten Board-Meetings: 11-13.4.84

F

APPENDIX

UMN EXECUTIVE DIRECTOR

Annual Report for 1982

There are events of the past year which on the one hand are historical, but on the other hand are clues to the un-lived agenda for 1983 and on. This report would suggest some of these.

Event One 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 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.

Event Three 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.

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 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 and Management Committees in most of our projects.

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 decentralization.

Event Five 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 dependence 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.

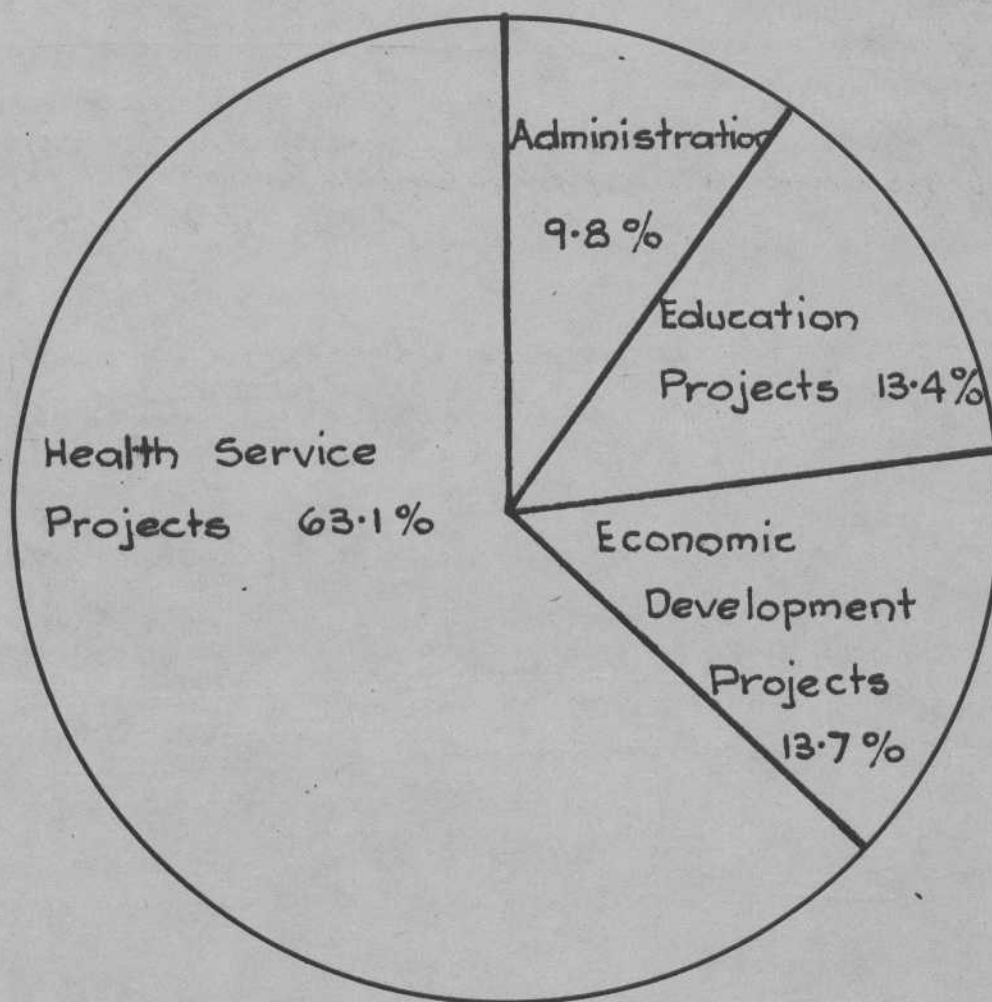
Event Six 1982 witnessed a continuing concern regarding the relationship between the local Christian communities and our UMN presence in fellowship and encouragement. Along with this is our continuing emphasis on understanding the Theology of Development in our context. We need a disciplined self understanding of who and what we are.

Event Seven Finally 1982 witnessed a series of consultations in Scandinavia, 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.

Carl J. Johansson
Executive Director

UMN Expenditure 1982



Administration (BA. support system)	Rs. 3,911,000 (9.8%)
Health Service Projects	Rs 25,214,000 (63.1%)
Education Projects	Rs 5,365,000 (13.4%)
Economic Development Projects	Rs 5,494,000 (13.7%)
TOTAL	<u>Rs 39,984,000 (100%)</u>
U.S. \$	3,052,200

Freitag, 22. 4., vormittags:

Shirley ^{Sherma} ~~Comma~~, Secretary of Education ^{Committee} ~~Ministry~~:
geleitet ein Meeting über den Entwicklungsstand Morals.

Schulinspektion: jeder 100%, Fehltitel erreicht High School. Davon schließt
nur jeder 3. erfolgreich ab.

EDB - Report:

Der DOS wird aufgespalten, verteilt auf soziale Effekte der durch sie verkauften
Maschinen (small turbines, solar heaters...) zu einem Verteilungssatz
auf community ownership von Produktionsmitteln (Maschinen) übergeben
werden.

- Abgang von ländl. u. industrielle Entlo.
- bei großen industriellen Unternehmen ^{primär} die Share-holders der
Gesellschaft.
- Moralisation: Moral ist nur möglich, wenn die decisionen ~~kontinuierlich~~
Verringerung ihrer Privilegien, nicht ihre finanzielle
Unterstützung minimieren soll.

~~President~~

Paul ~~Unes~~ Wahl:
Janette
Leo Mc

President

Vice President

Exec. Committee

H

UMN TREASURER'S CONSOLIDATED BUDGET FOR 1984

BUDGET TOTALS

(All figures are in Nepali rupees
US \$ 1.00 equals N.Rs. 14.20)

	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>
ADMINISTRATION	1,888,700	5,533,450	(3,644,750)
HEALTH SERVICES PROJECTS	15,647,404	31,396,774	(15,749,370)
EDUCATION PROJECTS	1,153,592	5,385,194	(4,231,602)
ECONOMIC DEVELOPMENT PROJECTS	8,049,895	26,973,107	(18,923,212)
INTEREST EARNED	500,000	-	500,000
	<u>27,239,591</u> ¹⁾	<u>69,288,525</u>	<u>(42,048,934)</u> ²⁾

Grants needed for 1984:

1. Per Capita Grants from Member Bodies (US \$ 800. per worker)	4,260,000	
2. Grant to cover the deficits in all the recurring budgets	2,473,982	³⁾
3. Grant for capital items (except Administration)	3,431,932	
4. Grant for all the Program Fund projects/programmes (promises are given which cover most of these)	32,815,770	
	<u>42,981,684</u>	²⁾

Notes:

1) The budgeted income consists of the following:	
Personnel Contributed Services (PCS)	5,031,496
Contribution from HMGV and NIDC	4,444,000
Other income, generated in Nepal (incl. interest)	17,764,095
	<u>27,239,591</u>
2) Grants needed for 1984 consists of the following:	
Balance	42,048,934
STMP surplus	317,500
Surplus from Administration	615,250
	<u>42,981,684</u>
3) Deficits in recurring budgets:	
Deficit Health Services projects	-2,741,770
Deficit Education projects	- 71,500
Deficit Economic Development projects	- 160,712
Interest earned	500,000
	<u>-2,473,982</u>

BUDGET SUMMARY

	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>
<u>RECURRING BUDGET</u>			
Interest earned	500,000	-	500,000
Administration	1,888,700 ¹⁾	5,338,450	(3,449,750)
Health Services Projects	14,589,104	17,330,874	(2,741,770)
Education Projects	736,200	807,700	(71,500)
Economic Development Projects	2,875,395	2,718,607	156,788 ²⁾
	20,589,399	26,195,631	(5,606,232)

Notes:

1. The income for administration is the total income less Per Capita Grants.
2. Rs.317,500 will be accumulated - see Small Turbine & Mill Program.

CAPITAL BUDGET

Administration	-	195,000	(195,000)
Health Services Projects	-	40,000	(40,000)
Education Projects	-	78,532	(78,532)
Economic Development Projects	-	3,313,400	(3,313,400) ¹⁾
	-	3,626,932	(3,626,932)

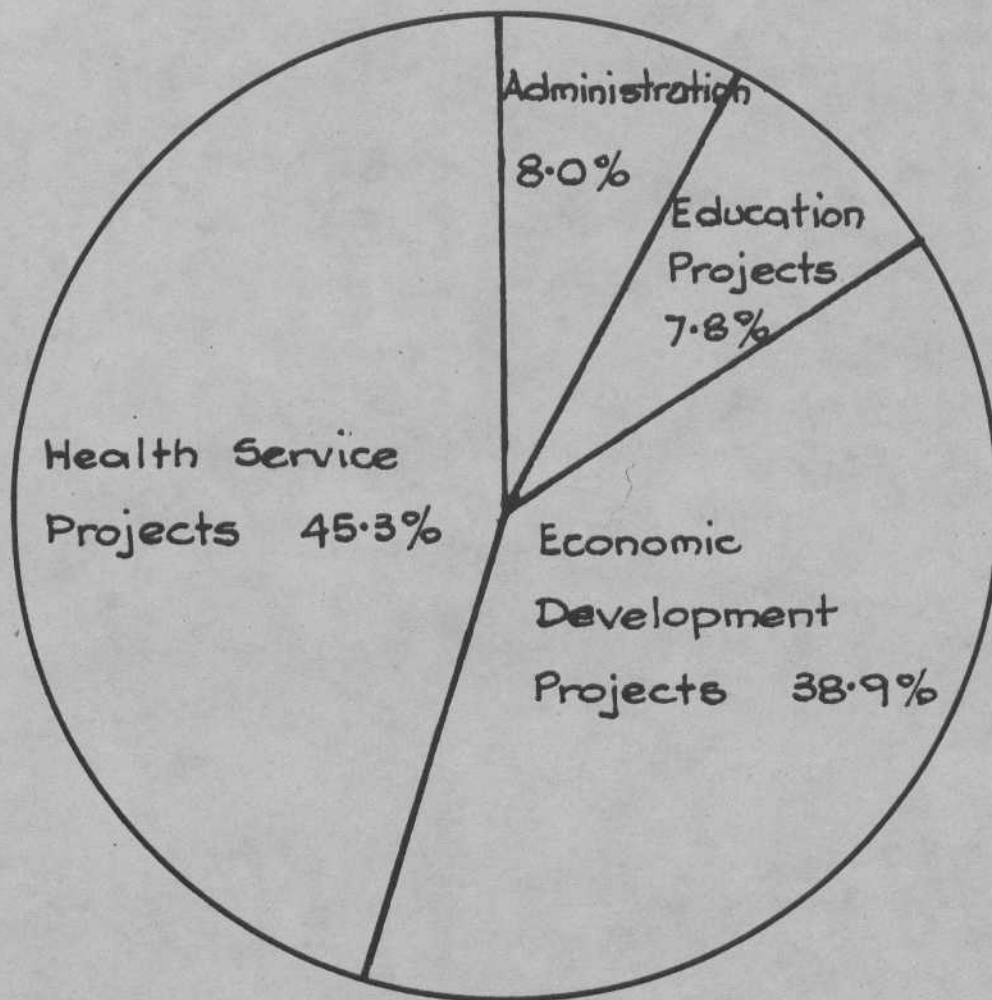
Note:

1. Most of these items are approved in 1983 budgets as well, but no donor has been found yet.

PROGRAM BUDGET

Administration	-	-	-
Health Services Projects	1,058,300	14,025,900	(12,967,600)
Education Projects	417,392	4,498,962	(4,081,570)
Economic Development Projects	5,174,500	20,941,100	(15,766,600)
	6,650,192	39,465,962	(32,815,770)

UMN Budget : Expenditure 1984



Administration (BA support system)	Rs 5,533,000 (8.0%)
Health Service Projects	Rs 31,397,000 (45.3%)
Education Projects	Rs 5,385,000 (7.8%)
Economic Development Projects	Rs 26,973,000 (38.9%)
TOTAL	<u>Rs 69,288,000 (100%)</u>
US \$	4,879,400

GENERAL ADMINISTRATION

(Board Appointees Support System)

BUDGET 1984

	<u>Recurring Budget</u>			<u>Capital Budget</u>
	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>	
Per Capita Grants according to specification	4,260,000	-	4,260,000	-
Missionwide expenses	70,000	1,890,000	(1,820,000)	100,000
Headquarters Project	1,427,300	2,193,000	(765,700)	15,000
Palpa Project Area Services	4,600	186,000	(182,400)	15,000
Palpa Project Guesthouse	132,300	132,300	-	8,000
Gorkha Project Area Services	20,000	145,500	(125,500)	-
Gorkha Project Guesthouse	23,500	23,500	-	-
Gorkha District (Seconded Teachers)	36,000	45,700	(9,700)	-
Okhaldhunga Project Area Services	21,400	46,300	(24,900)	40,000
Lalitpur Projects Area Services	-	10,000	(10,000)	-
Pokhara Projects Area Services	53,300	175,950	(122,650)	-
Pokhara Projects Guesthouse	15,000	15,000	-	-
Jumla Project Area Services	-	140,000	(140,000)	-
Butwal Project Area Services	3,300	153,500	(150,200)	15,000
Butwal Project Guesthouse	76,000	76,000	-	2,000
Nawal Parasi Hills Development Project Area Services	-	19,800	(19,800)	-
Andhi Khola Project Area Services	6,000	46,200	(40,200)	-
Surkhet Project Area Services	-	19,700	(19,700)	-
Blindness Control Project Area Services	-	20,000	(20,000)	-
	<u>6,148,700</u>	<u>5,338,450</u>	<u>810,250</u>	<u>195,000</u>
Less Capital budget			(195,000)	
Budgeted surplus			<u>615,250</u>	

Note:

It is likely that the capital need for 1984 will be considerably higher than what is indicated above because the planning for these items are difficult to do such a long time ahead. The budgeted surplus is therefore likely to be lower than indicated above.

L

EDUCATION BOARD

BUDGET 1984

RECURRING AND CAPITAL BUDGETS

	<u>Recurring Budget</u>			<u>Capital Budget</u>
	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>	
Education Service Office	96,600	168,100	(71,500)	44,332
Language and Orientation Program	534,000	534,000	0	34,200
Children's Hostel	105,600	105,600	0	0
	<u>736,200</u>	<u>807,700</u>	<u>(71,500)</u>	<u>78,532</u>

PROGRAM BUDGETS

	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Years</u>
Jumla Project	370,392	3,182,512	(2,812,120)	1981-85
Training and Scholarship Program	0	556,750	(556,750)	Ongoing
Student Financial Assistance Fund	0	632,500	(632,500)	Ongoing
Culture Resource Program	0	25,000	(25,000)	1983-87
Language Consultant Program	0	20,000	(20,000)	1984-87
Business School	47,000	82,200	(35,200)	Ongoing
	<u>417,392</u>	<u>4,498,962</u>	<u>(4,081,570)</u>	

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HEALTH SERVICES BOARD

BUDGET 1984

RECURRING AND CAPITAL BUDGETS

	<u>Recurring Budget</u>			<u>Capital Budget</u>
	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>	
Health Services Office	177,500	246,500	(69,000)	0
Health Services Support Project:				
Support Office	31,500	101,700	(70,200)	0
Missionwide Maintenance	66,500	67,700	(1,200)	0
Central Drug Store	2,116,000	2,075,100	40,900	0
Patan Hospital	6,937,200	7,837,200	(900,000)	0
Nursing Campus	119,304	818,699	(699,395)	10,000
Palpa Project:				
Hospital	3,077,000	3,554,700	(477,700)	10,000
Leprosy	0	63,800	(63,800)	0
Workshop	177,000	177,000	-	5,000
ANM School	0	21,900	(21,900)	0
Gorkha Project:				
Hospital	1,580,000	1,776,000	(196,000)	0
Okhaldhunga Project:				
Dispensary	307,100	590,575	(283,475)	15,000
	<u>14,589,104</u>	<u>17,330,874</u>	<u>(2,741,770)</u>	<u>40,000</u>

Note:

PCS is included in both Income and Expenditure.

PROGRAM BUDGETS

	<u>Income</u>	<u>Expenditure</u>	<u>Balance</u>	<u>Years</u>
Palpa Community Health	305,000	1,655,800	(1,350,800)	1982-84
Gorkha Community Health	275,000	1,060,000	(785,000)	1982-84
Okhaldhunga Community Health	60,400	526,900	(466,500)	1982-84
Lalitpur Community Development Assistance Project	339,200	1,356,600	(1,017,400)	1982-84
Lalitpur Community Primary Health Care Program	78,700	2,226,600	(2,147,900)	1982-86
Patan Urban Health Care	-	900,000	(900,000)	1983-
Patan Project-Staff House	0	6,300,000	(6,300,000)	1983-84
	<u>1,058,300</u>	<u>14,025,900</u>	<u>(12,967,600)</u>	

Notes:

1. PCS is included in both Income and Expenditure.
2. If the Patan Staff House is built stagewise, the cost will increase.

ECONOMIC DEVELOPMENT BOARD

BUDGET 1984

RECURRING AND CAPITAL BUDGETS

	Recurring Budget			Capital Budget
	Income	Expenditure	Balance	
EDB Service Office	53,000	119,612	(66,612)	-
EDB Liaison Office	78,695	78,695	0	-
EDB Guestroom	5,000	5,000	0	-
Development & Consulting Services:				
Administration	107,500	217,000	(109,500)	-
Clearing/Forwarding Dept	93,900	88,500	5,400	5,400
Design Office	277,000	267,000	10,000	6,000
Small Turbine & Mill Prog.	2,183,000	1,865,500	317,500	45,000
Industrial Development Planning & Management Committee	77,300	77,300	0	-
Butwal Engineering Works, share capital	-	-	-	1,500,000
Butwal Wood Industries, dust extractor	-	-	-	100,000
Gobar Gas Co., share capital	-	-	-	1,000,000
Hetauda Apprenticeship Training Centre	-	-	-	400,000
BTSP Library	-	-	-	24,000
Gobar Gas Co., research staff salaries	-	-	-	50,000
	2,875,395	2,718,607	(160,712) 317,500	3,313,400

Notes:

1. PCS is included in both Income and Expenditure.
2. STMP profit (Rs.317,500) will be accumulated in the program.
3. Most of the Capital items have been approved in 1983 budget. If grants are received, the 1984 budget request will automatically be cancelled.

PROGRAM BUDGETS

	Income	Expenditure	Balance	Years
Promotion of Apprenticeship Training	-	108,000	(108,000)	1982-84
DCS Rural Electrification Development Program	50,000	255,000	(205,000)	1984-86
DCS Rural Equipment Development Prog.	94,000	239,000	(145,000)	1983-85
DCS Humphrey Pump Feasibility Program	12,500	46,000	(33,500)	1983-84
DCS Galvanizing Plant Program	12,000	162,000	(150,000)	1983-85
DCS Biofertilizer Program	26,000	58,800	(32,800)	1983-85
DCS Replacement of Gobar Gas Holders Program	-	181,500	(181,500)	1983-84
DCS Madhubasa Feasibility Study Prog.	40,000	125,000	(85,000)	1984
RDC Project	296,000	832,600	(536,600)	1982-85
Nawal Parasi Hills Development Proj.	250,000	904,700	(654,700)	1983-84
Andhi Khola Project	4,274,000	17,133,500	(12859,500)	1982-87
Surkhet Industrial Centre Project	120,000	895,000	(775,000)	1983-85
	5,174,500	20,941,100	(15766,600)	

Notes:

1. PCS is included in both Income and Expenditure.
2. Many of the above are funded to a great extent, for example Andhi Khola Project.

NEPALISATION

(Work Document, May 1982)

The concept of "Nepalisation" has been a live issue in the United Mission to Nepal for several years. The Board of Directors, in its meeting in April 1982, concluded that this issue should be kept alive for ongoing reflection and new insights as experience is gained in the practical application of the concept, rather than that a comprehensive final definition should be sought.

The following statement has been adopted as a work-definition in order to suggest a general meaning to the concept, agreed upon by the UMN administration:

"Nepalisation is seen as a process of bringing able and qualified Nepalis into leadership positions in a planned and willed way; also of seeking to integrate projects into the institutional framework of Nepal."

UMN-related projects and programs have various management structures reflecting different patterns for ownership and responsibility. UMN participation within an essentially Nepali structure through secondment of personnel, etc. demonstrates a commitment to and acceptance of Nepali management and control, which from the start is different from any UMN-initiated Nepalisation process within its own programs. Private companies with UMN as shareholders and joint program-operation with government offer other challenges to Nepalisation.

The process of Nepalisation will therefore take on different meaning in the various contexts in which we work. This makes it important to clarify the actual context of the program and its relationship to the UMN structure, when practical experiences are studied and implications further explored.

Yet another issue is the Nepalisation of UMN as a mission, particularly as it relates to UMN central administration, leadership posts and policy-making committees and boards.

The concerns expressed below have been identified as some of the key issues for consideration in the process of Nepalisation, and relate mainly to projects where UMN is presently in a position of partnership or full control:

- The concern for appropriate training of manpower, both formal and on-the-job, with careful long term planning for manpower development and scholarship provision which can make such training possible.
- The concern for appropriate methods of operation, adapting where possible and consistent with the UMN purposes to the prevailing methods in the country.
- The concern for active participation by Nepalis also in planning and evaluation of programs, as well as in implementation.
- The concern for appropriate timing and careful preparation of the task to be handed over, with clear definition of the job and a reasonable overlap period. The job to be Nepalised needs to be of such a nature that it can be managed within ordinary working hours, and expatriates' expectations trimmed down to what is covered by the job description.

The pace of Nepalisation should not be too accelerated, because UMN is not merely a development agency intent upon setting up projects and programs with short-term objectives which can be achieved quickly and efficiently disposed of so that personnel brought in from abroad can leave according to a job description and outline. Rather its role as a

mission means long-term commitment and dedication to people in the midst of their basic needs, interests, development and hope for the future for themselves and their children.

- The concern for Christian witness/mission. In order for the projects and programs to maintain a Christian witness through their work, any person in leadership position would need to be able to identify with, or express loyalty to, this total purpose. Being in authority in our institutions and programs does not in itself enhance the opportunity for Christian witness, whereas servant roles in the day-to-day work may facilitate the expression of our commitment to Christ through life and service. This would find practical interpretation in gradual withdrawal of expatriates from leadership posts and the seeking of new openings in positions under Nepali management. Alternative assignments would be in partnership with individuals and communities where opportunities arise.
- The concern for adequate orientation of UMN personnel to the process of Nepalisation and its issues.

Consultation at all levels of UMN and with interested parties should be continued so that appropriate and mutually acceptable procedures for Nepalisation can be established.

In order to assist the Nepalisation process, UMN member bodies should be encouraged to provide support for specific Nepalis who are in, or who may assume, UMN posts in a task previously done by an expatriate.



THE UNITED MISSION TO NEPAL

Executive Director: Mr. C. J. Johansson

Treasurer: Mr. E. Wennemyr

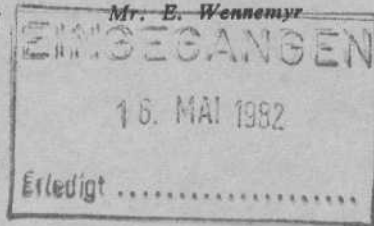
Telephone: 12179 or 15573

Telegrams: UMNEPAL

Location: 1/29 Thapathali

Mailing address:

POST BOX 126,
KATHMANDU, NEPAL



4th May, 1982

To: Members of the UMN Board of
Directors, 1982

Dear Friends,

Enclosed you will find a copy of the proposed Minutes of the meetings of the Board, Executive Committee and Finance Committee held in Kathmandu in March and April of this year.

We would be grateful if you could find time to look through these, and let us know if you have suggestions for amendments, additions, deletions, etc. We will not make them up into the final book form until there has been time to receive a response from you.

We are most grateful to all of you who took the time and made the effort to come and join us for the meetings, and for your partnership, input and sharing in the concerns of the UMN. We look forward to your continued fellowship through the coming year, and ask you to pray constantly for God's guidance and enabling in all the opportunities He has given us in this land. We pray for His blessing on your ministry in other parts of the world.

With sincere greetings,

Betty Young
Personnel Secretary

Minutes of the

UMN BOARD OF DIRECTORS MEETING

Held in Kathmandu, 30th March - 2nd April, 1982

The Annual Meeting of the Board of Directors was held in Kathmandu, at the Blue Star Hotel. Sessions began at 7 p.m. on Tuesday, 30th March, and continued until Friday afternoon, 2nd April. The sessions on Tuesday evening and the three mornings were opened with Bible studies led by Dr. Henrick Smedjebacka, and were very much appreciated by the members of the Board.

BD-1/82. Schedule of Membership and Roll Call. The schedule of membership of the meeting was as follows, with delegates present except as indicated:

a) UMN member bodies and their representatives:

American Lutheran Church: Dr. C. Devanesan

Assemblies of God: none

Baptist Missionary Society: Rev. G. Grose (absent)

BMMF International: Miss J. Cowan, Dr. P. Wakeham

Christian Church (Disciples): Rev. E. Gass

Church Missionary Society, Australia: Mr. K. Webster,
Miss R. Judd (absent)

Church Missionary Society, UK: none

Church of North India: none

Church of South India: none

Committee for Services Overseas, Germany: Dr. H. Buhler,
Mr. C. Itty (absent)

Danish Santal Mission: none

Darjeeling Diocesan Council & Church of Scotland:

Rev. W. Murison

Finnish Missionary Society: Dr. H. Smedjebacka, Mr. L. Huostila

Free Church of Finland: Miss K. Kormu

Gossner Mission: Mr. S. Kriebel, Mrs. B. Barteczko

Japan Antioch Mission: Rev. M. Okuyama

Japan Overseas Cooperative Service: Rev. Y. Funato

Lutheran Church in America: Dr. F. Neudoerffer,

Dr. C. Devanesan

Mennonite Board of Missions: Rev. P. Kniss, Mr. P. Miller

Mennonite Central Committee: Mr. B. Lobe

Methodist Church, UK: Rev. G. Shaw

Orebro Mission, Sweden: Rev. J. Malm, Rev. I. Berndtson

Presbyterian Church in Canada: Miss P. Brown

Presbyterian Church in Ireland: Dr. G. Brown

Presbyterian Church Synod, Mizoram, India: none

Regions Beyond Missionary Union: Rev. G. Larcombe,

Dr. M. Owen (absent)

Swedish Free Mission: Mr. S.E. Gron, Miss B. Johansson

Swiss Friends for Missions in India & Nepal: none

TEAR Fund: Mr. E. Oliver

United Church of Canada: Mrs. A. Hankins, Miss L. Brennan

United Church of Christ, Japan: none

United Methodist Church, USA: Rev. J. Mizuno, Bishop J. Lance

United Presbyterian Church, USA: Rev. E. Campbell

Wesleyan Church, USA: Miss M. Wright (in place of Miss R. Bibbee, absent)

World Concern: Mr. B. Ison
World Mission Prayer League, Norway: Miss A. Aadland,
Rev. H. Lovaas
World Mission Prayer League, USA: Mr. G. Hafvenstein

b) Nepal Christian Fellowship

Mr. A. Rongong
Mr. H. B. Thapa

c) Ex-officio members:

Executive Director: Mr. C. Johansson
Treasurer: Mr. E. Wennemyr
Health Services Secretary: Dr. S. Mogedal
Education Secretary: Mr. R. Clark
Economic Development Secretary: Mr. A. Schlorholtz
Health Services Board representative: Miss A. Maw
Education Board representative: Mr. D. McConkey
Economic Development Board representative: Mr. T. Wong
Workers' Conference representative: Miss S. Wynne

d) Co-opted members:

Leprosy Mission: Dr. H. Samuel (absent)
Associate Health Services Secretary: Mr. P. Spivey
Associate Economic Development Secretary: Mr. T. Mogedal

e) Observers:

Baptist Missionary Society: Rev. D. Warner
Information Officer: Miss G. Bonnedal.

BD-2/82. Agenda. It was RESOLVED to accept the agenda as presented by the Executive Director.

BD-3/82. Confirmation of Minutes. The Minutes of the Board of Directors Meeting held on 31st March - 3rd April, 1981 had been circulated to all members of that meeting. It was RESOLVED to accept these and to confirm them as accurate and approved.

BD-4/82. Orientation Session. At the opening meeting of the Board, the Executive Director and Functional Secretaries presented a brief overview of the work of the UMN, and highlighted important events and topics for consideration and discussion. Many of these were dealt with in detail in the small group discussions.

ANNUAL REPORTS AND FINANCIAL STATEMENTS

BD-5/82. Reports and Statements for 1981. The annual reports and financial statements for 1981 of each of the UMN projects and related projects, also of the Executive Director and Treasurer, had been circulated to members. These had been reviewed by the Finance and Executive Committees, and referred to the appropriate small groups of the Board for further discussion. They were then brought to the plenary sessions of the Board by each group with a recommendation for acceptance.

It was RESOLVED to accept these reports and statements with appreciation, noting that most of the statements have still to be audited. They are found as appendices to these minutes as follows:

A) Administration:

- Appendix A - Executive Director
- Appendix B - Treasurer and Provident Fund
- Appendix C - Missionwide Expenses
- Appendix D - Headquarters Project

B) Health Services Projects:

- Appendix E - Health Services Secretary
- Appendix F - Palpa Project
- Appendix G - Gorkha Project
- Appendix H - Shanta Bhawan Project
- Appendix I - Patan Hospital Project
- Appendix J - Okhaldhunga Project
- Appendix K - Health Projects Support Office
- Appendix L - Nutrition Program

C) Education Projects:

- Appendix M - Education Secretary
- Appendix N - Pokhara Project
- Appendix O - Gorkha District
- Appendix P - Mahendra Bhawan School
- Appendix Q - Jumla Project
- Appendix R - Training and Scholarship Program
- Appendix S - Student Financial Assistance Fund
- Appendix T - Language and Orientation Program
- Appendix U - Children's Hostel
- Appendix V - Business School
- Appendix W - Rural Youth Training Program
- Appendix X - Education of the Blind
- Appendix Y - Education Service Office

D) Economic Development Projects:

- Appendix Z - Economic Development Secretary
- Appendix AA - EDB Service Office
- Appendix BB - Development and Consulting Services
- Appendix CC - EDB-related Companies
- Appendix DD - Rural Development Division
- Appendix EE - Buling/Arakhala Project
- Appendix FF - Andhikhola Project
- Appendix GG - Surkhet Industrial Centre.

BD-6/82. Report from NCF. A report was given of the work and development of NCF in the country, and some of the major concerns with which the members are dealing. This was received with much interest and gratitude.

SMALL GROUP DISCUSSIONS

The Board members were divided into four groups, augmented by other Nepali and UMN colleagues as resource personnel, and met in these groups for discussion in four sessions. Their reports and recommendations were then brought back to plenary sessions of the Board. Four topics were considered by all four groups, and the resulting actions of the Board are found in the minutes following immediately. The remaining individual topics of the four groups, and consequent actions of the Board, are recorded in the ensuing minutes.

BD-7/82. Administrative Structure of UMN. A paper was presented by administration noting some of the matters which need further consideration in the light of growing emphasis on integrated projects of work rather than on projects which clearly belong to one or other of the Functional Boards.

After discussion it was RESOLVED to recommend that the needs for integration and possible structural changes in UMN administration be further discussed at all levels in UMN, including project level and Workers' Conference.

BD-8/82. Nepalisedation. The matter of Nepalisedation has been a topic of ongoing discussion and concern for the UMN for several years. A policy paper was presented to the Board, which included the following proposed definition of Nepalisedation, approved by the Executive Committee:

'Nepalisedation is seen as a process of bringing able and qualified Nepali staff into leadership positions in a planned and willed way; also of seeking to integrate projects into the institutional framework of Nepal.'

The recommendations from the groups included the need to establish appropriate and mutually acceptable procedures for this process, to encourage member bodies to provide support for specific posts as appropriate (in accordance with FC(1)-6/82), and the need to work on appropriate timing and ways which are consistent with UMN's principles. The importance of giving special attention to the adequate orientation of personnel to the process of Nepalisedation and its issues was also pointed out.

After discussion it was RESOLVED that UMN administration be encouraged to take note of the points raised in the small groups and plenary session in its continuing Nepalisedation process. Recognising that the issues of Nepalisedation will not be totally expressed nor addressed in a specific Board minute, it was agreed that this be regarded as a subject for annual review at all levels of UMN, including the Board of Directors.

BD-9/82. Longrange Planning. The Executive Director presented a paper outlining the process as it has developed so far, and planning papers on most of the projects of the UMN. It was emphasised that these plans put together do not represent a finished document, but that the process is ongoing, subject to constant review and change, and certain projects are unable to plan far ahead at this point for various reasons. The longterm plans should reflect the approved Purpose and Aims of the Mission and its various Functional Boards. Each of the small groups studied and discussed its own particular section of the longterm plans.

After discussion it was RESOLVED to affirm the direction of the longterm planning process, acknowledging that this is ongoing and not finalised at any one point; further to request the Functional Boards to bring back these longterm plans annually to the Board for review.

Further, following discussion on community development issues as they relate to the planning process, it was RESOLVED to request administration to explore the possibility of arranging a seminar with broad participation on community development strategies and their relevance to the UMN development work in Nepal.

BD-10/82. UMN Project Support and Personnel Assignments. A memorandum on these subjects was presented by the Executive Director, outlining the present policy that the nature and details of projects and the location of assignment for UMN personnel are the prerogative of the

UMN in Nepal. It is suggested that copies of assignment letters be sent to member bodies concerning their own personnel.

After discussion it was RESOLVED to approve the present policy position, that personnel assignments and project approval are the prerogative of the UMN.

Further, it was RESOLVED to request administration to work out a procedure which will encourage and facilitate creative consultation with member bodies at the planning stage. The procedures should indicate clearly which new projects are authorised for discussion and formulation, and which have completed that stage and are now being proposed to the Finance and Executive Committees for adoption and funding.

BD-11/82. Administration Group. Other topics covered by the Administration group included: per capita grants, in terms of the new policy and the timing of payment; a new UMN film; changes in the Constitution and Bye-laws; statistics of growth; Asianisation; the channelling of funds to non-UMN organisations in Nepal; and Church relationships. Recommendations arising from most of these discussions follow.

BD-12/82. Per Capita grants. The Executive Director reported that responses from the member bodies to the proposed changes of purpose and use of the per capita grants had been favourable. The group recommended that the Board approve the policy outlined in EC(2)-6/81 and FC(1)-12/82.

It was RESOLVED to approve that a new financial policy be adopted which will make member body grants to the Per Capita Grant Fund solely responsible for covering administrative costs, recurring and capital. Additional funding for project expenses will be sought separately from member bodies and other donors, and from bank interest and undesignated funds.

BD-13/83. Payment of Per Capita Grants. UMN administration expressed gratitude to the member bodies which are paying grants earlier in the year than before, and so helping the liquidity of UMN funds.

Following discussion on a fresh proposal of the Administration group, it was RESOLVED that member bodies be encouraged to remit 50% of their annual per capita grants to the UMN by the end of February each year, and the balance before the end of August.

BD-14/82. New UMN film. The report and recommendation found in EC(1)-38/82 were noted and discussed; also the recommendation of the Administrative group that these be adopted. After discussion it was RESOLVED to approve the Executive Committee's recommendations a) to e).

Concerning the matter of payment, UMN administration is requested to continue dialogue in terms of the costs of production, the share member bodies be asked to pay, their own need for the film, the need for copies with script in other languages, etc.

BD-15/82. Amendments to the UMN Constitution. In the light of the decision of BD-12/82, it was RESOLVED to approve the two following amendments to the Constitution, which had been circulated to members of the Board as widely as possible two months before the meeting:

a) Const. VI, A to read:

"The Board will have funds for the maintenance of the work. Contributions to these funds will be invited from member bodies, Church and Mission groups and other sources throughout the world."

b) Const. VI, B to read:

"Member bodies contributing workers to the United Mission will be responsible for the full personal support of such workers. Member bodies will be expected to make annual per capita grants which will cover the administrative costs of the Mission for Board Appointees, the amount to be determined by the Board from time to time."

These amendments will have to be ratified by the Board in 1983. Meanwhile it was RESOLVED to approve that they be accepted as guidelines to be put into practice for 1983 budgets and accounts.

BD-16/82. Amendments to the UMN Bye-laws. A number of amendments had been circulated to members of the Board, as far as the listing of members and delegates was known, two months before the meeting of the Board, and also to the member bodies. These were studied carefully, and further textual alterations made, at the recommendation of the Executive Committee and Administration group.

It was RESOLVED to approve the finalised amendments to the Bye-laws, as found in Appendix JJ to these Minutes. The amended Constitution and Bye-laws will be re-issued in duplicated form, and probably printed after the next meeting of the Board when further amendments and the administrative structure of the Mission have been considered.

BD-17/82. Asianisation. The Administration group discussed the need for representation on the Board of Asian member bodies; the support of suitable Asian Board Appointees; the possibility of a UMN travelling publicity officer through Asian countries; the publishing of information in Christian magazines in Asia. It was noted with appreciation that the number of new Asian workers in UMN expected during the coming year is very much larger than the intake over the past few years.

It was RESOLVED to approve the recommendation of the group that the administration and the member bodies of UMN be encouraged to actively seek ways in which Asian representation can be increased, both at Board level and in the number of Board Appointees.

BD-18/82. Economic Development Group. In addition to the EDB reports and other topics mentioned earlier, the group discussed: forestation and relief; development and socio-economic concerns; and the Aims of EDB. The recommendations arising from these discussions are recorded in the following minutes.

BD-19/82. Forestation. The discussion centered on the crucial need for forestation and forestry personnel in the country. A recommendation was presented to the Board, and it was RESOLVED to accept this as follows:

The UMN is requested to give special emphasis to reforestation, keeping in mind that this should be part of an integrated program of flood and landslide prevention; and further to ask member bodies to expedite the recruitment and secondment of forestry personnel.

BD-20/82. Relief Work. Discussion took place on the responsibility of the UMN in terms of preventive or relief type programs. It was RESOLVED to accept and approve the recommendation of the group, that a review of the criteria governing response to disasters and emergencies be made, recognising that:

- priority should be given to areas where UMN is present;
- the tension between relief and development may in certain instances be contrary to prevention or longer term development;
- there are legitimate instances where UMN should respond to disasters;
- UMN should explore and utilize to the extent possible the crisis or emergency as an opportunity for promoting development consciousness and change.

BD-21/82. Development and socio-economic concerns. This discussion arose out of the annual reports review. The Board RESOLVED:

- a) To express appreciation for the planning and development done and in progress, and to encourage that it continue.
- b) To accept the following report and request from the group:
 - i) In UMN the development process exists within a very real tension between wanting to help in meaningful ways those who are poor and needy, and the relative ease which is experienced in helping the 'self-starters' who may be relatively better off. UMN is committed to a development process which will result in the improvement for the less fortunate and oppressed. The need for infrastructural development as well as companies and industries is recognised and affirmed. The UMN should allocate comparable resources to directly enable and help the poor.
 - ii) The UMN administration is encouraged to give continued attention to initial assessment surveys related to socio-economic concerns and the financial and manpower implications related to proposed new initiatives.

BD-22/82. EDB Statement of Aims. The Economic Development Board had recommended the approval of a revised Statement of Aims for EDB, which does not change the content or meaning of the Statement approved by the Board of Directors in 1981, but is more concise and comprehensive. The Economic Development group discussed the proposed new statement, made further amendments, and presented it to the Board.

It was RESOLVED to approve this revised Statement of Aims as found in Appendix KK to these Minutes, to replace the Statement approved in 1981.

BD-23/82. Education group. Specific items discussed by this group were: scholarship assistance to students; cultural resource work; and the NEW ERA evaluation of work done in the Gorkha District. The reports and Board actions are found in the following minutes.

BD-24/82. Scholarship and training assistance to students. It was RESOLVED to forward this matter to the Coordinating Committee for discussion and action.

BD-25/82. Cultural Resource Work. It was RESOLVED to accept and approve the recommendation of the Education group, as follows:
Recognising the great importance of the research and development being done by the Language Consultant and the Cultural Resource Worker, they are encouraged to pursue this as a

priority in their work, so that the UMN may have at least these two people with in-depth knowledge of Nepali literature and culture.

BD-26/82. NEW ERA Evaluation. The NEW ERA survey of education work done in the Gorkha District by UMN personnel has been completed, but so far only a preliminary report is available. It is expected that a final report from NEW ERA, and a supplementary report from UMN, will be available by the end of the year.

It was RESOLVED to approve a recommendation from the Education group arising out of the above discussion, that the Education Board be encouraged to create the post of Education Research Worker, and to seek such a person who would research into the history and development of education in Nepal, and seek to provide information to the Education Board which will help in finding its future role and direction in the education process in Nepal.

BD-27/82. Health Services group. In addition to the general topics, and the HSB annual reports, the group discussed progress and future of the Patan Hospital. The recommendations of the group and actions of the Board are in the following minutes.

BD-28/82. HSB Annual Reports. Revisions in the circulated reports were noted. It was RESOLVED to accept two statements presented by the group as follows:

- a) In accepting the annual reports, the marked development of an increase in community based health care is welcomed and encouraged; also affirmation is given to the present policy to limit institutional growth to that which is appropriate to both the local situation and the role of the institutions in the health care system. (ref. BD-16/81)
- b) Recognising the mutual difficulties which might arise, affirmation is given to the direction of close cooperation with existing health care facilities of HMG/N, and encouragement given to projects and programs to continue to seek ways for such cooperation. This should include continued efforts to increase public confidence in HMG/N health care services and personnel, and to the orientation of Board Appointees in their own attitudes to HMG/N services.

BD-29/82. Patan Hospital. The Health Services group reported that information was received about the Patan urban situation. This report was received with thanks, and the growing research and survey work was recognised as an important part of the planning process for Patan Hospital. The Health services group affirmed the direction of current planning as contained in the longterm plans, and approved by the Patan Hospital Board.

OTHER MATTERS OF BUSINESS

BD-30/82. Appointment of Acting Executive Director. The Board RESOLVED to affirm the appointment of Mr. Richard Clark as Acting Executive Director during the absence of the Executive Director for several months in the summer of 1982.

BD-31/82. Recognition of Bishop Watson Pickett and Dr. Cal Hazlett. The Board acknowledged with gratitude the leadership and pioneer assistance given by these two missionaries in India during the

early years of the UMN, and Mr. Ernest Oliver led in a tribute of appreciation and in prayer for their families and friends, following the death of both men in recent months.

BD-32/82. Seminars. The Executive Director reported that a seminar was held in August 1981 under the leadership of Dr. Tom Syne on the Theology of Development, and another in January 1982 with Dr. and Mrs. David Augsburg on Relationships. It is hoped that Rev. Vinay Samuel will lead a further seminar later in 1982, following up the theme of the theology of development.

BD-33/82. Workers' Conference, 1981. The Workers Conference last year was held in May, in the Kathmandu Valley. Miss Shelagh Wynne, representative to the Board, gave a brief summary report, which was very encouraging. The Minutes of the Conference are found in Appendix HH to these Minutes.

BD-34/82. Nominating Committee. At the first session of the Board, a Nominating Committee was appointed to nominate members of the Executive and Finance Committees for the coming year. It was RESOLVED to appoint the following to this Nominating Committee: Dr. M. Owen (convenor), Rev. J. Mizuno, Rev. G. Shaw, Rev. I. Berndtson, Dr. S. Mogedal, Miss B. Young.

BD-35/82. Election of Executive and Finance Committees. It was RESOLVED to appoint the following members to serve for the year 1982/83:

a) Executive Committee:

President:	Rev. E. Gass
Vice President:	Rev. P. Kniss
Other members:	Rev. G. Grose
	Miss J. Cowan
	Mr. L. Huostila
	Rev. E. Campbell
	Dr. C. Devanesan
	Miss P. Brown
	Rev. B. Murison
	Rev. J. Malm

b) Finance Committee:

President of UMN:	Rev. E. Gass
Chairman of Finance Committee:	Rev. J. Malm
Other member:	Rev. G. Grose.

BD-36/82. Appreciation. The sincere appreciation of the Board was expressed to Rev. Eric Gass for his leadership of the meetings, and to UMN administration for the preparation of materials and details.

There being no further business, the meeting was closed with prayer.

Minutes of the
UMN EXECUTIVE COMMITTEE MEETING

held in Kathmandu, 29 - 30 March, 1982

The meeting of the Executive Committee lasted for two days, held in the UMN Headquarters, Kathmandu. Rev. Geoffrey Grose and Mr. Richard Clark opened the morning sessions with devotions.

Roll Call. Members were present, except as indicated:

President: Rev. E. Gass
Vice President: Mr. M. Warner (absent)

Other members: Rev. J. Mizuno
Rev. G. Grose
Rev. J. Malm
Miss A. Aadland
Miss J. Cowan
Mr. L. Huostila
Rev. P. Kniss
Rev. E. Campbell

Ex-officio: Mr. C. Johansson, Executive Director
Mr. E. Wennemyr, Treasurer
Mr. R. Clark, Education Secretary
Mr. A. Schlorholtz, Economic Development Secretary
Dr. S. Mogedal, Health Services Secretary
Mr. D. McConkey, EB representative
Mr. T. Wong, EDB representative
Miss A. Maw, HSB representative

Co-opted part-time: Mr. T. Mogedal, Associate EDS.

Agenda. The agenda was adopted as presented by the Executive Director, with the addition of several items.

EC(1)-1/82. Confirmation of Minutes. The minutes of the meeting held on 12-13 November, 1981 were circulated to all members. It was RESOLVED to accept and approve these as accurate.

ANNUAL REPORTS AND FINANCIAL STATEMENTS FOR 1981
AND OTHER BUSINESS MATTERS

EC(1)-2/82. Annual Reports and Finance Statements. The Executive Director and Functional Secretaries gave an overview of the work for 1981, and pointed out the main items of note. The Financial statements were also received from the Finance Committee. The duplicated reports and statements had been circulated to members earlier. It was RESOLVED to forward the reports and statements to the Board of Directors for acceptance, as listed in BD-5/82.

EC(1)-3/82. Supplementary Plans and Budgets. Additional or revised plans and budgets were received and considered, together with the recommendations of the Finance Committee. It was RESOLVED to approve the following as presented (ref. FC(1)-16/82):
a) Humphrey Pump Program (Appendix LL)
b) Gobar Gas Research Assistance Program (Appendix MM)
c) Hydraulic Ram Pump Program (Appendix NN)

- d) Fertilizer Feasibility Study (Appendix OO)
 - e) BEW Galvanising Plant Program (Appendix PP)
 - f) Nawalparasi Hill Development Program (Appendix QQ)
 - g) RDD Centre, Pokhara (Appendix RR)
 - h) Blindness Prevention and Control Program (Appendix SS)
 - i) Roundworm Control Program (Appendix TT)
 - j) Supplementary Capital budgets:
 - Gorkha Project, Hospital (Appendix UU)
 - Gorkha Project, Hospital (Appendix UU)
 - Shanta Bhawan Nurse Campus (Appendix UU)
- EC(1)-4/82. Closure of Shanta Bhawan Hospital. The possible financial implications in the closing of Shanta Bhawan were noted, as minuted in FC(1)-36/82. It was RESOLVED to endorse the possibility of the granting of a subsidy in lieu of patient fee income in order to facilitate the closure and the move to Patan Hospital.
- EC(1)-5/82. STMP Training tour. (Ref. FC(1)-17/82). It was RESOLVED to request EDB administration to look into the possibilities of the person benefitting from this study tour using his knowledge and experience afterwards in the training of other personnel in Nepal.
- EC(1)-6/82. UMN involvement in industrial work. The question of whether or not UMN should be involved in industrial development was raised. It was noted that this has already been answered affirmatively by the approved Statement of EDB Aims.
- EC(1)-7/82. UMN involvement with foreign firms. It was RESOLVED to refer this matter to the EDB for the drafting of suggested guidelines reflecting the EDB Aims and policy statements of the Mission, which would be applicable in relationships with foreign firms. This is to be reported back to the Coordinating Committee and Executive Committee.
- EC(1)-8/82. Channelling of funds to non-UMN organisations in Nepal. It was RESOLVED to rescind the action of EC(1)-36/81, and to approve the policy that the UMN Treasurer only handle funds which are directly connected with the UMN.
- EC(1)-9/82. Per Capita grants. It was RESOLVED to endorse the recommendation to the Board of Directors that the policy concerning the use of per capita grants be approved as per EC(2)-6/81.
- EC(1)-10/82. Cost of Living Index. The action of the Finance Committee was noted, and it was RESOLVED to approve the decision taken in FC(1)-13/82.
- EC(1)-11/82. Budgeting Guidelines for 1983. The recommendation of FC(1)-13/82 was discussed, and it was RESOLVED to approve this for implementation.
- EC(1)-12/82. Actions of Finance Committee. It was RESOLVED to accept the Minutes of the Finance Committee held 25th March 1982, and to endorse all other actions taken.

PERSONNEL MATTERS

EC(1)-13/82. New Board Appointees who have arrived since the last meeting:

Ian and Marian Curtis	Asbjorn and Anne-Therese Ness
Paul and Julie Curtis	Steve Normanton
Joop and Janna de Zwaan	Goeff and Aileen Pike
Trevor and Janet Durston	Bill and Ruth Stephen
Hanne Egner	Christine Stone
Marlene Evans	Tore and Ragnhild Skeie
Wynn and Tara Flaten	Tomoe Tawara
Marq and Marlene Gorton	Graham and Sue Toohill
Seija Hjelt	Mike and Linda Wheller
Alan and Margaret McIlhenny	Dave and Lois Williams
Satoshi and Masako Mori	Dean and Berneda Wyse
Alex and Myrena Mercken	

EC(1)-14/82. New Board Appointees expected (already accepted for service):

Rune and Elisabeth Emmanuelsson	Sylvia Scholz
Robert Bruce	Phoebe Uy
Raiji Hannila	Coby van Vliet
Agne and Kerstin Karlsson	John and Wanda Watkins
Paul and Esther Kniss	Ben and Hanna Westerling
Jeff and Suzanne Rollins	Alan and Cathryn Young

EC(1)-15/82. Board Appointees who have returned from furlough since the last meeting:

Martin and Inge Anhorn	John and Angela Dickinson
Jean Baird	Ann Matthias
Leiv Boyum	Walton and Ruth McCaslin
Andrew Bulmer	Al and Peggy Schlorholtz
Richard and Janice Clark	Eleanor Knox (direct appointee)
Mary Cundy	

EC(1)-16/82. Board Appointees expected to return before the next meeting:

Margaret Brass	Ruth Judd
Jacky Brown	Anders and Birgit Kammensjo
Kerry Brown	Ed and Annie Kramer
Valerie Collett	Ron and Esther Layman
Steve and Gail Erickson	Ann Lycett
Carl and Betty Anne Friedericks	Doreen Maggs
Gerry and Alison Hankins	Wendy Moore
Del and Bev Haug	Mary Nichol
Rigmor Hildershavn	Birgitta Olsson
Margareta Hook	Ruth Overvold
Helen Huston	Neil and Clarice Solvik
Carl and Alice Johansson	John and Lynn Williamson

EC(1)-17/82. Board Appointees who have left since the last meeting:

Carl and Betty Anne Friedericks	Ann Lycett
Mike Francis	Lionel and Alison Mackay
Else Furthmuller	Michi Maeda
Friedrick Gaus	Margaret McCombe
Del and Bev Haug	Wendy Moore
Helen Huston	Dale Nafziger
Anders and Birgit Kammensjo	Birgitta Olsson
	Kari and Marja-Liisa Punkkinen

Ray and Barbara Reeves	Roy and Leora Thompson
Louise Russell	Paivi Vaisala
Herman Simrose	Tom and Moira Wilson
Greg and Helen Smith	Eija Vourinen (direct appointee)
Jim and Betty Stricker	

EC(1)-18/82. Resignation or termination of service. It was RESOLVED to thank the following people for their service in the UMN:

Jim Melville, anaesthetist, BMMF Int.
 Mabel McLean, nurse/midwife, RBMU (20 years of service in UMN)
 Roy and Leora Thompson, electrical engineer, W. Con.
 Paivi Vaisala, pharmacist, FMS
 Deanna Wagoner, social worker, UPC.

EC(1)-19/82. Board Appointees leaving indefinitely. The following people will be leaving, or have left, Nepal without definite plans to return in the near future. It was RESOLVED to thank them for their service, and to encourage them to re-apply if and when they are free to come back to Nepal in the future:

Peter and Chris Dalziel, doctor, UCC
 Anders and Eva-Marie Holm, teacher, OM
 Ken and Louise Snider, doctor, BMMF Int.
 Elizabeth Clark, secretary (direct appointee with CMS, UK)
 Gerard Spoelstra, lab. technician, (direct appointee with CMS, Aust.)

EC(1)-20/82. Board Appointees leaving on furlough. It was noted that the following people will be leaving on furlough, and expect to return within at least two years. It was RESOLVED to thank them for their service, and to welcome their return to Nepal at the end of furlough, provided there is a suitable opening for them at that time:

Gunnel Borg, nurse/midwife, OM
 Joyce Brown, nurse/midwife, BMS
 Bob and Hazel Buckner, building engineer, UMC
 Rosemary Carnahan, nurse, UCC
 Alan and Iris Davies, teacher, BMS
 Cliff and Chris Eaton, architect, BMS
 Tom and Cynthia Hale, surgeon, BMMF Int.
 Gerry and Alison Hankins, surgeon, UCC
 Carl and Alice Johansson, administrator, LCA
 Anna-Liisa Jokinen, business manager, FCF
 Ron and Esther Layman, business manager, MCC
 David and Joan Moller, auditor, CMS UK
 Doreen Maggs, hostess, BMMF Int.
 Ruth Overvold, secretary, WMPL USA
 Ed and Edna Mae Shields, hostel parents, UMC
 Neil and Clarice Solvik, pharmacist, LCA
 Glyn and Frankie Phillips, engineer, BMS
 Bucky and Carole Sydnor, cultural worker, ABC
 John and Lynn Williamson, development worker, MCC
 Ken and Margaret Webster, administrator, CMS Aust.
 Glenys Walker, teacher, BMS
 Frank and Anita Younkin, agriculturalist, UPC
 Louise Bowden, x-ray technician (direct appointee with UPC)

EC(1)-21/82. Margaret Cranston, maths teacher, offered by Church Missionary Society, UK. It was RESOLVED to accept the services of Margaret Cranston, with thanks to God and to her sending Mission.

- EC(1)-22/82. Alisdair Gourlay, teacher, offered by Church of Scotland. It was RESOLVED to accept the services of Alisdair Gourlay, with thanks to God and to his sending Mission.
- EC(1)-23/82. Pirjo Itkonen, nurse/midwife, offered by Finnish Missionary Society. It was RESOLVED to accept the services of Pirjo Itkonen, with thanks to God and to her sending Mission.
- EC(1)-24/82. Tove Madsen, biology teacher, offered by Danish Santal Mission. It was RESOLVED to accept the services of Tove Madsen, with thanks to God and to her sending Mission.
- EC(1)-25/82. Judith Nichols, nurse/midwife, offered by BMMF Int. It was RESOLVED to accept the services of Judith Nichols, with thanks to God and to her sending Mission.
- EC(1)-26/82. Karen Rodwell, teacher, offered by Baptist Missionary Society. It was RESOLVED to accept the services of Karen Rodwell, pending receipt of satisfactory medical reports, with thanks to God and to her sending Mission.
- EC(1)-27/82. Tanja Storm, agriculturalist, offered by Swedish Free Mission. It was RESOLVED to accept the services of Tanja Storm, with thanks to God and to her sending Mission.
- EC(1)-28/82. Sze Kiat and Kuan Thai Tang, civil engineer, offered by BMMF Int. It was RESOLVED to accept the services of Sze Kiat and Kuan Thai Tang, with thanks to God and to their sending Mission.
- EC(1)-29/82. Ben and Coby van Wijhe; electrical engineer, offered by BMMF Int. It was RESOLVED to accept the services of Ben and Coby van Wijhe, pending final clearance of medical reports, with thanks to God and to their sending Mission.
- EC(1)-30/82. Nora Vickers, nurse/counsellor, offered by Regions Beyond Missionary Union. It was RESOLVED to accept the services of Nora Vickers, with thanks to God and to her sending Mission.
- EC(1)-31/82. Appointment of Acting Executive Director. The Executive Director reported that Mr. Richard Clark had been appointed as Acting Executive Director for his three month absence from Nepal this summer. It was RESOLVED to recommend approval of this appointment.
- EC(1)-32/82. Appointment of Personal Counsellor. It was RESOLVED to appoint Miss Nora Vickers to the post of Personal Counsellor, and to express gratitude for her availability for this particular task.
- EC(1)-33/82. Appointments to Functional Boards.
- a) It was RESOLVED to appoint the following persons to serve on the Functional Boards for the year 1982/83 as the two voting members not serving under those Boards:
 - HSB: Mr. Daftan Sada, Miss Jeanette Hyland
 - EB: Dr. Rajendra Rongong, Mr. Ken Jones
 - EDB: Mr. Bir Bahadur Khawas, Mr. K. B. Rokaya
 - b) It was noted that the election of Board Appointee Representatives to the Functional Boards has not yet been completed for the year 1982/83.

OTHERS MATTERS

- EC(1)-34/82. Minutes of Meetings of Coordinating Committee, IDC and Functional Boards. These were noted with interest, and the several matters highlighted by Functional Secretaries were discussed. Many items of business are taken up under other actions of the Executive Committee.
- EC(1)-35/82. NEW ERA Report on Education in Gorkha District. The Education Secretary reported that a preliminary report only has been received from NEW ERA on the survey made, and the matter is not yet ready for final presentation to the Board. It is expected that a full report will be available for the Executive Committee in November, and for the Board in April 1983.
- EC(1)-36/82. Future of Shanta Bhawan Hospital. Previous actions regarding the termination of UMN's involvement in the operation of Shanta Bhawan as a hospital were noted (EC(2)-5/80 and BD-15/81). Concern was expressed for the need for flexibility in relation to any outside group which may wish to continue to operate Shanta Bhawan as a hospital, particularly in terms of possible personnel secondment and equipment, to make the handover period as smooth as possible. Whereas UMN will not in any way be able to contribute financial assistance for the hospital operation, requests for secondment of UMN expatriate personnel to the hospital will be considered and responded to by the Health Services Board and the Coordinating Committee. It was RESOLVED to record the approval of the Executive Committee of this position.
- EC(1)-37/82. Nepalisation. A policy paper suggesting a definition of Nepalisation, followed by a progress report from each of the Functional Boards, was discussed. It was RESOLVED to forward to the Board with a recommendation for approval:
- The definition: "Nepalisation is seen as a process of bringing able and qualified Nepali staff into leadership positions in a planned and willed way; also of seeking to integrate projects into the institutional framework of Nepal"
 - The action of EC(1)-6/82.
- EC(1)-38/82. New UMN Film. The Executive Director reported that a good number of member bodies had replied to the enquiry about the need for a new UMN film, and almost all responses were positive. After discussion it was RESOLVED to recommend to the Board:
- That the film should be a UMN film.
 - That the offer of BMMF Int. to produce the film on behalf of UMN be accepted with gratitude.
 - That the content of the film be planned and finalised by UMN administration and the film maker, working together.
 - That the film reflect the work and witness of UMN as a whole, and be planned for use in the broadest possible range of the UMN constituency.
 - That the concept of 'Christian mission as a wholistic ministry' be looked on favourably as the subject and thrust of the film.
 - That the production cost of approximately \$12,000 (\$25,000.) be covered by request of approximately \$1,000. contribution from each member body.

- EC(1)-39/82. Proposed amendments to the Constitution and Bye-laws. Further alterations to the proposed amendments were noted and agreed upon for presentation to the Board of Directors.
- It was further approved that additional amendments be proposed concerning:
- a) The study of annual financial statements by various Committees;
 - b) The election of Board Appointee representatives to the Functional Boards annually.
- EC(1)-40/82. Long range plans. It was noted that the development of long range plans is in process, and not in a finalised form. The process and the available material will be presented to the Board.
- EC(1)-41/82. Possible changes in UMN administrative structure. The reasons for and discussion about this matter were noted, and input into the study invited from Executive Committee members. It was RESOLVED to express appreciation for the study already done; to send the relevant report to the Board for information and input; and to request administration to continue work on this subject.
- EC(1)-42/82. Asianisation. It was reported that while the number of Asians working in the UMN has grown very slowly so far, it is fully expected that there will be a large increase in the total number in the next 12 months. This was received with appreciation.
- EC(1)-43/82. Placement of personnel and support of projects. A memorandum on this subject was noted and discussed. It was RESOLVED that this Committee reiterate its concurrence with the basic policy position that personnel assignments and project approvals are the prerogative of the UMN.
- EC(1)-44/82. Church relationships. The Executive Committee members appreciated the opportunity to meet with Church leaders in Nepal, and noted together the main topics which had been discussed.
- EC(1)-45/82. Progress Reports. The Executive Director mentioned that one of the Progress Reports sent to member bodies had concerned the need for an Auditor.
- EC(1)-46/82. Seminars. It was noted that two seminars of a missionwide nature had been held during the year, and a fuller report will be given at the Board meeting.
- EC(1)-47/82. Open Letter from Carl Friedericks. The Executive Committee received with gratitude an Open Letter written to the members by Dr. Carl Friedericks. This outlined his perspective of the growth and development of the UMN over 28 years, and encouraged members of the Committee to visit the projects and see the work firsthand for themselves.

There being no further business, the meeting was closed with prayer.

Minutes of the

FINANCE COMMITTEE MEETING

held in Kathmandu, 26 March 1982

The meeting of the Finance Committee was held in the Board Room at UMN Headquarters for one full day. The morning session was opened with devotions led by Rev. J. Malm.

Roll Call. Members were present except as indicated:

President, UMN:	Rev. E. Gass
Chairman, Finance Committee:	Rev. J. Malm
Other member:	Mr. M. Warner (absent)

Ex-officio members: Mr. Carl Johansson, Executive Director
Mr. Erling Wennemyr, Treasurer
Dr. Sigrun Mogedal, Health Services Secretary
Mr. Richard Clark, Education Secretary
Mr. Al Schlorholtz, Economic Development Secretary

Co-opted members: Mr. Paul Spivey, Associate Health Services Secy.
Mr. Tor Mogedal, Associate Economic Dev. Secretary

Agenda. The agenda was adopted as presented by the Treasurer, with a couple of additions.

FC(1)-1/82. Confirmation of Minutes. The Minutes of the meeting held on 9-10th November 1981 were approved and adopted as an accurate record.

ANNUAL STATEMENTS

FC(1)-2/82. Finance Statements for 1981. The provisional financial statements for 1981 had been circulated to members prior to the meeting, and had been carefully noted. The Treasurer gave an overview of the financial situation, and the consolidated statements were studied at the meeting. These covered:

- a) Treasurer's Consolidated General and Capital Fund Statements and Balance Sheet, supported by details of various subsidiary accounts.
- b) Provident Fund Statement and Balance Sheet.
- c) Administration projects - General and Capital Funds.
- d) Health Services projects - General, Capital and Program Funds.
- e) Education projects - General, Capital and Program Funds.
- f) Economic Development projects - General, Capital and Program Funds.

It was RESOLVED to accept these statements, with gratitude to God for adequate provision for all needs, and to forward them to the Board of Directors. It was noted that some of these statements are still to be audited. They are found as appendices to the Board Minutes (ref. BD-5/82).

FC(1)-3/82. Reserve Funds, etc. Details of present balances in the various UMN Reserve Funds were noted; also the audited surpluses and deficiencies from the projects for 1980, which have been transferred to the Accumulated Fund.

POLICY MATTERS

- FC(1)-4/82. Rules for Transfer of personnel within UMN-related organisations. A proposed set of rules had been amended and accepted by all three Functional Boards. It was RESOLVED to approve these rules as UMN policy for implementation in case of transfers from one UMN-related organisation to another.
- FC(1)-5/82. Rules regarding grants and donations. Previously the three Functional Boards have had their own (similar) set of rules for the seeking of, and handling of negotiations concerning, grants and donations for approved projects. These have now been amended into one document for use by all Boards. It was RESOLVED to approve these as guidelines to be followed as applicable.
- FC(1)-6/82. Costs of Nepalisation. It was noted that the philosophy of Nepalisation will be discussed by the Executive Committee and Board, and recognised that it is not possible or meaningful to try to make an overall longterm budget for this process. A budget for the support of specific cases can be presented at any time, and the Personal Contributed Services figures reflect the salary equivalent of Board Appointees in any project.
- FC(1)-7/82. Insurance. After discussion it was RESOLVED to accept the recommendation of the Coordinating Committee, and approve the following guidelines:
- a) Vehicles will continue to be insured;
 - b) Professional Indemnity insurance will continue;
 - c) Buildings and equipment owned by UMN will not be insured;
 - d) Rented buildings will not be insured, as is the current practice.
- FC(1)-8/82. Transfer of money to non-UMN organisations. Reference was made to the policy found in EC(1)-35/81. It was agreed to request the Executive Committee to discuss this matter further.
- FC(1)-9/82. The Role of EDB and CC in Companies. It was noted that the Economic Development Board has assumed basic responsibility for guidance to UMN representatives on Boards of Companies and organisations of which UMN is the owner or main shareholder, with recourse to the Coordinating Committee for advice. It was RESOLVED to affirm this procedure as approved policy.
- FC(1)-10/82. Gratuity Fund. It was noted that although the Gratuity Fund has been built up during the past year, over half of it will be needed at the time of the closure of Shanta Bhawan by UMN. It was agreed that the Treasurer should write to member bodies asking that where possible they consider giving an additional grant in 1983 of \$1,000. for this Fund in order to bring it to the balance needed to make it self-maintaining.
- FC(1)-11/82. Reserve Funds. (ref. FC(2)-17/81). The purposes of the various reserve funds of the UMN were considered and discussed. It was RESOLVED:
- a) To maintain the Accumulated Fund, Gratuity Fund, Provident Fund, Undesignated Fund and CURD Fund as at present;
 - b) To close the Equalisation Reserve Fund and Valuation Reserve Fund, and to transfer these balances into the Accumulated Fund.

FC(1)-12/82. Per Capita Grants. The Treasurer reported that, following the implementation of EC(2)-6/81, replies received from member bodies expressed agreement with the proposed change in designation of the per capita grants. Some clarification of 'administrative capital costs' had been requested. It was RESOLVED to recommend to the Executive Committee and Board that the new policy be approved, and that grants for allocation to project general funds be sought from special gifts, bank interest and undesignated funds.

FC(1)-13/82. Cost of Living Index. In order to make necessary COL adjustments in salaries from mid-July 1982, it was RESOLVED to recommend that the Executive Committee:

- a) Authorise expenditure of up to 11% of the total salary budget in granting salary increases from mid-July 1982 to mid-July 1983;
- b) Authorise the Coordinating Committee to distribute the available amount between the different personnel categories.

FC(1)-14/82. Budgeting Guidelines for 1983. After discussion it was RESOLVED to recommend that the Executive Committee:

- a) Instruct the projects to calculate an inflation factor of 15% over 1982 in their budgets for 1983, while seeking at the same time to keep as low an overall increase as possible;
- b) Authorise the Coordinating Committee to raise this to 20% if it deems this necessary;
- c) Instruct that this increase include all necessary changes within the salary scale.

FC(1)-15/82. Transfer of BPF shares. On the recommendation of the Economic Development Board, it was RESOLVED to agree to the proposal that Rs.900,000. of UMN share capital in the Butwal Plywood Factory be transferred to BTI ownership in BPF, in order to help to strengthen BTI and give it a more diversified income.

SUPPLEMENTARY BUDGETS FOR 1982 and on

FC(1)-16/82. Supplementary Budgets. A number of additional or revised Plans and Budgets were forwarded to the Finance and Executive Committees from the functional boards. Each of these was considered in turn, and it was RESOLVED to forward them to the Executive Committee with a positive recommendation for approval of the budgets, contingent on approval of the plans:

- a) Humphrey Pump Program. (Appendix LL)
 - i) Approve in principle the budget of Rs.1,050,000. for a six year program;
 - ii) Approve for funding at this time Rs.300,000. for the first two years from 15th July 1982.
- b) Gobar Gas Research Assistance Program (Appendix MM). Approve budget of Rs.330,000. for two year program from 15 Jly. 1982; funding to be sought.
- c) Hydraulic Ram Pump Program. (Appendix NN). Approve Rs.14,000. for program from 1982. Funding is available.

- d) Azospirillum Brasilense Bio-Fertilizer Feasibility Study. Approve Rs.5,500 for 1982; funding is available. (Appendix OO).
- e) BEW Galvanizing Plant Program. (Appendix PP). Approve Rs.374,000. for three year program from July 1982. (Previously approved, but lapsed).
- f) Nawalparasi Hills Development Project. (Appendix QQ). Approve Rs.1,363,000. for two year program, 1983-1984.
- g) RDD Centre, Pokhara: revised budget with development plans. (Appendix RR). Approve budget of Rs.130,000. (increase of Rs.25,600. over that already approved in November 1981).
- h) Roundworm Control Program, South Lalitpur and Okhaldhunga. Approve Rs.60,000. for 1982-1983. (Appendix TT). Funding available.
- i) Gorkha Project Hospital, capital budget: TB/Leprosy dera and drying room. Approve revised budget of Rs.160,000. (increase of Rs.65,000. over budget previously approved). (Appendix UU).
- j) Gorkha Project CHP capital budget: Conversion of shed into office. Approve budget of Rs.28,105. (Appendix UU).
- k) Shanta Bhawan Nurse Campus: Emergency transfer of the school within two months. Approve the following:
 - i) Capital budget: Rs.96,000. for renovation.
 - ii) Additional recurring budget: Rs.45,000. for rent.
 - iii) Authorisation to Coordinating Committee to take further action if necessary, up to a total of Rs.150,000.

FC(1)-17/82. Study Tour for STMP Business Chief. It was agreed to view this proposal, and its budget of Rs.157,200, with favour, but to refer it to the Training and Scholarship Program for implementation.

GENERAL BUSINESS AND INFORMATION

FC(1)-18/82. Butwal Engineering Works. It was noted that CC had agreed to guarantee a further loan of Rs.150,000. to BEW, as approved in FC(2)-24/81, b.

FC(1)-19/82. Company Structure in Butwal. The structure of the various companies was noted, and the amount of share capital held by each shareholder at the present time. Also noted that further developments may include the establishment of a Turbine Company, and of BTI as a Private Ltd. Company.

FC(1)- 20/82. Supplementary capital budgets for 1982. It was noted that the following have been approved by the Coordinating Committee:

- a) EDB Service Office: Chair 1,500.
- b) Gorkha Area Services: Adding machines 8,000.
- c) Scholarship Program: English typewriters 8,000.
- d) Non-Formal Education: Bicycle 712.
- e) Seconded Teachers' Equipment Fund: 4,000.
- f) Headquarters Project (reversal of figures approved):
 - Safe 18,000.
 - Furn/Equip. Treasurer's office 10,000.
- g) Butwal Flood victims: (pending further investigation of the need and situation): Up to 10,000.

FC(1)-21/82. Capital grants from Undesignated Funds. It was noted that the following grants had been authorised by CC:

a) Project furniture for Board Appointees as per project budgets for 1982:	55,000.
b) EDB Service Office: Chair	1,500.
c) Scholarship Program: English typewriter	8,000.
d) Seconded Teachers' Equipment Fund:	4,000.
e) Language & Orientation Program: Furniture	3,700.

FC(1)-22/82. Grant to BTI for BWI. Noted that CC had approved a grant to BTI of Rs.80,000. on condition that it be used in full towards the deficit of BWI.

FC(1)-23/82. EDB outstanding project items. It was noted that EDB had taken action to cover two outstanding amounts from the DCS undesignated fund:

- a) Rs.14,252., Bio Gas Research and Development Program, not met by donor grant;
- b) Rs.3,375., Jomosom original design work.

FC(1)-24/82. Rent allowances in Kathmandu Valley and Tansen. It was noted that the Coordinating Committee had approved the following ceiling allowances for the year beginning 15th April, 1982:

Kathmandu Valley:

Single people	Rs. 850. per month
Couples	1,050.
Couples with one child, or two singles	1,250.
Couples with two or more children	1,500.

Tansen:

Single people	475.
Couples	775.
Couples with one child	850.
Couples with two or more children	950.

FC(1)-25/82. Housing and storage for Board Appointees. It was noted that the Coordinating Committee had approved policies with particular reference to people who live in isolated places and/or have no surface transportation to their projects.

FC(1)-26/82. Duty travel rates. It was noted that revised rates for duty travel costs refundable on journeys taken in private vehicle had been set as follows, as from 15th January 1982:

For local travel:	Van -	Rs. 3.45 per km.
	Car -	2.90 " "
	Motorcycle -	.60 " "
For other travel:	Van -	2.60 " "
	Car -	2.20 " "
	Motorcycle -	.50 " "

FC(1)-27/82. Employment Policy: Working Hours. It was noted that it had been confirmed for clarification that the decision to reduce working hours from 44 to 40 per week referred only to those Nepali staff who are employed under the UMN Employment Policy which, up to 14th January 1982, defined their working hours as 44 hours per week, and its relevant salary scale. It did not refer to employees working under any different employment policies and salary scales.

FC(1)-28/82. Employment Policy: Holiday allowance and working hours.

It was noted that the rules for holiday allowance for Nepali staff under the UMN Employment Policy as above are set as follows:

- a) With regard to working hours, each project must work out how it will allocate the 40 hours per week as meets the needs of the situation there.
- b) Holiday allowance (including those under LOP Employment Policy):
 - i) Those eligible for the allowance are :
 - Employees whose appointment is not confirmed, as well as those whose appointment is confirmed;
 - Employees on the regular salary scale on a monthly basis in UMN employment on the last day of the Nepali month previous to Dasai.
 - ii) Payment will be made only at the time of Dasai, or at the time of Christmas, according to the choice of the individual employee.

FC(1)-29/82. Employment Policy: Sick leave and annual leave. It was noted that this will be calculated as follows:

Sick leave and annual leave will be calculated on the basis of an average normal work day of 7 hours 20 minutes. Therefore the total hours allowed will be:

Annual leave - $27 \times 7\frac{1}{2}$ hours = 198 hours (rounded off to 200).
Sick leave - $12 \times 7\frac{1}{2}$ hours = 88 hours (rounded off to 90).

So Annual leave = 200 hours, and Sick leave = 90 hours.

When an employee takes annual or sick leave, the number of hours which would have been worked on that day or days will be deducted from this annual total. At the end of the year, the number of days to be credited to sick leave would be:

Total hours of sick leave unused
7 hours 20 minutes.

FC(1)-30/82. Salary Scale: New post. It was noted that a new post has been approved:

Grade 6: Junior Non-formal Educator specialist.

FC(1)-31/82. Salary Scale: Duty travel allowance. It was noted that the following policy has been approved by Coordinating Committee:

If project vehicles are used, the milage cost will be billed directly to the program. If available, public transport should be used. Expenses incurred will be reimbursed according to written claims, with tickets/receipts where possible. If an employee must walk more than 1 kosh to reach the location of work, an allowance of Rs.4/- per kosh (beyond one kosh) will be paid according to a 'distance chart' held in the program office.

FC(1)-32/82. Salary Scale: Overnight Allowance. It was noted that the following policy has been approved by Coordinating Committee:

If an employee's work responsibilities involve an overnight stay, an allowance per night will be paid in order to compensate for possible involvement in work, personal inconvenience, and the extra cost of food and lodging compared with home (this recognises that food will often be provided free of charge). The rate per night will be:

Grades 1 and 2:	Rs.12/-
" 3:	15/-
" 4 and 5:	18/-
" 6 and 7:	21/-
" over 7	25/-.

FC(1)-33/82. Blindness Prevention Program. It was noted that the program is being presented to the Executive Committee, which will involve UMN in planning and personnel, but not in financial obligations.

FC(1)-34/82. Hospital Boards. It was noted that the Patan Hospital Board does not report to HSB or the UMN structure, and UMN input in planning and policy is channelled through representation on the Board. Financial contributions and personnel needs will still be presented to UMN through the HSB in the ordinary way.

Attention was drawn to the fact that similar situations may arise when Hospital Boards are formed for the other UMN hospitals under the proposed agreement with HMG.

FC(1)-35/82. Seconded Teachers' Equipment Fund. It was noted that the Education Board has approved rules for the establishment and use of a small fund to enable seconded teachers to obtain a limited amount of essential equipment for their schools, in consultation with the Headmaster and Education Secretary.

FC(1)-36/82. Closure of Shanta Bhawan. The Health Services Board had noted that there is a need to slow down the program of work at the hospital in order to prepare for the move to Patan Hospital. It was recognised that there may be a need for UMN to subsidize the hospital because of such curtailment of service.

FC(1)-37/82. Study of Annual Financial Statements. It was agreed that the particular function of the different Committees should be:

- a) The Audit Committee will scrutinise the annual statements from a technical point of view;
- b) The Functional Boards will screen the statements, note the highlights and items of importance, and look at the total financial situation for that Board;
- c) The Finance Committee will have all statements available for study, and at the meeting will have an overview of the missionwide financial situation through the Treasurer's and project statements, taking note of comments from the Audit Committee and Functional Boards.

FC(1)-38/82. Matters reported for information. The Treasurer drew attention to a number of items of interest:

- a) The present funding situation of Patan Hospital and Jumla Projects. Both are in need of further funds.
- b) Buling Arakhala Project surplus from 1980, Rs.264,567., is being transferred to the new expanded program.
- c) Banking services at Nepal Bank, Chase Manhattan Bank and Union Bank of Switzerland.
- d) Audit Committee: This is now functioning, and policy matters referred to the Functional Boards and Finance Committee.

e) The status of the EDB Working Capital Fund as at present.

f) Shanta Bhawan property tax, assessed for the past 11 years, with a large claim made on the hospital. Clarification is being sought.

g) Flood Relief: Assistance has been given, and is being planned or investigated for the future, in South Lalitpur and Butwal areas.

h) An expatriate Auditor is being sought; if no one is available a Nepali auditor will be asked to do the necessary work for UMN.

There being no further business, the meeting was closed with prayer.

APPENDIX JJ

AMENDMENTS TO THE UMN BYE-LAWS (BD-16/82)

SECTION A : Concerning ACTING APPOINTMENTS.

- 1) Acting Executive Director. Bye-law V, A, 2, add new para c):

"c) An Acting Executive Director will be appointed by the Executive Director for periods of up to three months. For periods of three to twelve months, the appointment will be made by the Board if at all possible, or, if not, by the Executive Committee on behalf of the Board. For periods of longer than six months the recommendations of the Board Appointees will be sought before the appointment is made. The Executive Committee may terminate this appointment when it deems necessary. All such appointments will be confirmed at the following Board meeting."

- 2) Acting Treasurer. Bye-law V, A, 3, add a new third paragraph:

"An Acting Treasurer will be appointed by the Executive Director for periods of up to three months. For periods of three to twelve months the appointment will be made by the Board if at all possible, or, if not, by the Executive Committee on behalf of the Board. For periods of longer than six months the recommendations of the Board Appointees will be sought before the appointment is made. The Executive Committee may terminate this appointment when it deems necessary. All such appointments will be confirmed at the following Board meeting."

- 3) Acting Functional Secretary. Bye-law V, B, 1, add a new second para:

"An Acting Functional Secretary will be appointed by the Executive Director for periods of up to three months. For periods of three to twelve months, the appointment will be made by the Executive Director on behalf of the Executive Committee. For periods of six months or longer the recommendations of Board Appointees assigned to the particular Functional Board will be sought before the appointment is made. All such appointments will be confirmed at the following meeting of the Executive Committee."

- 4) Executive Committee duties. Bye-law VI, C, 3, amend to read:

"It will make nominations to the Board concerning the appointment of the Executive Director or Acting Executive Director, and the Treasurer or Acting Treasurer, and will appoint Functional Secretaries and Acting Functional Secretaries and members of Functional Boards as required."

- 5) Executive Director's duties. Bye-law VII, C, *insert new paragraph and re-number remaining paras of C:

"To appoint an Acting Executive Director, an Acting Treasurer, Acting Functional Secretaries and Associate Functional Secretaries when necessary according to Bye-law V, A and B."

SECTION B : Concerning ASSOCIATE FUNCTIONAL SECRETARIES.

- 6) Appointment. Bye-law V, B, 2, insert new para, and re-number paras 2 and 3 to 3 and 4:

"An Associate Functional Secretary may be appointed where deemed necessary, for a three year term, by the Executive Director. The

appointment will terminate on leaving Nepal on furlough, or for other reasons, for a period of three months or longer; provided, however, that where it is considered desirable for the officer to resume office on return from such absence, the Executive Director may make an Acting appointment in the meantime. Nominations to these appointments will be made by the Functional Board concerned, taking into consideration the prior comments of all Board Appointees working under that Functional Board. The Executive Director may terminate such appointments when he deems necessary.

7) HSB membership. Bye-law XV, A, 4, amend to read:

"Two non-voting members will be the Health Services Secretary and the Associate Health Services Secretary. The Health Services Secretary will be the secretary of the Health Services Board."

8) EDB membership. Bye-law XVII A, 4, amend to read:

"Two non-voting members will be the Economic Development Secretary and the Associate Economic Development Secretary. The Economic Development Secretary will be the secretary of the Economic Development Board."

9) Duties. Bye-law VII, F, add new section; and re-letter remaining sections of VII.

"Associate Functional Secretary.

The duties of the Associate Functional Secretary will be:

1. To have such duties, responsibilities and authority as are delegated by the Functional Secretary, recognising that the Functional Secretary carries final responsibility in all matters and must be kept fully informed of all important issues."

2. To be an ex-officio member of the appropriate Functional Board."

SECTION C : Concerning FUNCTIONAL BOARD DUTIES.

10) HSB nominations. Bye-law XV, C, 10, 11 and 12, add new paras:

"10. It will make nominations to the Executive Committee to fill a vacancy in the post of Health Services Secretary.

11. It will make nominations to the Executive Committee (or Executive Director) for an Acting Health Services Secretary in the absence of the Health Services Secretary for periods of more than three months.

12. It will make nominations to the Executive Director to fill a vacancy in the post of Associate Health Services Secretary."

11) EB nominations. Bye-law XVI, C, 12 and 13, add new paras:

"12. It will make nominations to the Executive Committee to fill a vacancy in the post of Education Secretary.

13. It will make nominations to the Executive Committee (or Executive Director) for an Acting Education Secretary in the absence of the Education Secretary for periods of more than three months."

12) EDB nominations. Bye-law XVII, C, 10, 11 and 12, add new paras:

"10. It will make nominations to the Executive Committee to fill a vacancy in the post of Economic Development Secretary.

11. It will make nominations to the Executive Committee (or Executive Director) for an Acting Economic Development Secretary in the absence of the Economic Development Secretary for periods of more than three months.
12. It will make nominations to the Executive Director to fill a vacancy in the post of Associate Economic Development Secretary."

SECTION D : Concerning FINANCE COMMITTEE.

- 13) Membership. Bye-law XIV, A, 2, add to end of para:

"In the absence of an elected member, the Chairman of the Board will appoint an alternate member to serve for that meeting."

- 14) Duties. Bye-law, C, 4: Delete this para, and transfer this responsibility to the Coordinating Committee.

SECTION E : Concerning PER CAPITA GRANTS.

- 15) Support. Bye-law VIII, A, 1: amend to read:

"1. These will be termed "Board Appointees", and are defined as those workers offered and fully supported by member bodies and accepted by the Executive Committee. Full support ordinarily includes the per capita annual grant to the administrative expenses of the United Mission, as well as personal costs such as salary, medical expenses, children's schooling, furlough travel, etc., according to the rules of the member body."

- 16) Funds. Bye-law XIV, C, 5: amend to read:

"To review and study the sources from which grants may be received to all funds of the United Mission, and make recommendations concerning them."

SECTION F : Concerning COORDINATING COMMITTEE DUTIES (and Audit Committee).

- 17) Business matters. Bye-law X, C, 2, amend to read:

"It will consider and take action in matters related to missionwide or inter-functional rules concerning employees of the various projects, such as employment policies, salary scales, Provident Fund, medical insurance, etc. It will also consider, frame and implement missionwide rules related to Board Appointees, such as duty travel, rent allowances, etc. These actions will be reported to the Finance Committee for confirmation. Any items of a policy nature, or having substantial financial consequences, and all matters concerning the Provident Fund, will be referred by the Finance Committee to the Executive Committee for action."

- 18) Budgets. Bye-law X, C, 4, insert new para, and re-number present 4 and 5 to 5 and 6.

"It will compile and coordinate all plans and budgets, set priorities for all recurring and capital budgets, and give guidance concerning the distribution of undesignated funds, and report to the Finance Committee."

- 19) Audit Committee. Bye-law X, new 7; re-number old paras 6 - 9 as 8 - 11:

"It will appoint an Audit Committee, which will include one representative from each Functional Board. This Committee will study and scrutinise annual statements and audit reports, and report back to the Coordinating Committee and Finance Committee."

- 20) Budget grants. Bye-law X, new 9 (old 7), amend to read:

"a. It will receive from the Functional Boards requests for supplementary budget grants, and may approve these requests up to 10% of the approved budget for that program of the project.

b. It may approve supplementary capital and program funding items of amounts up to Rs.50,000. for each single item, using 1982 monetary value as a base. It may also approve the amount needed when the breakdown of a capital item demands immediate replacement, and respond to emergencies as seems appropriate to the Committee."

c. It may approve funding from undesignated and designated funds for any approved budgets when urgently needed between meetings of the Finance Committee, and respond to emergencies as seems expedient."

All of these actions will be reported to the Finance Committee for confirmation."

SECTION G : Concerning BUDGETING PROCEDURES.

- 21) Bye-law XIII, C, amend to read:

"All heads of institutions, project directors and Area Services Officers will, in consultation with the Functional Secretary concerned, prepare budgets for the coming fiscal year in the form a and at the time prescribed, and submit them to the Executive Director, Treasurer and concerned Functional Secretary."

SECTION H : Concerning LOP and TSC TERMINOLOGY

- 22) Personnel Secretary's duties. Bye-law VII, new G, 5, amend to read:

"In cooperation with the Executive Director, the Functional Secretaries and the Language Program Orientation Administrator, to welcome new Board Appointees and assist in necessary adjustments of their initial language and orientation period."

- 23) EB membership. Bye-law XVI, A, 5, amend to read:

"Ex-officio members will include representation from the Language and Orientation Program, and the Administrator of the Training and Scholarship Program, who will have voice but no vote."

- 24) EB duties. Bye-law C, 10; amend to read:

"It will be responsible for and supervise the Training and Scholarship Program, and appoint the members of the Training and Scholarship Committee and its Administrator."

SECTION I : Concerning BOARD APPOINTEES.

- 25) Acceptance of UMN Policies. Bye-law VIII, A, 2, a, amend to read:

"Board Appointees will be those who:

- Have a call from God for work in Nepal;
- Are prepared to cooperate with Christians from other Church denominations;

- Are willing to accept the Constitution of the United Mission, and the policy statements of the Board;
- Are prepared to be subject to the laws of Nepal."

26) Data required. Bye-law VIII, A, 3, c, amend to read:

"In doing so, the member body will send to the Personnel Secretary the required personal data of the candidate. A statement may be made regarding any personal choice of place of service in Nepal."

27) Suspension. Bye-law IX, F, amend to read: (last sentence) -

"...Such action will be referred immediately to the Executive Director, who will take action, and report to the Executive Committee."

28) Mid-term breaks. Bye-law IX, I, 2, amend to read:

"For Board Appointees, furlough to their home countries will be granted after such period as their member bodies decide. Where member bodies arrange for a mid-term home leave break for their workers, such will be recognised by the United Mission in lieu of normal vacation time for that year."

SECTION J : Concerning CIRCULAR VOTES.

29) Meeting with no quorum. Bye-law VI, B, 3, amend to read:

"....correspondence vote of all absent voting members. Such correspondence will be sent in the form of a registered letter. If no reply is received within six weeks of the posting of the Minutes of the meeting, the member's consent will be assumed."

30) Additional resolutions. Bye-law VI, B, 4, amend to read:

"In special circumstances, when policy is not involved, members of the Executive Committee will be entitled to vote on a matter circulated to them by the Executive Director in the form of a registered letter. The Executive Director will take action....."

SECTION K : Concerning PLANS, BUDGETS, REPORTS, STATEMENTS.

31) ASO duties. Bye-law VII, new H, 6, amend to read:

"To prepare....area service bank accounts if any; to be responsible for accounting for the receipts and expenditures of funds and preparing reports and statements for the Executive Director, Treasurer and Functional Secretary."

32) Project Director's duties: Bye-law VII, new J, 1, b, amend to read:

"To submit to the Executive Director, Treasurer and Functional Secretary plans and budgets, annual reports, and monthly and annual statements."

Delete c, and re-number d and e as c and d.

33) Financial policy. Bye-law XIII, E, amend to read:

"All heads of institutions, project directors and Area Services Officers will submit monthly and annual statements of accounts to the Executive Director, Treasurer and Functional Secretary concerned."

SECTION L : Concerning BANK ACCOUNTS.

34) Bye-law XIII, F, amend to read:

"The bank accounts of the United Mission will be as approved by the Coordinating Committee, and reported to the Finance Committee for information. The Executive Director is authorised to notify the bank of changes in personnel authorised to sign on such accounts."

STATEMENT OF AIMS OF THE ECONOMIC DEVELOPMENT BOARD

Aims: We seek:

1. To enable people, especially the underprivileged, to bring about lasting fulfilment of their basic felt needs in the areas of food, water, fuel/energy, and housing; (i.e. to fulfill basic felt needs);
2. To enable people to develop technical, organisational and leadership abilities, together with a commitment to equal opportunity, justice, participation in development, and cooperation with others in furthering the common good; (i.e. to develop abilities and commitment);
3. To develop resources and services, especially in the areas of renewable energy, skilled manpower, trained management, sales marketing, and research and consulting services, for a just economic growth; (i.e. to develop resources and services);
4. To seek, together with the local church and individual believers, for practical ways of participating together as the 'Body of Christ' in strengthening the economic base for the building of community.

Our Biblical responsibility towards stewardship of natural resources and the effects of any economic development program on basic needs, such as health, nutrition, security, dignity and fellowship, should always be considered.