

U.M.N. 1979 EXPENDITURES
(Nepali Rupees)

		<i>foreign personnel in nepali towns plus overheads and materials</i> <div> <div>Nepali</div> <div>Cost of</div> <div>Capital</div> <div>General</div> <div>Project</div> </div> <div> <div>Salaries</div> <div>Services</div> <div>Items</div> <div>Program</div> <div>Total</div> </div>				
Palpa Project:	Hospital inpatient care (2802: 1979) Outpatient care (37,208: 1979) CHP: health clinics, drinking water systems, local dispensaries, MCH clinics, health education ANM/CMA schools	798,047.	1,118,423.	995,434.	-	2,911,904.
Gorkha:	Hospital inpatients (1656: 1979) Outpatientss (25,916: 1979) CHP: MCH clinic, family planning, health education	328,383.	414,761.	74,559.	(health services)	817,703.
Gorkha:	Education	-	5,200.	793.	(education)	5,993.
Shanta Bhawan:	Hospital inpatients (6554: 1979) Outpatients (118,354: 1979) CHP: Nutrition and health education, district clinics, water systems, MCH clinics	2,077,103.	2,341,189.	1,016,616.	-	5,434,908.
	Nurses' School: 1979 graduates 15 Current enrollment 75 Scholarships and stipends for students	186,362.	192,902.	31,347.	-	410,611.
Okhaldhunga:	Dispensary outpatients (11,196: 1979) Inpatients (813: 1979) CHP: MCH clinics, water supplies, health education	129,554.	136,853.	77,414.	-	343,821.
Patan Hospital:	Construction of a 150 bed hospital to serve the Lalitpur community, due to be completed 1985.	-	-	-	16,250,000.	16,250,000.
Community Health Office:	Distribute medications to UMN health service units Nutrition advisory service	4,756.	44,245.	9,700.	-	58,701.
Pokhara Boys' B.S.:	Education	-	12,920.	256,601.	20,000.	289,521.
Rural Youth:	Rural youth organisations for fellowship and training	2,620.	-	-	4,583.	7,203.
Mahendra Bhawan:	Teachers seconded to girls' school, grades 1-12	-	-	4,938.	-	4,938.
Jumla:	A multi-year integrated development program to cover health care, education and economic development	-	7,045.	-	192,641.	199,686.

Scholarships:	Provided to secondary school students: Current scholarship holders 84	13,689.	1,486.	-	227,634.*	585,212.
SFAP:	Financial assistance for pre-college students primarily at Mahendra Bhawan and Pokhara Boys' B.S.	-	-	-	289,000.**	360,691.
CRO:	Cultural Resource Office, to develop a Nepali cultural study available to the UMN for program planning and interpretation	-	-	1,276.	630.	1,906.
Materials Development:	To provide school and technical textbooks in Nepali for education and training in various fields	2,137.	386.	3,589.	-	6,112.
LOP:	Language and Orientation, to prepare workers to work in Nepal	121,157.	37,296.	10,898.	-	169,351.
EDB:	Economic Development Board Projects and Services includes Surkhet Technical School, Andhikhola hydro- electric project, Tree Planting and other EDB work not in Butwal	9,545.	32,405.	15,092.	-	57,042.
DCS-Butwal:	Includes all works and services in Butwal: Agricultural tools and machinery, gobar gas, water driven turbines, engineering service etc.	60,355.	157,798.	-	805,405.	1,023,558.
Headquarters:	Administrative Unit for program coordination	98,511.	485,752.	150,162.	-	734,425.
Missionwide:	Supplies goods and services to mission personnel	-	751,800.	157,727.	-	909,527.
Central Drug Store:	A central system of inventory for dispensing medications to all health service projects					
TOTALS:		3,832,219.	5,743,461.	2,806,146.	17,789,893.	30,582,813.

* (339,403 held)

** (71,691 held) (411,094 held)

1979 Total Expenditures: N.Rs.30,582,813.

Does not include costs or profits in industries now operated by the Nepalis.

Approximate Exchange Rates:

1 £ Sterling	=	26 NRs
1 \$ American	=	12 NRs
1 \$ Canadian	=	10 NRs
1 DM (W.German)	=	6.3 NRs
1 \$ Australian	=	13 NRs
1 SFr.	=	6.6 NRs
1 Swedish Kr.	=	2.7 NRs

U.M.N. D O N O R L I S T

Country	Agency	Receipts 1979 & Promises 1980	Area of Interest
W. Germany	Bread for the World	3,500,000.	Community health X-ray Okhaldhunga Tansen dental equipment Jumla (?) Education (via WCC) Orthopaedic Center Nepali salaries Grant in process
	EZE (Central Agency)	5,000,000.	Community Health Patan Hospital Tree Planting (?) Palpa Hospital Equipment Surkhet
	Gossner Mission	70,000.	Nepali salaries Scholarships SFAP
	Christoffel Blinden Mission	31,000.	Shanta Bhawan scooters
Sweden	Orebro Mission/Bread to Brethren Swedish Free Mission	950,000.	Patan Hospital (water system) CHP water - Tansen Scholarships SB Nursing School Tansen Hospital Equipment Tree Planting (?) Palpa water (?)
	UM/Rotary International	90,000.	Jumla Scholarships
	Baptist Missionary Society	3,600. 4,550.	(?) (Makaisingh furniture & equip.)
UK	Church Missionary Society, UK	24,000.	Scholarships
	ITDC	(100,000. (850,000.	Turbines - Butwal/galvanizing
	Methodist Church, UK	2,400. 65,000.	Scholarships SFAP Palpa CHP water system
	Presb. Church in Ireland	20,000.	Jumla, Nepali staff, children's hostel
	Christian Aid	520,000.	Jumla
	Tear Fund	2,500,000.	Shanta Bhawan CHP:water Food for Work Jumla Palpa water system
Finland	Finnish Mission Society	178,000. 45,000. 500,000.	Shanta Bhawan equipment Okhaldhunga water system (Central Drug Store) 1980

Norway	Norad	several million	Andhikhola Butwal, etc.
	WMPL, Norway	20,000.	Guest house, travel, MCH clinic
Holland	ICCO	several million	Pokhara const. Surkhet(?)
	Stovenberg	225,000.	Shanta Bhawan equipment
Switzerland	Swiss Friends for Missions	7,000.	(?)
	WGS	200,000.	BTI class room, scholarships SFAP (ANM #77.8 report still outstanding)
	LWS	4,000,000.	PHP construction (no response to request for 8,000,000)
USA	American Baptist Church	6,000.	(?)
	American Lutheran Church	4,000.	(?)
	Assemblies of God	1,400.	(?) The Bd. member was eager to be more involved but we did never get together to discuss it further
	BMMF International	24,000. 286,000.	(?) Palpa water system
	CWS	798,000.	Buling Arakhala, CDS truck, rural tool development
	Christian Church (Disciples)	18,000.	Scholarships
	UCBWM	16,000.	(?)
	United Methodist Church	283,000.	Jumla, Scholarships Request pending re UMCOR-Heiffer International for CURD Fund
	UPC USA	144,000.	Various - via indiv. missionaries
	USAID	1,800,000.	Gobar Gas
	WMPL, USA	9,500.	(?)
	World Neighbours	251,000.	Rural Youth (Pokhara)
Canada	CIDA	106,500.	Various
	OBC	42,000.	Materials Development
	United Church of Canada	109,000.	Education, indigent patients (Now working on matching grant for 500,000 CURD Fund via CIDA)
	Presb. Church in Canada	249,000.	Nurses' Campus Shanta Bhawan, Scholarships, Children's Hostel, Amp Pipal
	Save the Children Fund	150,000.	Amp Pipal, Patan Hospital
	Canadian Girls in Training	90,000.	PHP - pediatric section
	Camrose	80,000.	PHP
	Mennonite Church	400,000.	Gobar Gas, Food for Work, Scholarships
Australia	RBMU	104,000.	Food for Work, Tansen,
	CMS (Aust)	1,300.	UMN general Scholarships

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1 9 8 0 BUDGET SUMMARY

(Nepali Rupees)

<u>P R O J E C T</u>	<u>NEPALI SALARIES</u>	<u>COST OF SERVICES</u>	<u>CAPITAL ITEMS</u>	<u>GENERAL PROGRAM</u>	<u>PROJECT TOTAL</u>
Palpa	903,386	1,544,999	1,925,124	-	4,373,509
Gorkha	359,936	474,884	194,500	- (health Serv.)	1,031,320
Gorkha	-	5,000	4,500	- (education)	9,500
Shanta Bhawan	2,396,500	2,518,500	861,475	-	5,776,475
Sh. Bh. Nurse } Campus }	193,441	245,753	17,500	-	456,694
Okhaldhunga	133,956	128,740	1,269,475	-	1,532,171
Patan Hospital	-	-	-	12,100,000*	12,100,000
C.H.O.	10,000	30,500	-	-	40,500
Pokhara Boys B.Sc.	-	36,800	20,000	-	54,800
Rural Youth Train- ing Program }				105,000	105,000
Jumla	-	-	-	10,113,563*	10,113,563
Scholarship	14,400	15,500	90,000	442,000	561,900
S F A P	-	-	90,000	325,000	415,000
C R O	9,600	-	2,500	5,804	17,904
Materials Dev.	11,600	1,400	170,085	-	183,085
L O P	119,000	60,640	88,916	-	268,556
Buling/Arakhala	-	-	-	2,400,000	2,400,000
E D B	23,190	40,380	-	33,328,900*	33,328,900
D C S Butwal	78,450	150,550	853,500	-	1,082,500
Headquarters	105,280	483,800	495,234	-	1,084,314
Missionwide	-	742,000	100,000	-	842,000
Central Drug St.	-	-	-	1,010,240*	1,010,240
T O T A L S :	4,358,739	6,479,446	6,184,809	59,830,507	76,853,501

1 9 8 0 TOTAL BUDGET 74,453,501 N.Rs.

* Multi year programs

Approximate Exchange Rate :

1 £	Sterling	=	26 NRs.
1 \$	American	=	12 NRs.
1 \$	Canadian	=	10 NRs.
1 DM	(W.German)	=	6.3 NRs.
1 \$	Australian	=	13 NRs.
1 SFr.		=	6.6 NRs.
1 Swedish Kr.		=	2.7 NRs.

UMN 1980 CAPITAL FUNDING

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<u>P R O J E C T</u>	<u>I T E M</u>	<u>C O S T</u>	<u>R E C E I V E D O R</u> <u>C O M M I T T E D</u>	<u>F R O M</u>	<u>B E I N G</u> <u>S O U G H T</u> <u>F R O M</u>	<u>N E E D E D</u>
Headquarters:	Truck	350,000	273,700	CWS	77,000 ILO	- 0 -
	M.Rickshaw	26,000				26,000
	Auto Trailer	35,000				35,000
	Travel	25,000	12,440	WMPL		
	'80 Overseas Meet.	6,600	6,537	RBMU		6,023
	Inform. Office	32,000	32,000	Orebro		
	Office Furniture	9,000	9,000	UMN Un-		
				desig.		
	Salayan Furniture	10,000	10,000	UMN "		
	Strapping Machine	1,634	1,634	UMN "		
	CSD Building	240,000	DO	NOT FUND		
Missionwide :	KVHC Furniture	20,000				20,000
	Missionwise Seminar	60,000				60,000
	Fleming G.House	20,000	20,000	UMN Un-		
				desig.		
Pokhara:	Black Top Road	20,000	20,000	ICCO Re-		
				alloc.		
Gorkha:	Makaising Furn & equipment	4,500	4,500	BMS		
Jumla:	Multiyear program	10113,563	6720,321	Christian Aid, TEAR, Brt/Welt, Presb/Ireland etc.		3393,242
LOP:	Classroom renov.	33,005	11,907	UMN Undesig.Indiv.		21,098
	Laboratory	43,176			UPC Trinity Synot Inter-media -NY	43,176
	Teacher equipment	12,000	8,211	Indiv.	"	
	Village Equipment	735	735	UMN undesig.		3,789
Materials Dev:	Basic Program	70,085	41,475	OBC (Canada) Intermedia, NY		28,610
	Jumla Project	100,000		" "		100,000
SFAP:	Student Support	Unlimited		Various		
Scholarships:	academic/technical	"		Various		
Rural Youth Training :	2nd/3rd/4th yrs.	251,000	251,000	World Neighbours		
CRO:	Books & Materials	2,500	2,500	RBMU/Indiv.		
Surkhet Technical Cen:	Multi year	3200,000	3200,000	ICCU		
BTI/BEW:	Galvanizing Plant	350,000	350,000	ITDG		
EDB So.:	Telephone System	16,400	16,400	UMN undesig.		
	Office Equipment	2,500				2,500
CURD Fund:	Revolving Fund	500,000			CIDA/UCC	500,000
Tree Planting:	Multi year	1200,000	1200,000	EZE;Orebro?		
Andhikhola:	Multi year	26000,000	26000,000	NORAD		
Small Turbines (increase grant)		500,000	500,000	ITDG		

Butwal:	ASO Equipment	35,000	10,000	Orebro		25,000
Palpa:	Administration	184,500	13,500	UMN Undesig.		171,000
	Hospital	173,844	173,844	EZE/Orebro		
	CHP	1,193,780	286,309	TEAR/Indiv.	Orebro Indiv/BMMF Methodist UK	907,471 314,800
	ANM School	373,000	58,200	Indiv.		
Gorkha:	ASO	45,000	45,000) Hale/		
	Hospital	136,500	136,500) Huston		
	CHP	15,000	15,000)		
Shanta Bhawan:	Hospital	190,475	20,500	Various	Medical MF	169,975
	Nurses Campus	17,500	17,500	Orebro		
	CHP	671,000	671,000	EZE/Orebro		
Okhaldhunga:	Hospital	363,000	363,000	Brot/Welt		
	CHP	45,000	45,000	Finnish Miss. Soc.		
Health O.:	Transformer	2,500	-	-		2,500
Patan Hosp. Project:	Stage I	7,250,000	510,000	Canadians	LWR Geneva	5,240,000
			1,500,000	Orebro		2,000,000
	Stage II	2,000,000	-	-		3,512,000
	Staff Housing	3,512,000				
Buling Arakhala:	Project	336,000	336,000	CWS		
	FFW	2,074,000	2,074,000	TEAR/Indiv.		
Central Drug Store:			1,010,240		Pfeizer	1,010,240
TOTALS:		62,643,037	45,050,613			17,592,424
		BUDGET	FUNDED			NEED

Multi year program needs: 14,145,242 N.Rs.

Immediate Needs: 3,447,182 N.Rs.

1 9 8 1 PROJECTION

<u>P R O J E C T</u>	<u>NEPALI SALARIES</u>	<u>GENERAL PROGRAM</u>	<u>PROJECT TOTAL</u>
Palpa	993,300	3,817,000	4,810,300
Gorkha	363,600	738,500(health)	1,102,100
Gorkha	-	10,450(educ.)	10,450
Shanta Bhawan	2,636,000	3,322,000	5,958,000
Shanta Bhawan(Nurse C)	213,000	290,000	503,000
Okhaldunga	147,300	1,538,000	1,685,300
Patan Hospital	-	11,000,000	11,000,000
C H O	11,000	33,000	44,000
Pokhara School	-	61,000	61,000
Rural Youth Training Prm.	-	73,000	73,000
Jumla	-	2,000,000	2,000,000
Scholarships	15,800	599,000	614,800
Student Financial } Assistance Program)		456,000	456,000
Cultural Resources Pgm.	10,500	9,000	19,500
Material Dev. Program	12,700	188,000	200,700
L O P	131,000	163,000	294,000
E D B	25,500	6,500,000	6,525,500
D C S (Butwal)	85,000	1,000,000	1,085,000
Headquarters	115,000	1,000,000	1,115,000
Missionwide	-	880,000	880,000
Central Drug St.	-	500,000	500,000
T O T A L:	4,759,700	34,177,950	38,937,650

Multi year programs have been prorated for annual cost.

Total Budget - 1981 : N.Rs. 38,937,650.

Approximate Exchange Rates:

1 £	Sterling	=	26 N.Rs.
1 \$	American	=	12 N.Rs.
1 \$	Canadian	=	10 N.Rs.
1 D	(W.German)	=	6.3 N.Rs.
1 \$	Australian	=	13 N.Rs.
1 Swiss Fr.		=	6.6 N.Rs.
1 Swedish Kr.		=	2.7 N.Rs.

UMN TRAINING & SCHOLARSHIP- + STUDENT FINANCIAL ASSISTANCE PROGRAMS 1980

SOURCE	ADMINISTRATION	TARGET	BUDGETED FUNDS
<div>UMN member bodies, Donor agencies, Private groups or individuals.</div>	<div>A. TRAINING AND SCHOLARSHIP PROGRAM</div>	<div>(i) College students in campuses in different parts of Nepal, drawn from all over the country.</div>	<div>A. Rs. <u>250.000</u>(plus)</div>
	<div>B. STUDENT FINANCIAL ASSISTANCE PROGRAM</div>	<div>(ii) UMN employees sent for further training to improve their professional skills ("In-service training")</div> <div>School-aged students in schools where UMN personnel is serving.</div>	

U.M.N. TRAINING AND SCHOLARSHIP PROGRAM

WHAT IT IS:

As a part of the United Mission to Nepal, which has been serving the country of Nepal for the past twenty five years through service programs and training programs, the TRAINING AND SCHOLARSHIP COMMITTEE administers funds for academic education and technical training in study grant to Nepali students. Its goal is to support leadership development, one of the main emphases of the UMN. This committee was formed in 1967 and has granted nearly 400 study grants to citizens of Nepal. Many of these are now in positions of leadership in education, agriculture, engineering, business, health speciality fields and other responsible positions within government, mission and other institutions throughout Nepal including the remote rural, mountain regions.

WHOM IT HELPS:

1. Training Programs - Staff members of UMN or UMN-related institutions, who are selected by the institution for further training and study receive grants. These grants include their salary, travel, tuition fees, books, etc.
2. For Scholarship Programs - any post - SLC (School Leaving Certificate) Nepali who is interested in increasing professional ability or improving technical skills may apply for a study grant. The selection is made by this committee on the basis of financial need, academic ability for the course selected, and the national need for persons trained in the various field, with priority given to women and those from remote areas. Scholarship grants cover tuition fees, books and a stipend for room and board. It is the desire of the Committee to provide study opportunities within Nepal and South Asia where the course content has immediate and practical application in Nepal.

HOW IT WORKS:

The committee is made up of Nepali leaders and UMN representatives. It reviews applications and makes selections 2 or 3 times a year. It is responsible for administering the funds to the students periodically and keeping in touch with the students and their progress. This work is done by the Administrative Secretary who at present is Mr. Purushotam Nepali.

HOW IT IS SUPPORTED:

The Training and Scholarship Committee functions under the UMN but is financed independently through direct contributions from donor agencies, interested groups and individuals. The Training Programs for those who are selected by the UMN Projects and related institutions from among their staff, cost a minimum of US \$600. a year because the person receives his salary rather than a reduced stipend while in training.

The cost of the general scholarships is approximately US \$30. per month or \$360. per year.

Contributions may be sent, designated for:

U.M.N. Training and Scholarship Committee
 U.M.N. Treasurer
 U.M.N. P.O. Box 126
 Kathmandu,
NEPAL

UMN TRAINING & SCHOLARSHIP PROGRAM

Scholarship Recipients (°)



STIPENDS MAY 1980:

IN SERVICE TRAINING	19	} MEN 92 WOMEN 21	REPRESENTING:	
GENERAL	94		FAR W. REGION:	3
TOTAL:	113		WESTERN	44
			CENTRAL	32
			EASTERN	34

Stipends are granted to girls only from the Therai and Kathmandu area

Proposed A G E N D A
for UMN Board Sub-committee on Economic Development
Friday morning, 18th April, 1980

1. Approval of Agenda.
2. Brief introduction to EIB related organizations.
- Williamson*
rural 3. Personnel availability. See statistics, page 144 in Board agenda
4. EIB Five Year Plan - Objectives and Priorities. Page 141.
5. Relations to Government. Agreements and handover of projects.
6. Ongoing projects: DCS related Research and Development. D. Fulford
~~BTI~~ and separate Companies. T. Mogedal
7. Rural Development. A. Schlorholtz and J. Williamson
8. Other new projects.
9. Further discussion about Objectives and Priorities.

S. Kriebel

UNITED MISSION TO NEPAL

Annual Meeting

BOARD OF DIRECTORS

17-19 April, 1980
Kathmandu, Nepal

A G E N D A

Thursday, 17th April evening:

1. Devotions, by the Chairman of the Board, Mr. B. Lobe
2. Schedule of Membership and Roll Call.

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

- a) Appointed representatives of member bodies (with voice and vote);
- b) Representatives of the Nepal Christian Fellowship (with voice and vote);
- c) Co-opted members (with voice but no vote);
- d) Ex-officio members (with voice but no vote).

A quorum is half the total number of member bodies (half of 33 is 17).

3. Applications for membership.

- a) United Church of Christ in Japan (Kyodan)
- b) TEAR Fund.

4. Orientation:

- a) A review of the purposes and expectations of the Board in relation to the Finance Committee and the Executive Committee.
- b) A review of relationships between the executive role of the Board/ Finance Committee ✓ Executive Committee and Administration.
- c) A role play.
- d) Brief delineation of the tasks and expectations of the meeting and work, by the Functional Secretaries.
- e) A reviewing of the Agenda.
- f) Display of charts, etc.
- g) Appointment of Nominating Committee.
- h) Clarification of the morning session.

Friday, 18th April morning:

5. Devotions. Rev. C. Johansson. (Dr. M. Owen - Sat.)
6. Small group discussions: Administration, Economic Development, Education, Health Services.

Friday, 18th April afternoon
and all day Saturday, 19th April:

7. Confirmation of Minutes of the last meeting, 5-6 April, 1979.

8. Acceptance of 1979 Annual Reports and Financial Statements.

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9. Review of Five Year Plans..... 141-151
10. Reports and recommendations from small groups.
11. Nepal Christian Fellowship Report. *Billy Graham Campaign*
12. Workers' Conference Report. W.Conf. Minutes..... 127-130
13. Recognition of Jonathan and Evey Lindell.
14. Recognition of three outgoing Functional Secretaries.
15. Appointment of Acting Executive Director, May-August, 1980.
16. Appointment of Treasurer.
17. Report on General Agreement and other Agreements.
18. Plans for Regional Consultations in London and Chicago.
19. Progress Reports:
 - a) Asianisation.
 - b) Children's Hostel. Ref. WC-15/80..... 129
 - c) Nepali salaries.
 - d) Seminars.
 - e) The spirit of the country.
 - f) Scholarship funds.
 - g) Inflation and costs.
 - h) Agenda for the 80s, and Growth of the UMN.
 - i) Structure of Board and Mission.
 - j) Institutional Implications, with CMC Report..... 153-161
and Committee for Inst.Imp. minutes and reports.
20. Bye-law amendment..... 163
21. Power of Attorney.....Ref. EC(2)-58/79
22. Election of Executive and Finance Committees for the year 1980/81.
23. Any other business. *Date of Board Meeting*
24. Dates of next meetings. *Barling*

<i>March</i>	<i>27/28</i>	<i>Finance</i>
<i>"</i>	<i>30/31</i>	<i>Executive</i>
<i>April</i>	<i>1/2/3</i>	<i>Board</i>

<i>Nov</i>	<i>10/11</i>	<i>Finance</i>
	<i>12</i>	<i>Ex / Fin + workers</i>
	<i>13/14</i>	<i>Executive</i>

SCHEDULE OF MEMBERSHIP

A) MEMBER BODIES and their appointed representatives:

American Lutheran Church: None

Assemblies of God: Mr. J. Parsley

○ Baptist Missionary Society: Mr. S. Mudd, Rev. G. Grose

Bible & Medical Missionary Fellowship International: Mr. M. Roemmele,
Miss H. Quirk

Christian Church (Disciples): Rev. E. Gass

Church Missionary Society, Australia: Dr. A. Cole, Miss R. Judd

+ × Church Missionary Society, UK: Mr. M. Warner

Church of North India: Mr. A. C. Dharmaraj

× Committee for Service Overseas: Mr. K. Kaiser, Mr. C.I. Itty

○ Darjeeling Diocesan Council & Church of Scotland: Rev. W. Murison

Finnish Missionary Society: Rev. A. Hukka, Rev. S. Paunonen

Free Church of Finland: Mr. O. Vesalainen

Gossner Mission: Mr. S. Kriebel, Miss M. Schutzka

Japan Overseas Cooperative Service: Dr. K. Iberagi
(absent)

× Lutheran Church of America: Dr. F. Neudoerffer, Mr. S. Isaac

Mennonite Board of Missions: Rev. P. Kniss

+ × Mennonite Central Committee: Mr. B. Lobe, Mr. P. Myers

○ Methodist Church, UK: Rev. G. Shaw

Orebro Mission: Rev. J. Malm, Mrs. S. Eriksson

Presbyterian Church in Canada: None

Presbyterian Church in Ireland: Miss H. McClenaghan

Regions Beyond Missionary Union: Dr. M. Owen

Swedish Free Mission: Mr. A. Kammensjo, Dr. M. Hook

Swiss Friends for Missions in India & Nepal: Miss L. Ammann

TEAR Fund: Mr. E. Oliver

× United Church of Canada: Dr. F. Carey

United Church of Christ in Japan (Kyodan): Mr. T. Nara

+ × United Methodist Church, USA: Rev. J. Mizuno, Dr. R. Taylor

× United Presbyterian Church, USA: Mr. S. Wilson, Rev. E. Campbell

Wesleyan Church, USA: Miss M. Wright

World Concern: None

World Mission Prayer League, Norway: Miss A. Aadland, Mr. A. Bjoroy

World Mission Prayer League, USA: Miss N. Torkelson

Uim ✓
Jan ✓
Eobe ✓
Warner ✓

Isaac
Campbell
Roemmele ✓

Isaac

Isaac

Suter

B) Representatives of the NEPAL CHIRSTIAN FELLOWSHIP:

Mr. S. Pandey

C) Co-opted Members:

Leprosy Mission: Dr. R. Thangaraj (absent)

D) Ex-officio members:

Rev. Carl Johansson, Executive Director

Mr. F. Clarkson, Treasurer

Mr. O. Hoftun, Economic Development Secretary

Mr. R. Clark, Education Secretary

Dr. C. Friedericks, Health Services Secretary

Mr. D. Fulford, Economic Development Board representative

Mr. L. Asher, Education Board representative

Dr. J. Henderson, Health Services Board representative

Miss A. Maw, Workers' Conference representative

E) Observers:

BMMF/RBMU: Dr. H. Rowdon

Gossner Mission: Dr. P. Singh

Orebro Mission: Rev. I. Brendtson

UPC, USA: Dr. Douglas Brian

Health Services Secretary nominee: Dr. S. Mogedal

Economic Development Secretary nominee: Mr. A. Schlorholtz

2 Associate Health Services Secretary: Mr. P. Spivey

2 Associate Economic Development Secretary: Mr. T. Mogedal

Intergrated Rural Development Committee representative: Mr.J. Williamson

SMALL GROUP DISCUSSIONS, Friday 18th.

1) ADMINISTRATION. Chairman: Mr. M. Roemmele

S. Paunonen	B. Murison
S. Eriksson	C. Johansson
J. Parsley	F. Clarkson
E. Campbell	B. Young (Secretary)
E. Oliver	G. Bonnedal
H. Quirk	R. Karthak
A. Cole	

2. ECONOMIC DEVELOPMENT. Chairman: M. Warner *CMS*

A. Hukka	O. Hoftun
P. Myers	A. Schlorholtz
J. Malm	T. Mogedal
A. Bjoroy	D. Fulford (Secretary)
D. Brian	A. Kammensjo
S. Isaac	J. Williamson
K. Kaiser	S. Pandey
B.B. Khawas	K. Joshi

Wibel

3. EDUCATION. Chairman: J. Mizuno.

O. Vesalainen	G. Shaw
H. McClenaghan	A.C. Dharmaraj
A. Aadland	E. Gass
I. Brendtson	R. Clark
N. Torkelson	L. Asher (Secretary)
R. Taylor	M. Hook
G. Grose	R. Rongong
T. Nara	P. Nepali

4. HEALTH SERVICES. Chairman: M. Owen

M. Schutzka	C. Friedericks
F. Carey	S. Mogedal
S. Mudd	P. Spivey
S. Wilson	A. Maw
P. Kniss	J. Henderson
P. Singh	R. Judd (Secretary)
K. Iberagi	L. Ammann
D. Sada	

TO: DELEGATES TO THE UMN BOARD OF DIRECTORS

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 any 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, or through the UMN Treasurer's office.

MAIL. Outgoing mail may be posted at the Blue Star Hotel or HQ. Incoming mail and cables will be brought to the meetings at the hotel.

OUTWARD BOOKINGS. Please make sure that your outward bookings are confirmed in good time before your departure date, or there may be difficulty in securing the flight you desire.

MEALS AND CHARGES. For those staying in UMN guesthouses or private homes, there will be a flat rate charge of Rs.24/- per day, applicable during the period 13th April to 20th April. We would request you to kindly remit the total amount to your host/hostess before you leave. There will be no reductions for any meals eaten elsewhere.

If you are staying in Kathmandu before or after this period, the charge will be Rs.48/- per day per person. This is the normal rate, and the reduced amount only applies to the period of the official meetings throughout the week.

On Thursday evening, 17th April, dinner will be provided at the Blue Star Hotel, and also lunch on Friday and Saturday, 18th and 19th. The cost of this will be Rs.45/- and 35/- respectively per head per day, and will be covered by Board Funds; if any delegates will to contribute towards this it will be appreciated though not requested. Such contributions may be given directly to Mr. Frank Clarkson.

PRACTICAL MATTERS. If you have questions about practical matters or things you wish to do, particularly during the actual days of the Board, please ask Gudrun Bonnedal, who will help you or refer you to the correct person who can give assistance.

ARTICLE ONE: FOUNDATION - I (Rooted in God's Purpose)

- (1) The nature of the "fellowship" of the UMN is unique. It precedes its origin. For years there were many points strategically located along the Nepal border devoted to ministry to the Nepali people. It continues today with the same servant commitment.
- (2) The power of the fellowship is in its "prayer" of faith. Another way of putting it is that the level of the Christian commitment of its workers engaged in service (diakonia), to that level is it an instrument useable in the hands of God. This is true today as never before.
- (3) The concept of "His people" is alive. Wherever two or three are gathered together in His name, His people have identity and reality. This is the nature of the Church.
- (4) The UMN has a history and a continuity. The phrase "was established", in conjunction with the phrase "has indicated it to be His will", suggests the precise act of faith and sense of historical continuity to which the fellowship and prayer of His people give birth. It is not accidental, nor merely a response to rather fortunate circumstances, but part of God's global missionary design.
- (5) UMN has its cohesiveness in the Lordship of Jesus Christ, not in the fragmentariness of its contributing denominations and societies. This is still a unique gift of ours to the Body of Christ in Nepal. It is "interdenominational".

ARTICLE TWO: PURPOSE - II (Spelled Out Purpose)

Three words spell out this purpose:

A. TO MINISTER:

- (1) To the needs of the people. Diakonia has always been the vision of ministry in Nepal. How to interpret needs without an accompanying imperialism is still a challenge.
- (2) In Nepal. There are geographic limits to our vision. It is in Nepal. Its 14 million people and their needs are our field of service.
- (3) In the Name of Christ. The presence of UMN in Nepal has always been missionary. We are regarded as missionaries by His Majesty's Government. The revelation ("Name") of Who Jesus Christ is is the heart beat of our presence.
- (4) In the Spirit of Christ. This refers both to the nature (redemptive) of our service, and also to the power of our service. The graces and the power of God the Holy Spirit are our essential resource and need.

B. TO MAKE CHRIST KNOWN :

- (1) By word. Our agreement with government does not make us mute and speechless. We honour our word that we will not proselytise. We will not manipulate nor coerce people to be Christians. We will not baptize. But I Peter 3:15 has not been stricken. In our homes and in our churches we can share, teach and witness.
- (6) By life. In a way which is unique to our situation, it is imperative that the quality of commitment be proportional to the indirectness of the witness. Our single greatest need in UMN is committed disciples to the Lordship of Jesus Christ. All else is secondary to this.

C. TO STRENGTHEN:

- (7) The Universal Church. The Body of Christ is at the same time local and universal. One cannot strengthen one without strengthening the other. Missionary obedience effects both the whole and the particular. Strengthening His Body has both dimensions as part of our purpose.
- (8) Total Ministry. This fortunate phrase has two dimensions. It certainly means that all we do in "sharing a cup of cold water" is redemptive and sacramental. But it also points the way to a wholistic concept of ministry which includes the full range of ministries which are a part of UMN today.

ARTICLE TWO : PURPOSE - III. (Specific Areas of Purpose)

Five areas illustrate the specific purpose, or are the strategies by which the purpose is carried out. "It will be the purpose of the United Mission to:"

- (1) To undertake the proper care and treatment of the sick; the prevention of disease. Included in this area is the whole range of curative medicine and also of community health. Proper obviously means appropriate. The sense of Christian caring is part of this total witness. Though in the Constitution the order is not meant to suggest priority, certainly thus far this has been the largest area of our ministry.
- (2) The education of children and adults. Again this historically has been the second development in our witness. It is one which has many forms: secondment, non-formal education, boarding schools, curriculum development, scholarship program, and so forth.
- (3) The development of agriculture. In a dominantly agrarian society this should be obvious. For a while this opportunity was not present, but the intent to center in villages has found fresh impetus and opportunity.
- (4) The development of industry. Health, education and agriculture with no concern for the economic welfare of society has an empty ring about it. One is grateful that ecologically where wood and land are threatened, water power, solar heat and bio-gas etc. are in the forefront, along with the concept of apprenticeship training.
- (5) And such other activities as are conducive to the fulfilment of the purposes of the United Mission. This obviously is a blanket wording to allow fresh initiatives. But that in itself witnesses a dynamic approach which is open to change. Oddly enough it is the combination of the four above which is the contemporary development. It can go by many names, but one is Integrated Rural Development, or, to use structural terms, inter-functional Board tasks.

ARTICLE TWO: PURPOSE - IV. (Fundamental principle - purpose)

There is an undergirding fundamental approach which has four expressions:

- (1) It will be a fundamental principle. There is one point of comparison and review which should always be highlighted. The word 'principle' is used with intent.
- (2) To train the people of Nepal. Whatever task we have, it is our intent to train people to do our tasks. This is a fundamental biblical principle. Jesus spent His time training the twelve. We need to be called back to this.
- (3) In professional skills. Whatever professional skills we have which are needed for the development of Nepal, we should be seeking to train Nepalis to take our place. This is our stated aim and should constantly be finding fresh restatement and fulfilment.
- (4) And in leadership. It is a maxim to never give a person responsi-

bility in excess of his authority. We need to exercise this principle. One only trains to lead by delegating leadership.

ARTICLE THREE: BASIS OF FAITH - V. (Biblical Purpose)

Three words spell out the minimum basis which unites this fellowship in obedience:

- (1) Holds faith in Jesus Christ. Faith is both confessional content and active relationship. It is the Lordship of Jesus Christ which holds the UMN together. In Him, the Head of the Church, we find our unity. The ancient confession, "Christ is Lord", finds unique relevance in Nepal.
- (2) Accepts Scripture as the Word of God. Again the Constitution is not a document primarily of theology. But the relationship to the Bible as the inspired record of the way of salvation, and also the ethical norm for the Christian life, is a crucial relationship for the UMN's ministry in Nepal.
- (3) Accepts the Creeds. Perhaps the words "Apostles'" and "Nicene" are not Nepali words, but they are a significant record of a unity which we seek to witness to. We shun away from our personal sectarian statements which divide, and give ourselves to the places of unity in our confession.

UMN, Nepal
Easter, 1980
Carl J. Johansson

THE PURPOSE AND PURPOSES OF U.M.N.

From the UMN Constitution:
Article I - Foundation
Article II - Purpose
Article III - Basis of Faith

I. ROOTED IN GOD'S PURPOSE

- (1) Fellowship
(2) Prayers
(3) Of His people
In response to:

U.M.N.

was established (4)

on an interdenominational basis (5)

II. SPELLED OUT PURPOSE

A. TO MINISTER

To the needs of the people (1)

In Nepal (2)

In the Name of Christ (3)

In the Spirit of Christ (4)

B. TO MAKE CHRIST KNOWN

By word (5)

By life (6)

C. TO STRENGTHEN

The universal Church (7)

Its total ministry (8)

III. SPECIFIC AREAS OF PURPOSE

IT WILL BE THE PURPOSE OF THE UNITED MISSION:

- A. To undertake - the proper care and treatment of the sick, the prevention of disease (1)
B. - the education of children and adults (2)
C. - the development of agriculture (3)
D. - the development of industry (4)
E. - such other activities (5) as are conducive to the fulfilment of the purpose of the United Mission.

IV. FUNDAMENTAL PURPOSE (1)

To train the people of Nepal (2) in professional skills (3) and in leadership (4)

V. BIBLICAL PURPOSE

- A. Holds faith in Jesus Christ (1)
B. Accepts Scripture as the Word of God (2)
C. Accepts Creeds (Apostles' and Nicene) (3)



श्री विश्वकर्मा रेकर्ड फाइल

नम्बर

नाम

MR. SEIGWART KRIEBEL

विभाग

UMN BOARD

विषय

APRIL 1980

२०३ सोल

श्री विश्वकर्मा स्टोर्स

कागज स्टेशनरी र इईक

६१४ बुद्धसडक

काठमाडौं, नेपाल ।

APPENDIX B

UMN TREASURER'S CONSOLIDATED GENERAL FUND STATEMENT FOR 1979

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
<u>RECEIPTS:</u>				
a) <u>Grants from Member Bodies:</u>				
American Lutheran Church	-	1,800.		14,400.
Assemblies of God	14,400.	21,671.		14,400.
Baptist Missionary Society	86,400.	103,986.		129,600.
Bible & Medical Missionary Fellowship International	270,000.	248,400.		268,000.
Christian Church (Disciples)	14,400.	-		14,400.
Church Missionary Socy, Australia	28,800.	27,983.		43,200.
Church Missionary Socy, UK	43,200.	44,477.		72,000.
Church of North India	10,000.	10,440.		10,000.
Committee for Service Overseas	48,000.	47,798.		28,800.
Darjeeling Diocesan Council & Church of Scotland	28,800.	29,023.		28,800.
Finnish Missionary Society	43,200.	43,200.		79,200.
Free Church of Finland	50,400.	50,384.		64,800.
Gossner Mission	28,800.	32,000.		28,800.
Japan Overseas Cooperative Scc.	7,200.	7,140.		7,200.
Leprosy Mission	25,000.	47,180.		70,526.
Lutheran Church of America	28,800.	28,800.		28,800.
Mennonite Board of Missions	28,800.	-		28,800.
Mennonite Central Committee	136,800.	123,379.		122,400.
Methodist Church, UK	21,600.	21,600.		21,600.
Orebro Mission	57,600.	132,454.		79,200.
Presbyterian Church in Canada	36,000.	36,132.		36,000.
Presbyterian Church in Ireland	-	14,558.		14,400.
Regions Beyond Missionary Union	57,600.	67,817.		52,800.
Swedish Free Mission	14,400.	15,732.		28,800.
Swiss Friends for Missions	7,200.	13,820.		7,200.
United Church of Canada	64,800.	64,800.		93,600.
United Methodist Church, USA	93,600.	99,960.		108,000.
United Presbyterian Church, USA	100,800.	119,000.		115,200.
Wesleyan Church, USA	7,200.	-		7,200.
World Concern, USA	-	-		28,800.
World Mission Prayer League, Norway	86,400.	86,400.		86,400.
World Mission Prayer League, USA	72,000.	71,910.		72,000.
Other per capita grants	50,400.	21,563.		21,600.
	1562,600.		1,633,407.	1826,926.
b) <u>Arrears paid on grants for 1978:</u>				
American Lutheran Church		2,702.		
Methodist Church, UK		14,400.		
			17,102.	
c) <u>Interest</u>	250,000.		375,935.	468,000.
d) <u>Special Gifts:</u>				
Church Missionary Society, UK	-	98,659.		-
Gossner Mission (salaries)	-	33,200.		-
Leprosy Mission	23,000.	35,980.		-
Orebro Mission	-	60,000.		-
Presbyterian Church in Canada	200,000.	25,220.		-
Presbyterian Church in Ireland	-	-		12,000.
United Church of Canada	72,000.	51,236.		72,000.
United Methodist Church, USA	130,000.	143,484.		130,000.
United Presbyterian Church, USA	16,000.	40,000.		10,000.
World Mission Prayer League, USA (salaries)	-	12,010.		-
	441,000.		499,789.	224,000.
<u>Total Receipts:</u>	2253,600.		2,526,233.	2518,926.

	Budget Budget 1979	Actuals Actuals 1979	Total Total 1979	Bud Budget 1980
<u>PAYMENTS & ALLOCATIONS:</u>				
Headquarters	410,950.	410,950.		
Missionwide Expenses	568,200.	568,200.		461,180.
				613,750.
Education Projects:				
Pokhara Area Administration	16,300.	16,300.		6,800.
Pokhara Agriculture Dept.	20,000.	20,000.		30,000.
Gorkha District	5,000.	5,000.		5,000.
Jumla Project	-	-		52,000.
Materials Development Program	14,400.	14,400.		13,000.
Culture Resource Program	1,750.	1,750.		8,804.
Non-Formal/Functional Education	-	-		5,000.
Health Services Projects:				
Palpa Area Administration	52,500.	52,500.		51,000.
Hospital	97,000.	97,000.		97,000.
Leprosy Dept.	48,000.	48,000.		70,526.
Community Health Program	174,000.	174,000.		177,700.
ANM School	25,500.	25,500.		19,500.
CMA School	9,500.	9,500.		8,100.
Gorkha Area Services	30,965.	30,965.		42,080.
Hospital	88,386.	88,386.		150,000.
Community Health Program	73,436.	73,436.		92,740.
Shanta Bhawan Hospital	224,388.	224,388.		194,000.
Okhaldhunga Area Services	-	-		21,400.
Dispensary	107,948.	107,948.		76,036.
Community Health Pgm.	42,074.	42,074.		56,300.
Community Health Office	41,000.	41,000.		29,000.
Jumla Project	10,000.	4,500.		-
Buling/Arakhala Project	-	-		50,000.
Economic Development Projects:				
Butwal Area Administration	109,700.	109,700.		100,000.
Workers' grant shared	-	(600.)		-
Contingencies	10,000.	3,314.		10,000.
	<u>2180,997.</u>		<u>2,168,211.</u>	<u>2440,976.</u>
Excess Receipts over payments			<u>358,022.</u>	

HEALTH SERVICES SECRETARY'S REPORT FOR 1979

This has been a momentous year for the Health Services Board, with big events and clear development of trends. Progress along the line of the Five Year Plan ^{has} gone on in general patterns, if not in details. Most of our projects are developing toward their goals, but problems in this very process are becoming apparent. New opportunities and challenges continue to present themselves.

The Patan Hospital construction has actually started and is going on well. The Integrated Rural Development Program of the UMN is well on its way and the Health Services Board is very active therein; the community health experience in working with rural people and in developing people participation activities is the basis for integrating agriculture, engineering, veterinarian, economic and education efforts into active village programs. The most spectacular case in point is the present Food for Work program in Bojha, and the on-going IRD work planned there. Other areas are moving ahead in the direction of helping rural people become self-reliant, as we train volunteers and local midwives, encourage cooperative programs, and assist in developing clean water systems. Health Services Board people have been actively involved in a seminar on community motivation, and follow-up local seminars are in process of development.

Participation in the Jumla Project moves on, and our personnel were much involved in developing the curriculum for the health course in the Trade School, not only for Jumla but for the whole nation. We look forward to having a physician and nurse there in 1980. Our involvement in health education continues, and we are now in process of drawing up a formal agreement with the Institute of Medicine, with much encouragement to continue and to expand our participation in the nation's efforts toward producing health manpower at various levels. The Institute of Medicine particularly appreciates clinical experience and the practical experience received by trainees in our hospitals and community health programs; also teaching instruction by UMN doctors.

Our hospitals have grown as anticipated; each year all statistics increase, and also the expense to the UMN grows as we attempt to hold down fees despite inflation. Added to this problem is the generally increasing cost of salaries which complicates the continuing effort to place Nepali people in more responsible positions. This particular set of problems has prompted the Executive Committee of the UMN to call together a commission to study the general situation and make recommendations.

To many of us the biggest event of 1979 was the simultaneous strike at Tansen and Shanta Bhawan Hospitals. There was also a short disturbance in Amp Pipal Hospital, Gorkha, which was quickly and amicably settled. These were characterized by a similarity of demands and tactics, and a timing with each other and with a planned nation-wide strike of governmental para-professionals, all of which suggests outside planning and pressures on our staff personnel. Nevertheless, some demands were reasonable, and the fact that there were situations and misunderstandings to exploit makes it imperative for us to look at our institutions and seek ways to improve communications and mutual understanding within them.

Another big event has been a critical study of our work with the Christian Medical Commission, Geneva; their report is expected in early 1980.

For 1980 there are some clear trends to follow and challenges to take up. The hospital problems must be met, and we hope the coming commission can produce some concrete useful suggestions. There are agreements now being discussed with officials in the Department of Health Services on the formation of joint Boards to govern our health projects locally; these must be worked through carefully and prayerfully. We must work more and more in integrated rural development in both present and new projects, as UMN gathers resources and expertise in this area. Finally, there are new plans and approaches in the offing - approaches from HMG to work together in community health planning and projects, in doing more and more training, even in joint integrated rural development of a whole district. The horizons are wide and expanding, and only common sense use of resources and expertise limit our responding to many challenges in this land of Nepal.

It is clear that we have had rich blessing in this past year; there has been much opportunity to work, to develop in new ways, to live and share with Nepali people at all levels and conditions of life, and to bear a quiet witness to the love of Jesus Christ. We thank God for all that He has done for us, and feel humble that through such as we He has been able to do so much.

Carl Friedericks
Health Services Secretary

PALPA PROJECT REPORT FOR 19791) PROJECT ADMINISTRATION.

The year began very much "business as usual" along the lines set out in the Five Year Plan. It was not long before we realised that increased salaries and the rising costs of everything else as well were raising havoc with our budgets. Then there were the disturbances involving staff. These things, as well as many others, have surely made this year stand out as one which made us do a lot of re-thinking about plans, priorities, staff relationships, goals, the future of our institutions, etc. We continue to pray and, together with the authorities of UMN, seek to know the Lord's leading for the days ahead.

For all the training and planning we have done, for various reasons we still do not have as many Nepalis in senior posts as had been envisioned, but we go on training and planning!

A year ago the Hovercraft team came to experiment with the craft on the river near us. We enjoyed the various contacts with the members of the team. We also hear good reports of the coverage of our work received on the television program in UK. We surely thank the team for all the help they gave in bringing equipment from UK in their plane.

After a series of changes in guesthouse hostesses, the guest house continues to function with one person working part-time to supervise the Nepali help, plus help from some of the wives. We are thankful for the ministry of the guesthouse, not only for visitors, but to care for the short-term doctors, medical students, and other helpers whom we have had.

Fran Swenson
Project Director

2) AREA SERVICES.

During the past year the Area Services Officer's duties have been mainly in matters of (a) housing, helped greatly by a good working Housing Committee; (b) arrangements for the mini-conference held at the end of March, both of the speakers being very much appreciated; and (c) arrangements for mission and other interested friends passing through to be housed and looked after.

In spite of many interruptions, language study has continued. Three workers have passed the First exam, and four the Second exam. It has been good that for most of the year we have been able to set aside a room for the language teacher and students.

We have had visits from the Personal Counsellors, which were helpful to the team members. Our Saturday evening fellowship meetings, with team members taking turns to be responsible, are always a blessing and encouragement to us.

Mabel McLean
Area Services Officer

3) HOSPITAL.

Overall the hospital tried, as before, to serve by providing investigative and curative services of a relatively sophisticated nature to our community whose expectations are rising year by year, and to many others whose ideas and needs are still very basic. This presents problems in deciding goals and priorities.

Increases in salary and costs of materials, coupled with no increase in charges for more than four years, have been met by economies and improved business methods. However, we now appear to be faced with the need for more basic changes in attitude as we end this year with a considerable deficit. The deficit comes at a time when resources of external revenue are diminishing, and when we are searching our hearts about the appropriateness of the level of hospital care we offer.

In the past year the Nepali resident has been developing in competence to handle surgical problems; three auxiliary nurses have received various sorts of laboratory training. Also the in-service training of staff in special skills such as simple prosthetics, physiotherapy and anaesthesia have continued. As usual we have needed to respond to changes in staff, mainly expatriate. Furloughs have put strains in different places at different times. We are grateful for the short term service of a number of expatriates. The presence of a dentist fulltime for four months this year has demonstrated the real potential for developing this service.

9

One of the most disturbing features this year has been staff unrest which is mainly explained by national factors. However, whenever we make changes in expatriate supervisors, the result is disrupted relationships with staff and uncertainty about the new person. And at Tansen we have had several changes of Medical Superintendent in the past few years. During the same period the Mission has strengthened the business and administrative side of the project, introducing increased supervision and controls as advised by our auditors. And, whereas the benefits of these measures have been clear, not all staff have been willing to submit to discipline. Also, it was only a few years ago that our bed capacity was expanded from 46 to 100. So it is not surprising, considering all of the above factors, that several older members of staff have voiced regret at the loss of family feeling which used characterise the hospital in its early days. It is difficult to see how this can be revived in an institution which employs more than 120 nationals and 12 expatriates. However, with sports and informal conversation, attempts are being made to rectify this.

The Lord has taught us many things this year, perhaps above all the need for flexibility in approach.

Graham Morris
Medical Superintendent

3) COMMUNITY HEALTH PROGRAM.

A) Palpa. "We have collected Rs.3,000. ourselves to buy water pipe, but it isn't enough, and we don't really know how to put it in. Please will you help us?" The ideal situation, it seems, which causes excitement for those of us working in community health. We have been invited to this area, Gophak, because they have heard about the Demonstration Area program in the villages above them, and wonder if there is anything we can do together. This is an unfinished story, but an encouraging indication of the trends in our work.

Two MCH clinics in unresponsive Madhan Pokhara have been closed, and we are putting much more into Demonstration Areas. When three qualified staff left, for govt. service or training, they were not replaced, and Nepalis involved requested that the DAs, which are people participation programs, not be cut for financial reasons. In Mashyam, where there is a monthly MCH clinic, the folk has recently completed a Rs.45,000. water supply, financed through UMN, and asked us to train two selected people as health volunteers. There is no cut and dried way to motivate a community!

- i) Bougha Gumha Panchayat. Only two of three possible areas have responded in forming a functioning health committee and selecting volunteers. Andara and Bougha Gumha had a set-back when a volunteer died. The two volunteers in each area give simple primary care and are being trained in health watching of the under fives. Mature women are sought for monthly weighing of children, and for looking out for antenatal months. A UMN worker spends some nights in the village to teach the women in their home setting, which is making an impact. This is probably one important factor in an improved nutritional status of the under fives. 20.6% were adequately nourished in Andara in 1976, and 62.7% in 1979. There was follow up on the veterinary program in March by Dr. Alison Craven. We are in consultation with SATA concerning the lack of water and deforestation in Gumha.
- ii) Gaptung, Khobari, Pokharathok. After several months of talking and drinking tea, a program has started here and "caught on". The people now see themselves as a community which can achieve things in both health and development. Two main volunteers run a daily primary health care clinic, and the referral system to hospital is working well. They save problems for the weekly visit of the Auxiliary Health Worker. Through the volunteers and AHW, surveys have been carried out of population, nutrition status (with a marked improvement), water and sanitation. A water supply is planned, and they now want help with animals. It was from here that word of what can be done has reached Gophek.
- iii) Tansen. Tansen is not a true DA as there is no real lasting community participation. The Kailash town clinic closed soon after opening. Other sections are covered by our staff. Apart from those who migrate, there is about a 100% follow-through on treatment.
- iv) The Tanser town clinic continues its good services to mothers and children. Two to four ANMs and CMAs are in regular training there, and post-basic diploma nurses are getting experience.
- v) Health and general films are shown to hospital staff and the public periodically. It has been a privilege to share in various local

seminars and training programs, in health education, community action, first aid, and the annual baby show.

vi) Outreach and other activities.

Mujung: an area 24 km. west of Tansen. At the invitation of local officials we started clinics here amongst needy people, and in early December they formed a health committee. We would like to have a resident couple there.

Monthly MCH clinics: these are continuing in Chaap, Mashyam, Bagmas and Pokharathok. Damkara is visited twice monthly, where a Child to Child program is being established through the Junior Red Cross circle.

School health: Programs are generally done giving CMA students practice.

TB control: The OPD staff member has left, but the clerk continues to record, write letters to defaulters and visit. The incidence of the disease has not decreased. There were 1333 new cases of pulmonary TB in 1978, and 1470 in 1979.

Water supplies: Supplies have been brought to parts of Mashyam, and people in Humin are collecting sand and stones for their system. The Khasyauli HP water supply still awaits local initiative, as it is not for the direct benefit of the villagers. Permission has been received for a project in an area where they have tried to get something going for 20 years!

Seminars for village women on midwifery: There have been six seminars in different places, with 100 - 120 women taking part.

Khasyauli Health Post: This has continued to be a useful training situation for AMN students, as well as service to the people. However, a government ANM could not continue the program built up because of our resources and care. We have invitations to work in relation to other health posts, but wait for ANMs to be posted with whom we can work.

Dentist: Our dentist has visited three HPs to train staff in simple care, and this has been appreciated.

B) Nawalparasi.

- i) Bojha dispensary is now in the charge of a qualified ANM, with help from her husband involved with veterinary work, and trained in Japan and Philippines this year. Another Nepali nurse supervises MCH clinics run by village volunteers. A surgical camp was held in November.
- ii) Water supplies: Eight were completed last winter. 40-50 surveys were done in May, mainly in Magar villages.
- iii) Nawalparasi HP-related: The MCH clinics have been of value to the people. In November the Health Inspector gave a directive to them that they must take responsibility for the HP, and UMN staff are only there to support and teach. We are encouraged by this change of emphasis, and motivation and involvement of local volunteers continues slowly. We have been asked to participate in a government-sponsored nutrition survey and leprosy control program.

We thank God for the many opportunities to work with Nepali colleagues, and pray for wisdom in sorting out priorities. We are grateful for encouragement, especially in the Community-based work. We have much yet to learn.

Valerie Collett
Supt., Community Health

4) ANM SCHOOL.

This past year has been characterised by change and unusual incidents. In May Miss Shanta Panday, the Campus In-Charge, left for further study in India, and in the meantime Mrs. Buddhi Maya Gautam has been appointed Acting Campus In-Charge. Two other tutors also left for study courses, and another was transferred from Nepalganj Campus. Manimit Juriboo, a UMN-employed tutor, has done further study in Indore and should return in December with her tutor's diploma. The four seconded UMN workers have continued as usual through the year.

We were asked by the Institute of Medicine to start a new program, CNMA (Community Nurse/Midwife Auxiliary) and phase out the ANM program, but because there was only one applicant for the CNMA course, the ANM course is continuing. The program has been interrupted twice, due to a 12 day strike by students, and then by a 4 day strike by some teaching staff. Inevitably there have been some ill-effects from these incidents, but at present things seem to be running fairly smoothly.

A nice, simple and much appreciated new school opening ceremony was held when the new Dean, Dr. Heman Dixit, came from Kathmandu and cut the ribbon. His visit to the Campus, with two other staff of IOM, was a delightful and

helpful occasion. It will be good to have the new Pokhara hostel in use also, hopefully about March 1980.

We have been concentrating on training Nepali counterparts for some of our responsibilities, but with constant change of staff this is not easy. The experiences of the past year have taught us much in patience, endurance and perseverance, as well as a new understanding of behaviour, and we trust that these experiences will prepare us better for unexpected situations which may arise in the future.

Mabel McLean
ANM School Counterpart In-Charge.

5) CMA SCHOOL

Our main input to the CMA School is now in the area of teaching. Some help is still needed in scheduling and arranging the practical field trips. The Campus moved from one rented building to another in the bazar. The new building is not so big, and we have problems with space for all the teaching activities with the students.

We now have one fulltime and one part-time UMN worker in the School. The program is now well established, and the Nepali instructors are capable of doing most of the teaching in all the units of the school curriculum. One of our big aims has been to complete the manual. The last book is in the printing process, and will hopefully be finished very soon.

Bjorn Brakke
CMA School UMN Representative

GENERAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
1) <u>PROJECT ADMINISTRATION.</u>				
Receipts:				
Rent income	10,000.	16,146.		16,000.
Budget allocation	52,500.	52,500.		51,000.
Personnel Contributed Services	<u>59,900.</u>	<u>42,981.</u>		<u>66,500.</u>
	<u>122,400.</u>		111,627.	<u>133,500.</u>
Payments:				
Salaries	11,000.	18,987.		25,500.
Foreign Staff (PCS)	59,900.	42,981.		66,500.
Travel	3,000.	3,128.		3,000.
Mailbag	7,000.	5,034.		7,000.
Water carrying	4,500.	4,102.		4,500.
Street lighting	3,000.	3,000.		4,000.
Maintenance	13,000.	15,915.		13,000.
Miscellaneous	2,000.	129.		1,000.
Audit	10,000.	8,880.		-
Insurance	3,000.	1,857.		3,000.
Office expenses	<u>6,000.</u>	<u>5,626.</u>		<u>6,000.</u>
	<u>122,400.</u>		109,639.	<u>133,500.</u>
Excess receipts over payments.			<u>1,988.</u>	

2) HOSPITAL.

Receipts:				
Fees, general	675,000.	571,610.		840,680.
Fees, medicines	675,000.	698,794.		840,680.
Miscellaneous	-	100,000.		-
Budget allocation	97,000.	97,000.		97,000.
Personnel Contributed Services	<u>265,900.</u>	<u>253,817.</u>		<u>358,278.</u>
	<u>1712,900.</u>		1,721,221.	<u>2136,638.</u>
Payments:				
Salaries	525,000.	624,888.		704,360.
Foreign Staff (PCS)	265,900.	253,817.		358,278.
Medical insurance	5,000.	16,509.		15,000.
Drugs	500,000.	477,020.		550,000.
X-ray	50,000.	61,725.		90,000.
Laboratory	35,000.	20,081.		35,000.
Physiotherapy and Rehabn.	15,000.	11,177.		15,000.
Medical and surgical supplies:				
Central Supply	135,000.	150,908.		162,000.
Wards	25,000.	26,789.		35,000.
OPD	15,000.	16,712.		23,000.
Bedding, linen and uniform	24,000.	7,616.		20,000.
Laundry and cleaning	11,000.	6,546.		10,000.
Power, heat and light	40,000.	44,810.		50,000.
Maintenance	28,000.	33,340.		30,000.
Administration	4,000.	3,625.		4,000.
Miscellaneous	2,000.	3,904.		2,000.
Printed supplies	30,000.	23,637.		30,000.
Hospital outreach	<u>3,000.</u>	<u>-</u>		<u>3,000.</u>
	<u>1712,900.</u>		1,792,104.	<u>2316,638.</u>
Excess payments over receipts			<u>70,883.</u>	

3) LEPROSY SECTION.

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Receipts:				
Budget allocation	48,000.	48,000.	48,000.	70,526.
Payments:				
Salaries	5,000.	6,218.		17,026.
Shoes	20,000.	1,020.		20,000.
Hospital treatment	10,000.	4,534.		25,000.
Food	8,000.	8,171.		10,000.
Laboratory tests	5,000.	6,632.		8,000.
Miscellaneous	-	-		500.
	48,000.		26,575.	70,526.
Excess receipts over payments			21,425.	

4) COMMUNITY HEALTH.

Receipts:				
Fees, medicines	53,000.	72,004.		125,000.
Fees, deliveries	4,000.	5,172.		5,000.
Budget allocation	17,000.	174,000.		177,700.
Personnel Contributed Services	123,506.	135,010.		162,454.
	354,506.		386,186.	470,154.
Payments:				
Salaries	120,000.	140,512.		140,000.
Foreign staff (PCS)	123,506.	135,010.		162,454.
Medicines	75,000.	84,561.		120,000.
Travel and transport	15,000.	12,481.		15,000.
Supplies	6,000.	10,033.		12,000.
Rent	5,000.	5,700.		7,200.
Maintenance	2,000.	2,111.		2,000.
Patient retained cards	5,000.	1,863.		7,500.
Administration	2,000.	3,214.		2,000.
Miscellaneous	1,000.	1,686.		2,000.
	354,506.		397,171.	470,154.
Excess payments over receipts			10,985.	

5) ANM SCHOOL.

Receipts:				
Budget allocation	25,500.	25,500.		19,500.
Personnel Contributed Services	70,200.	67,411.		69,588.
	95,700.		92,911.	89,088.
Payments:				
Salaries	12,000.	6,603.		16,500.
Foreign Staff (PCS)	70,200.	67,411.		69,588.
Maintenance	2,500.	3,276.		-
Medical care	5,000.	5,389.		2,500.
Transport	3,000.	2,834.		-
Miscellaneous and ceremonies	1,000.	5,345.		-
Administration	2,000.	2,053.		500.
	95,700.		92,911.	89,088.

6) CMA SCHOOL.

Receipts:				
Budget allocation	9,500.	9,500.		8,100.
Personnel Contributed Services	66,200.	47,668.		96,696.
	75,700.		57,168.	104,796.

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Payments:				
Day-wages	500.	839.		500.
Foreign Staff (PCS)	66,200.	47,668.		96,696.
Drugs and supplies	1,000.	4.		500.
Office supplies	500.	195.		500.
Transportation	1,500.	1,124.		1,500.
Travel	1,000.	220.		1,000.
Rent and maintenance	1,000.	464.		600.
Miscellaneous	1,000.	3,443.		1,000.
Village Training Center	2,000.	-		2,000.
Allowances and medical care	1,000.	-		500.
	75,700.		53,957.	104,796.
Excess receipts over payments			3,211.	

CAPITAL FUND STATEMENT FOR THE YEAR 1979

	Approved Budget	Balance 14.1.79	Receipts & & allocns.	Payments & allocatns.	Balance 14.1.80
1) <u>PROJECT ADMINISTRATION.</u>					
Water pipeline from bazar	30,000.	37,006.	-	22,283.	14,723.
Bridge on road	5,000.	5,000.	-	5,000.	-
Renovation of bazar apts.	30,000.	(6,746.)	30,000.	4,914.	18,340.
Furniture for UMN staff	30,000.	(15,599.)	30,000.	1,099.	13,302.
Fire extinguishers	25,000.	(85.)	2,518.	2,433.	-
Equipment for workshop	14,000.	616.	10,000.	-	10,616.
Spirit duplicator	6,000.	6,000.	-	6,000.	-
Workshop extension	-	43,587.	-	43,587.	-
Guesthouse water tank and solar heater	20,000.	2,201.	3,619.	5,820.	-
Hostel/Service complex	405,000.	-	256,845.	39,697.	217,148.
Office furniture & equipmt.	15,000.	-	1,552.	1,552.	-
Screening on nurses' Hostel	2,000.	-	1,765.	1,765.	-
		71,980.	336,299.	134,150.	274,129.
2) <u>HOSPITAL.</u>					
Equipment for laboratory	-	1,670.	-	1,670.	-
Equipment for pharmacy & OPD	-	310.	-	310.	-
Equipment for CS & OR	33,000.	(3,322.)	21,278.	17,956.	-
Equipment & furniture, wards	21,500.	8,218.	-	8,218.	-
Hospital extension	-	109,186.	-	109,186.	-
Dharmshala	70,000.	38,664.	30,844.	-	69,508.
Solar heater	20,000.	10,605.	-	1,281.	9,324.
Nurses' hostel	150,000.	61,665.	-	61,665.	-
Dental equipment	32,000.	55,996.	-	-	55,996.
Salary for Direct Apps.	5,000.	4,451.	8,000.	12,451.	-
Spares for generator	-	3,362.	-	3,362.	-
Renovation of OR & CS	30,000.	27,277.	-	27,277.	-
Research fund	3,000.	3,000.	-	45.	2,955.
Verandah for patients	10,000.	10,000.	-	-	10,000.
		311,082.	60,122.	243,421.	147,783.
3) <u>COMMUNITY HEALTH PROGRAM.</u>					
Free medicines at HMG/FP	10,000.	-	10,500.	8,865.	1,635.
Initial cost of program exps	10,000.	-	651.	651.	-
Buling/Arakhala	55,000.	-	36,573.	34,871.	1,702.
School health program	6,000.	(2,853.)	1,579.	1,173.	(2,447.)
School dental program	5,000.	-	250.	-	250.
Health education	17,000.	(1,238.)	4,785.	2,542.	1,005.
Toilet slabs	2,000.	2,023.	-	40.	1,983.
Village water projects	436,700.	225,006.	226,309.	487,734.	(36,419.)
MCH VHC Centres	5,500.	836.	-	63.	773.
Bio-gas plant for jail	33,000.	10,535.	-	5,131.	5,404.
Salary for Direct Apps.	5,000.	1,489.	-	1,489.	-
Equipmt. for four HPs	6,000.	80.	1,071.	227.	9.
Nepali typewriter	13,780.	3,294.	6,780.	10,074.	-
Machine for Nawalparasi	35,000.	-	-	373.	-
		239,172.	288,498.	5,577.	

	<u>Approved Budget</u>	<u>Balance 14.1.79</u>	<u>Receipts & allocatns.</u>	<u>Payments & allocatns.</u>	<u>Balance 15.1.80</u>
4) <u>ANM SCHOOL.</u>					
Pokhara hostel furniture	17,000.	10,954.	-	-	10,954.
Teaching materials	2,000.	-	9,968.	898.	9,070.
Library books & magazines	500.	-	500.	-	500.
Chula	3,000.	-	3,000.	357.	2,643.
		<u>10,954.</u>	<u>13,468.</u>	<u>1,255.</u>	<u>23,167.</u>
5) <u>CMA SCHOOL.</u>					
Classroom renov., furniture	30,000.	29,648.	-	1,500.	28,148.
Official furn., equipment	5,000.	(396.)	396.	-	-
Staff study/research mats.	1,000.	(2,541.)	2,541.	-	-
Manual development	60,000.	556.	59,250.	43,387.	16,419.
Duplicator	6,000.	5,840.	-	4,378.	1,462.
Slide projector	2,500.	2,500.	-	-	2,500.
Demonstration equipment	1,500.	1,464.	-	-	1,464.
Library equipment	1,500.	1,500.	-	-	1,500.
Drug supply	2,000.	431.	-	-	431.
Opaque projector	5,000.	5,000.	-	-	5,000.
Audio visual equipment	2,000.	1,754.	-	-	1,754.
1975 capital budget	-	15,901.	-	14,100.	1,901.
Clinical equipment	3,000.	3,473.	-	-	3,473.
		<u>65,130.</u>	<u>62,187.</u>	<u>63,365.</u>	<u>63,952.</u>

STATEMENT OF BALANCES AS AT 14 JANUARY 1980

Assets:

Cash on hand	11,056.
Balance in Nepal Bank	11,881.
Balance in American Express	53,565.
Balance with UMN Treasurer	198,455.
Floats	11,976.
Inventory accounts	534,970.
Advance	58,732.
Miscellaneous accounts	3,787.

Liabilities:

Self-maintaining accounts	19,527.
Capital Fund balances: Administration	274,129.
Hospital	147,783.
Community Health	(25,574.)
ANM School	23,167.
CMA School.	63,953.
General Fund balances: Administration	1,988.
Hospital	(70,883.)
Leprosy Section	21,425.
Community Health	(10,985.)
ANM School	
CMA School	3,211.
UMN staff accounts	68,247.
Special accounts	227,836.
Work accounts	140,598.
	<u>884,422.</u>
	<u>884,422.</u>

GORKHA PROJECT REPORT FOR 1979

*Amp Pipal*2) HOSPITAL.

Broken arms, legs, backs and heads are common things in Amp Pipal as people fall from trees and cliffs. A medical student doing his elective here commented, "In America we do a routine chest x-ray on admission; here we put them in traction!" At the moment there are five fractured femurs in traction, one dislocated hip (after reduction), three more in traction for contractures, and we have just freed three septic hips from traction! The folk come carried over the hills for hours or days in baskets or hammocks.

There are 1,000 million people in the world today who have no access to basic medical care (WHO, 1979). Amp Pipal hospital and the community health team are working amongst a few hundred thousand of these, living in the mountains of the Gorkha and adjacent districts, aiming to prevent illness, provide basic medical care, and extras like surgery and love. There are small government hospitals five hours walk east and one day's walk south, but none north to the Tibetan border. Obviously the job is too big for us. As people come to know and trust us, more and more people come, which strains our facilities and staff to the limit. Rising costs have strained our budget seriously. There is still a very large number of people in the area with minimal cash income.

There have been a great many expatriate staff changes this year. We are grateful for God's help during the furlough of the Medical Superintendent and surgeon.

Nepali staff now number about 45. There was serious unrest amongst them in September. We are grateful for the large percentage of them who have given excellent caring service.

Two local young men with Health Assistant training have been an enormous help this past year. As they receive no credit from HMG for service given in a Mission hospital, they are planning to leave. Our two trained nurses and two of our three ANMs similarly desire to move to HMG positions. Our locally trained staff cannot get HMG certificates, and so they have no job security. Three senior posts have been filled by Nepalis this year: Supervisor of purchasing and maintenance, assistant nurse anaesthetist (just starting), and senior book-keeper.

We have been made acutely aware that not all the problems around us are physical. There is a great deal of fear of evil spirits, etc. Recently a woman came telling of a witch having laid a spell on her and causing her to have frightening shaking attacks for the past nine years. She said, "There are four of us so afflicted in my village, and there are three witches". Praise God nothing is too hard for Him.

Helen Huston
Acting Medical Director

3) COMMUNITY HEALTH PROGRAM.

Most of the activities of the community health program have gone on in villages surrounding Amp Pipal, within a four hour walking radius from where the hospital is situated. The day to day work has been carried out by the Nepali staff, numbering 12, and one, two or three ^{UMN} personnel. Much of the work has been outreach from Amp Pipal.

During the year we have not seen dramatic change in the level of concern for health within the communities. But there have been encouraging signs. Those encouragements include: evidences of improved child care; mothers making and feeding to their children rehydration mixture when the children get fever or diarrhoea; mothers regularly preparing and feeding to their children a mixed grain porridge with available grains; mothers bathing a child's sores with hot, salty water.

In MCH clinics the mixed grain porridge is made and fed to the children. Some who 'never eat anything' have been seen to consume several platefuls! The clinics are mainly staffed by Nepali village health workers, assistant nurse midwives, or community medical assistants. In these clinics health teaching, advice to mothers, simple curative medicine and treatments, free immunisations and vaccinations are available for children up to five years of age. Clinics have been held in seven villages weekly, monthly or daily. This year some of the staff have willingly taken increasing responsibility. They have worked with enthusiasm and a concern for people.

Very few women in Gorkha District receive any antenatal care. We are glad that the attendance at antenatal clinics has more than doubled. Women who come are either young women in their first or second pregnancy, or

women who have lost several babies and who want help. It has been rewarding and a delight to later see healthy babies and happy mothers coming to the MCH clinics. Most babies are born at home. As yet we have not had any formal teaching times with village midwives, but have had opportunities to talk with individuals. Family planning advice and services have also been available. In February this year 311 women from a large area had a laparoscopy operation at an FP/MCH camp held at Amp Pipal.

Whenever possible in clinics or village homes, there has been health and nutrition teaching. We have tried to make this appropriate to the needs of the listeners. Part of our work this year has been teaching health to Grades 9 and 10 in Amp Pipal High School. We could ask the question, "Will it make any difference if even a quarter of the students understand about the cause of and transmission of some diseases which are major problems in Nepal? Will they be able to change their behaviour accordingly and teach others in their own villages?"

Two village health workers have attended a two week course on animal health. They are sharing knowledge learned in villages whilst visiting, as well as giving medicine and advice to the owners of sick animals. The death of an animal is an economic loss to any villager. Dr. Alison Craven, veterinary doctor, visited and spent time with interested local people and JTAs. Filmstrips were shown in teashop in the evening.

UMN personnel have been able to provide technical advice and some materials to a number of villages which requested such help to improve their water sources or supplies. These projects are small, affecting one village each - about 25 households. We realise that we have not spent enough time explaining the importance of clean water for health. Villagers see water improvement largely as a convenience and time-saver. Three of the four schools in the panchayat now have a good supply of water available for the children.

Amp Pipal is a totally rural area. This year two UMN workers - a nurse/midwife (together with a teacher/social worker) and a doctor - have been living in two separate villages. Both communities are Sarki, the shoemaker caste; are economically depressed, are mainly illiterate, have a high incidence of malnutrition and disease, and have inadequate water supplies. Getting to know people, to establish and build relationships, and to learn from the villagers by being there in the villages has taken a lot of time and effort. It has meant being available to meet people when it is convenient for them, often early morning or late evening when they have time to talk about things which matter to them. It has meant a new use of time; less structured and fitting village time. It has not been easy to adjust to this different use of time, and to refrain from making a 'small hospital' because of being a nurse or doctor.

There has been teaching, usually in individual homes or on verandahs, or in the evening to a group of village men. Adult literacy classes have been enthusiastically attended by both men and women, and many have learned to read and write. There have been times to share the Good News by reading, singing and by telling stories. The question has been asked, "What has been achieved?" Some things are visible, such as cleaner children, safer water, vegetable gardens. Not all the answers to that question are easily measurable. We have not reached the end of the road. We cannot say that communities are healthy. But we want to thank God for His help and for strength given this year, and we want to go on during the time which is given to us.

Jenny Sutton
CHP Superintendent

GENERAL FUND STATEMENT FOR 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
1) <u>AREA SERVICES.</u>				
Receipts:				
Budget allocation	30,965.	30,965.		42,080.
Personnel Contributed Services	<u>8,674.</u>	<u>8,674.</u>		<u>15,416.</u>
	39,639.		39,639.	57,496.
Payments:				
Salaries	16,386.	21,939.		23,196.
Foreign Staff (PCS)	8,674.	8,674.		15,416.
Agent expenses	4,500.	9,174.		9,800.
Rent	1,179.	438.		984.
Water allowance	2,400.	2,519.		2,600.
Office expenses	1,500.	1,131.		2,000.
Audit fee & Miscellaneous	500.	1,722.		500.
Repairs and maintenance	<u>4,500.</u>	<u>4,695.</u>		<u>3,000.</u>
	39,639.		50,292.	57,496.
Excess payments over receipts			<u>10,653.</u>	

2) <u>HOSPITAL.</u>				
Receipts:				
Fees	(430,084.		(
TB & Leprosy Charity	(518,794.	30,791.		(520,000.
General Charity	(7,355.		(
Budget allocation	88,386.	88,386.		150,000.
Personnel Contrib. Services	<u>93,864.</u>	<u>93,864.</u>		<u>101,738.</u>
	701,044.		650,480.	771,738.
Payments:				
Salaries	176,680.	229,497.		254,000.
Foreign Staff (PCS)	93,864.	93,864.		101,738.
Medicines	290,000.	207,407.		290,000.
Medical & Surgical supplies	65,000.	55,287.		60,000.
Bedding, linen & uniform	6,000.	8,509.		8,000.
Laundry and cleaning	6,000.	6,832.		6,000.
Power, heat and light	30,000.	34,287.		30,000.
Maintenance	8,000.	4,342.		8,000.
Administration	8,000.	19,573.		12,000.
Travel	1,000.	1,491.		1,000.
Miscellaneous and audit	1,500.	5,094.		1,000.
Freight	<u>15,000.</u>	<u>-</u>		<u>-</u>
	701,044.		666,183.	771,738.
Excess payments over receipts			<u>15,703.</u>	

3) <u>COMMUNITY HEALTH PROGRAM.</u>				
Receipts:				
Sale of medicines	30,000.	23,730.		30,000.
Food supplement	4,000.	13,989.		-
Budget allocation	73,436.	73,436.		92,740.
Personnel Contrib. Services	<u>84,624.</u>	<u>84,264.</u>		<u>57,420.</u>
	192,060.		195,779.	180,160.
Payments:				
Salaries	62,936.	76,947.		82,740.
Foreign Staff (PCS)	84,264.	84,624.		57,420.
Medicines	25,000.	12,489.		25,000.
Medical supplies & equipment	2,000.	1,451.		2,000.
Food supplement	4,000.	15,879.		-
Teaching and publicity	1,500.	1,100.		1,000.
Administration	3,500.	3,572.		4,000.
Travel	6,000.	3,028.		6,000.
Uniform and linen	1,000.	2,234.		-
Miscellaneous and audit	1,500.	3,833.		1,000.
Maintenance and repairs	<u>-</u>	<u>-</u>		<u>1,000.</u>
	192,060.		205,154.	180,160.
Excess payments over receipts			<u>9,375.</u>	

CAPITAL FUND STATEMENT FOR 1979

(Not yet received)

STATEMENT OF BALANCES AS AT 14 January 1980

	<u>Dr.</u>	<u>Cr.</u>
Cash in hand	45,755.	
Postage stamps	3,108.	
Bal. with UMN Treasurer		33,938.
Bal. in UMN staff accounts		27,231.
Freight account		11,416.
Employees' P.F. loan account	16,592.	
General suspense account	13,151.	
Stock accounts: Fuel	6,348.	
Medical inventory	160,158.	
Meat, eggs and cheese	490.	
Household store	37,441.	
Adjustment (invent.)	18,622.	
Central Store	95,322.	
Lapsibot scholarship		3,964.
Spocial funds		119,350.
Employees' Savings account		3,576.
Accounts payable		45,017.
Reserve account		25,593.
Provident Fund (for transfer to Treasurer)		11,794.
General Fund definicits, 1979: Area Services	10,652.	
Hospital	15,703.	
Community Health	9,376.	
Capital Fund balances, 1979: Area Services		
Hospital		
Community Health		40,608.
	<u>395,473.</u>	<u>395,473.</u>

SHANTA BHAWAN PROJECT REPORT FOR 19791) HOSPITAL.

As we approach the end of 1979, we do so in a spirit of praise and thankfulness to God for His guidance to us during the past year, which is remembered as -

- the international year of the child;
- the year of UMN's silver jubilee;
- a year of student unrest in Kathmandu;
- a year of patient explosion in Shanta Bhawan.

In this Year of the Child two significant features have been the number of diphtheria cases admitted to Shanta Bhawan, and the provision of help for crippled children in the Lalitpur District served by our Community Health program. Our paediatrician not only read a paper on paediatric problems in Nepal at a nutrition conference in Australia, but also participated in the Nepal Medical Association seminar in Kathmandu, sharing her experience of diphtheria. One of our surgeons has been able to treat a number of children with hare lip/cleft palate or with club foot, conditions readily identified by the CHP team.

The paediatric team works closely with social services. Often a child's physical condition is relatively easy to deal with; other problems become apparent later. An elderly man rescued an eight year old from step-parents in the terai who were ill-treating him. The child became ill and CHP was contacted. After hospital treatment it was possible for the youngster to join a family home for boys in Dharan. A little girl, an orphan, whose nearest relative has nine children of her own and could not afford to take another, won all our hearts. She had a chronic condition requiring repeated surgery, but frequently comforted other children in the ward. The family was happy to allow Shanta Bhawan to arrange her future care, and after months of waiting she was adopted into an English family.

1979 marked 25 years of medical work by UMN in Nepal. Although SBH did not open until 1956, it was considered appropriate that we should celebrate our silver jubilee this year, along with the whole of UMN. In February a special thanksgiving service, combined with a program and tea party, was enjoyed by all the staff. We recognised the challenge of the future, as well praising for the past. This was one of the few occasions in the year when nearly all of the 350 staff of the project, members of the SBH Managing Board and Headquarters were able to meet together.

SBH has for many years been involved in providing clinical experience for student nurses and more recently for paramedical students training to be health assistants, radiographers, pharmacists and laboratory technicians. The Institute of Medicine, part of Tribhuvan University, suffered from strikes which interrupted studies for weeks at a time. We missed the students on the wards, and welcomed their return. They contribute to a compassionate service to patients in addition to gaining a learning experience.

The quality of our service has been a real concern throughout the year as the number of patients has continued to increase. In OPD a quota system is not popular, although everyone who is seriously ill, who comes from a long distance or who is referred from CHP, will always be seen. For long a sorter system has seemed necessary; now it is imperative.

The number of inpatients, operations and deliveries has again risen, and, whilst all the team has done magnificent work, special mention should be made of the operating room staff who have worked overtime and then been on call for emergencies time and time again. Our policy never to refuse admission to someone who needs hospital care has led to the use of sathi cots (low beds normally used by relatives) between the beds, and a bed occupancy normally considered inefficient. But who is going to refuse admission to a patient referred from Okhaldhunga, a tourist who falls 50 feet fracturing his spine, or a woman whose pulse and blood pressure are unreadable from a complication of childbirth?

In 1979 we mourned the loss of two well-known patients, although recognising they are with the Lord they loved. The first, San Ruohoniemi, had been our Administrative Officer, then CHP Superintendent, and was in SBH for his last few days. The second, Martha Mukhia, former Principal of Mahendra Bhawan Girls' School, was a wonderful example to us all of patience in suffering over a prolonged period. We remember their families.

The referral of patients needing radiotherapy has been a concern. It

is not available in Nepal. For a woman to be taken to India for adequate treatment is a big undertaking. Is it to be only the rich who can get help? Fortunately our indigent patient fund can help others. Again we have appreciated donations, some specifically for poor patients, others for items of equipment. Generous gifts of beds from Sweden, a fiberoptic gastroscope from Japan, books for the library and drugs left by some of the Himalayan expeditions have all been welcome. Christoffel Blinden Mission realistically allocated their grant towards recurring expenses, seeing the increase in staff salaries in the 1979 budget.

It has been a busy year for the maintenance department which installed a new concrete stairway, provided offices for doctors, made an x-ray waiting area, and extended the Under Fives clinic. And still we need more space for OP facilities, records, pharmacy and social services. The proposal for separating the pharmacy from the UMN Central Drug Store has been accepted.

Can you imagine a hospital of 135 beds where water has to be carried in buckets? Our hardest two months of the year were when we waited for a replacement for a broken water pump! But it was during the monsoon, and water was collected as it fell or was drawn from a well. Special tribute is paid to the porters and housekeeping staff who saw us through this crisis. The large generator still awaits a part from Calcutta. During frequent power cuts two small ones ensure a supply of electricity to vital areas. But the situation remains a problem.

As the patient load has increased, so have pressures on staff and facilities. It is not surprising that one department after another has been crying out for more staff and for more space, to help maintain an attitude of compassion and caring for those we serve and for efficient running of the hospital. The approval of a CHP/Hospital Communications Coordinator was filled in October, and has already improved referral and follow-up facilities. Earlier discharge of patients coming from the CHP area and prevention of readmission of, for example, a child cured of severe malnutrition by adequate follow-up is now possible and should relieve some pressures. The 14 hospital staff members who attended a ten day course in "Adventures in Attitudes" deemed it worthwhile.

But a lack of good communication was at least in part responsible for the 24 hour strike of hospital staff which took place in September. Many of the demands made by our staff were already under consideration, or have since been sympathetically discussed. A newly constituted Hospital Staff Committee has already allowed greater staff participation in administrative matters and relationships are healing. The community members of the hospital Board were particularly helpful in promoting understanding between staff and administration.

A report of the evaluation of the UMN Health Services carried out by two members of the Christian Medical Commission, Geneva, is awaited. The visit of these experts was a stimulus and encouragement.

There is a fine team in SBH. 1979 has not been an easy year, but the Lord's grace has not failed. We rejoice that people who have come here for help have received care to which all categories of staff have contributed.

Mary Eldridge
Executive Director

2) NURSE CAMPUS, SHANTA BHAWAN PROGRAM.

The year 1979 was as usual busy, more frustrating than usual, but still satisfying.

- a) Students. In August 15 students completed their nursing course. Of these five were ANMs who were upgrading to certificate level. Of the other ten who graduated three were posted as tutors to Mahabaudha, Nepalganj and Bhaktapur campuses. There are presently 22 students in the 5th semester, 28 in 3rd semester, and 25 in 1st semester. This present total of 75 students is the highest number at one time in the history of the campus. The majority of the students are from outside the Valley, and several are from remote areas.

The strike by TU students caused our campus to be closed for five weeks in April/May. Thankfully our students were not involved in it. The campus re-opened for the new semester in September, more than a month late due to the strike. The study block continued until Sept. 20th when suddenly all the students were told to go home. The campus remained closed until Oct. 11th.

On Sept. 30th our campus had a joint service, with a farewell tea for the graduating class and a capping service for the 27 students now entering 3rd semester. This was the first capping ceremony allowed on our own campus since 1972, when the campus came under TU.

- b) Staff. This year the expatriate staff decreased by one and the national staff increased by one. However, we have lost two direct appointees who were carrying a fairly heavy teaching load and practical supervision as well. The campus teaching staff now numbers 2 expatriate staff and 7 Nepalis. We need more than this to function properly. Our greatest need still continues to be a public health nurse. It is satisfying to know that all the tutors have some kind of post-basic qualification. We are happy to have recent word that one of our tutors has been granted an in-service scholarship to complete her Masters in Nursing. This will create another staff shortage from the July semester.
- c) The program. This year the students in 6th semester went to CHP health posts for their experience in public health. This was much more satisfactory than the experience in Pokhara.
- d) Other activities. A few students taken an interest in sports. This year the students put on a drama which was very well done, to raise funds to send Mrs. Bishnu Rai to Nairobi for an ICN/WHO conference on Primary Health Care. A sum of Rs.2,000/- was raised, including the drama and the sale.
- e) Finances. The employment of more Nepali staff with higher qualifications means that costs continue to be high. Also, since the strike demand of the students was met to raise their stipend to Rs.200/- per student, the budget expenditure has again increased. It seems the only possible solution to this is to employ more expatriates.
- f) Future trends. The verbal proposal made earlier to move to Pokhara seems to have been forgotten. Now with the new Patan Hospital coming up, we are thinking more seriously of moving somewhere; also we may not be able to renew the lease on Nir Bhawan, the present rented quarters. The Dean of IOM has suggested other possibilities. However, new graduates from our campus, and several from Mahabaudha, could not get a job in HMG, so the question arises as to whether we should move, or close up.

We continue to be grateful to our friends from all over the world who send gifts. Several of our poor students are given scholarships from individual donors. We are grateful to all who have helped in the program.

Mary Nichol
In-Charge, Nurse Campus

3) COMMUNITY HEALTH PROGRAM.

As 1979 was the last year of the first funding agreement period with the Central Agency, Germany, it became a year of consolidation and evaluation, as well as a year of re-examining and re-stating objectives and planning for the future.

Cooperation with Government primary health care activities in the district has become formalized and regularized. This has in effect made possible a joint primary health care program with joint supervision and frequent interchange of experience. The weekly office days of the District Health Inspector and his willingness to share and advise have been particularly appreciated through the year.

Able Nepali co-workers, well qualified, are taking leadership posts in the program and encourage the whole team with their enthusiasm and commitment. The CHP Health Inspector had an opportunity for leadership training in the Philippines, and returned with an award for practical rural development motivation, full of new ideas which are very useful for our program. A previous member of the team returned from India with her B.Sc. in Nursing to take up her post as District Public health nurse. The role of the expatriates is in the process of becoming one of a resource and support team for the program itself, as well as for outside groups and agencies.

The year has seen the program's health post component (extended health services) mature, with some of the villages sincerely involved through their village health committees and health insurance schemes. Preliminary steps for a gradual handing over of the first health post to government management have been taken, and discussions are ongoing about how the process can be as smooth as possible without disturbing relationships which have been built up.

The role of the Village Health Workers has expanded in several villages in order to meet the villagers' requests for multipurpose health workers. Simple veterinary care, as well as more home-centred mother and child oriented activities, have become part of the daily task for many VHWS. Ongoing communication with the villages about the role of their own health worker seems important and requires a flexible pattern which can respond to local needs.

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Volunteers and tradition/birth attendants have become strong and active members of the village health team through more emphasis on in-service

training and regular contacts at the sub-centres. New groups of volunteers have emerged in several villages as a response to specific needs identified.

The nutrition team has continued to develop a home-based approach to nutrition rehabilitation, to complement the nutrition rehabilitation centre in Chapagaon. Increased awareness of the prevalence of Vit.A deficiency has led to emphasis on prevention and treatment in training sessions with the health workers. An interest in local herbs is developing, and this is an area we would like to learn more about in the future. Food storage and food preservation is another area of interest where a start is made. We hope to get involved in this in a practical way in the coming years.

The CHP, with opportunities to work at several levels of health care delivery, sees as a main challenge the experimenting with various ways of meeting health needs, taking into consideration the cost which the community can afford and the manpower available. This means stimulating and motivating communities to action and responsibility, creating their own village-based health program. On the other side it also means creating a structure for primary health care which reaches out to the villages and can complement and support their own activities. This last year the focus of interest has more and more become the interaction between these two: how community initiative and action can become the vital part of the primary health care system.

Another area of challenge for experimentation is the relationship between the primary health care program and the base hospital. A study of patient referrals has been made during the last year, and the results focus attention on some of the areas where communication seems to break down. A CHP/Hospital Communication Coordinator who joined the hospital team late in the year will work further with this relationship. The aim is to develop a smooth referral system where poor village patients who need secondary care will not be prevented by economic or other reasons from coming to hospital. A second aim is that the benefit of referral to the patient as well as to the village health team will be as high as possible. Communication and attitudes of health professionals at all levels are key issues in this discussion.

In our relationship with the villages we have been challenged by other needs than strictly health ones, and the program seems to move more and more towards becoming a community development program.

Communities have been assisted in building their own water systems, and in most villages in the south of the district water is now available to everybody within ten minutes walk. Working together on water systems gives the villagers an experience of accomplishment, and interest arises in undertaking other development projects. Several villages in the south discuss development plans together. The program agriculture development worker forms a link between the villages and the District Agriculture Office. The first steps are being taken to establish a small Agriculture Supply Office in Asrang, the village which has been selected as a "service centre" in the development plan for the south of the district. Plans for tree-planting are also being discussed, as the year saw severe landslides taking away scarce farmland and footpaths on the steep hillsides, and the villagers realised the need for action.

As the program becomes more complex, developing in different ways in the different areas responding to needs and priorities as they arise, the importance of good communication between the program staff increases. A staff committee, with elected representatives between each of the sub-centres, has been established, and we trust that it will become a useful tool in maintaining communication and stimulating creative discussion about program development in the future.

We continue to learn as we share with villagers and volunteers, health professionals and district authorities, and are thankful for the way we feel accepted by them as partners, team members and friends.

Sigrun Mogedal
Supt., Community Health Pgm.

GENERAL FUND STATEMENT FOR 1979

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
1) HOSPITAL.				
Receipts:				
Fees	2,800,000.	3,225,769.		3,000,000.
Donations	50,000.	32,100.		60,000.
SBH General Fund	304,105.	-		330,000.
Miscellaneous	10,000.	42,186.		10,000.
Charity Funds, special grant	170,090.	150,549.		250,000.
Grant from C.B. Mission	-	193,900.		250,000.
Personnel Contrib. Services	298,445.	298,445.		382,300.
	3,672,550.		3,948,949.	4,282,300.
Payments:				
Salries and wages	1,437,520.	1,587,564.		1,813,500.
Foreign Staff (PCS)	298,445.	298,445.		382,300.
Medical Expenses	3,000.	455.		3,000.
Drugs	700,000.	803,547.		750,000.
Surgical & medical supplies	261,000.	398,919.		331,000.
X-ray supplies	125,000.	173,139.		130,000.
Path. lab. supplies	100,000.	106,504.		100,000.
Bedding and linen	55,000.	62,615.		45,000.
Kitchen supplies	134,000.	111,649.		134,000.
Laundry and cleaning	47,000.	36,751.		41,000.
Housekeeping replacement, etc.	10,000.	720.		10,000.
Power, light, heat, water	118,000.	94,968.		110,000.
Maintenance, bldg. & ground	101,500.	114,330.		101,500.
Admininstration, stationery	40,000.	46,120.		55,000.
Rent	108,000.	88,000.		108,000.
Miscellaneous	5,000.	4,042.		10,000.
Audit fees	10,000.	9,696.		-
Medical Training program	61,984.	45,682.		54,500.
Under Fives' Clinic	57,101.	32,131.		70,000.
Nurse aide training	-	-	4,015,297.	32,500.
	3,672,550.			4,282,300.
Excess payments over receipts			66,348.	

2) NURSE CAMPUS, SBH

Receipts:				
Gifts for training	100,000.	20,959.		100,000.
Scholarships	50,000.	126,000.		145,194.
Miscellaneous	-	7,917.		-
Budget allocation	224,388.	224,388.		194,000.
Personnel Contributed Services	61,608.	61,608.		54,846.
	435,996.		440,872.	494,040.
Payments:				
Salaries	156,025.	186,362.		193,441.
Foreign Staff (PCS)	61,608.	61,608.		54,846.
Students' allowances/medical	92,063.	86,457.		137,553.
Supplies and expenses	52,300.	41,817.		44,200.
Maintenance	5,000.	2,804.		5,000.
Rent	30,000.	30,000.		30,000.
Electricity	6,000.	4,306.		6,000.
Water	1,200.	299.		1,200.
Telephone	1,500.	1,227.		1,500.
Transport	18,300.	17,749.		18,300.
Miscellaneous & audit fee	12,000.	8,243.		2,000.
	435,996.		440,872.	494,040.

3) COMMUNITY HEALTH PROGRAMReceipts:

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Govt. Contrib. (Drugs/Vaccine)		171,604.		182,000.
C.A. Grant per UMN	1,208,755.	768,699.		758,000.
UMN Pers. Con. Serv.	74,232.	84,678.		75,000.
	<u>1,282,987.</u>		<u>1,024,981.</u>	<u>1,015,000.</u>

Payments:Salaries

Health Section	141,058.	257,495.		498,000.
Comm. D.T. Sect.	136,210.	153,470.		42,000.
Bus. Serv. Office	65,552.	78,574.		43,000.
Pers. Con. Serv.	74,232.	84,678.		75,000.

Drugs/Vaccines

Health Section	86,000.	102,582.		191,000.
CDT Section (An. Care)	-	-		10,000.
Rent Electricity	51,500.	46,284.		55,000.
Petrol Travel	30,000.	15,593.		38,000.
Off. Equip./Stationery	25,000.	26,656.		31,000.
Misc. Expenses	48,000.	20,786.		26,000.
Training Misc.	-	-		6,000.
	<u>627,552.</u>		<u>786,118.</u>	<u>1,015,000.</u>

Investment (C.A. 1975/79)H. Post Investment

Building Construction	250,000.	140,428.		
Exterior Works	10,000.	5,754.		
Equipment	20,000.	22,669.		
Water Supply	200,000.	161,119.		
Vehicle	-	-		
Furniture Equipment	-	-		
Adm. Centre/MCH Mobile	10,000.	-		
Lat. Slab and Sanitation	48,000.	-		
Und. Fund for Small Cap.	40,000.	-		
Contingencies	72,435.	-		
	<u>1,282,987.</u>		<u>1,116,088.</u>	<u>1,015,000.</u>

Deficit

		<u>(91,107.2)</u>	
	<u>1,282,987.</u>	<u>1,024,981.</u>	<u>1,015,000.</u>

Statement for Central Agency

	<u>Budget 1975/79</u>	<u>Actuals 1975/79</u>	<u>Budget 1/5th</u>	<u>Actuals 1979</u>	<u>Budget 1980</u>
<u>Receipts:</u>					
Balance brought forward	-	-	-	57,743.	-
HMG Contributions	963,200.	674,632.	192,640.	171,604.	182,000.
Central Agency Grant per UMN	4,200,000.	2,470,676.	840,000.	769,880.	758,000.
Personnel Contributed Serv.	436,800.	340,174.	87,360.	84,678.	75,000.
Loans from Shanta B. Hosp.	-	10,243.	-	117,336.	-
	<u>5,600,000.</u>	<u>3,495,725.</u>	<u>1,120,000.</u>	<u>1,201,241.</u>	<u>1,015,000.</u>

Payments:Investments -

H.P. Construction	532,000.	239,853.	106,400.	168,852.	-
Water Supply	504,000.	540,897.	100,800.	161,119.	-
Latrine Slab	100,800.	-	20,160.	-	-
Transport	277,200.	157,715.	55,440.	-	-
Unforeseen & Price Inc.	459,200.	-	91,840.	-	-

Programme Costs -

Salaries	2,475,200.	1,575,025.	495,040.	574,216.	658,000.
Medicines Etc.	403,200.	487,872.	80,640.	102,582.	201,000.
Running Expenses	641,200.	408,644.	128,240.	109,318.	156,000.
Contingencies	207,200.	1,746.	41,440.	1,181.	-

	<u>5,600,000.</u>	<u>3,411,752.</u>	<u>1,120,000.</u>	<u>1,117,268.</u>	<u>1,015,000.</u>
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Cash at Bank

	-	83,973.	-	83,973.	-
	<u>5,600,000.</u>	<u>3,495,725.</u>	<u>1,120,000.</u>	<u>1,201,241.</u>	<u>1,015,000.</u>

CAPITAL FUND STATEMENT FOR 1979

	Approved budget	Balance 15.1.79	Receipts & allocatns.	Payments & allocatna.	Balance 14.1.80
1) HOSPITAL.					
Bath for Isolation	4,500.	-	4,500.	-	4,500.
40 beds, freight/customs	22,000.	-	22,280.	67,139.	(44,859.)
Double still for pharmacy	20,000.	11,966.	-	11,159.	807.
Duplicator	6,000.	(6,305.)	6,305.	-	-
Fibre optic light	2,500.	-	2,500.	-	2,500.
2 Incubators, homemade	1,500.	1,689.	-	1,689.	-
Laundry addition	100,000.	-	-	-	-
Windows, male surgical wd.	3,500.	131.	-	131.	-
Staff toilets	4,500.	589.	-	589.	-
2 Patients' trolleys	3,000.	3,000.	-	-	3,000.
Phototherapy unit	1,500.	1,905.	-	1,905.	-
Sedimentation water tank	25,000.	21,367.	-	21,367.	-
Water pump	20,000.	20,000.	11,875.	17,864.	14,011.
2 Wheel chairs	3,000.	2,542.	-	2,542.	-
Typewriter	14,100.	(7,821.)	7,821.	-	-
2 Typewriters for pharmacy and X-ray	14,000.	-	14,000.	13,262.	738.
Baby scale	3,000.	-	3,000.	-	3,000.
Pharmacy roofing	8,000.	-	8,000.	-	8,010.
5 Table fans	4,000.	-	4,000.	3,549.	451.
6 Heaters	1,000.	-	1,000.	1,000.	-
Tempo scooter	25,000.	-	30,785.	5,000.	25,785.
2 refrigerators for dietary & nursing depts.	20,000.	-	-	-	-
Staff furniture	12,000.	-	11,000.	-	11,000.
Medical ward ceiling fan	5,000.	-	5,000.	3,089.	1,911.
Office file drawer	2,000.	-	2,000.	2,261.	(261.)
New generator	225,000.	-	259,733.	-	259,733.
Pharmacy attic renovation	125,000.	-	125,000.	-	125,000.
Autoclave for pharmacy	45,000.	-	45,000.	52,539.	(7,539.)
Bottle cleaner	8,500.	=====	8,500.	9,570.	(1,070.)
		49,063.	572,299.	214,655.	406,707.
2) NURSE CAMPUS, SBH					
Duplicating machine	7,000.	(6,535.)	13,654.	7,119.	-
Film Strips	1,500.	-	1,500.	-	1,500.
Furniture	5,000.	2,958.	-	2,564.	390.
Kitchen equipment	-	-	3,000.	2,226.	773.
Refrigerator	10,000.	-	11,110.	11,110.	-
Nepali typewriter	6,225.	-	8,328.	8,328.	-
		(3,582.)	37,592.	31,347.	2,663.
3) COMMUNITY HEALTH PROGRAM					
Latrine & Drinking Water	500,000.	68,645.	561,700.	381,621.	248,724.
Health Educ. (Revolving)	100,000.	(22,072.)	16,801.	12,529.	(17,800.)
Duplicator	7,000.	465.	-	465.	-
Undesignated Fund	-	36,071.	33,358.	60,733.)	3,096.
				5,600.)	
Nutrition Program	-	1,185.	1,130.	2,254.	61.
Books for Library	2,000.	-	2,000.	1,771.	229.
Calculator	2,000.	-	2,090.	2,090.	-
2 Desks	1,600.	-	1,800.	1,800.	-
15 Chairs	1,200.	-	1,125.	1,125.	-
3 Bathroom Scales	1,200.	-	1,155.	1,155.	-
Kitchen Mats Equipment, NRU	600.	-	600.	600.	-
First Aid Boxes for VHWS	2,000.	-	248.	248.	-
		84,294.	622,007.	471,991.	234,310.

STATEMENT OF BALANCES AS AT 14 January 1980

Assets:

Cash in hand	52,942.
Cash in Nepal Bank	85,624.
Cash in National & Grindlays	64,985.
Accounts receivable:	
Treasurer, balance held	508,138.
Rent advance	62,073.
P.L. Fund cash advances	174,357.
Postage fund	500.
Oxygen cylinders	1,800.
Milk deposit	576.
SSD, nursing & dental revolving fund	500.
Nepal Gas Works deposit	300.
Nepal Tele-Comm. Office	530.
Nursing Campus	25,453.

Liabilities:

Patients' advances	33,811.
Capital fund balance	406,707.
Designated & Undesignated funds	183,099.
Single Staff quarters	185,801.
General Fund balances: Up to 1978 (Hospital)	214,825.
1979 "	(66,348.)
Community Health Program	19,883.
	<hr/>
	977,778.
	<hr/>
	977,778.

OKHALDHUNGA PROJECT REPORT FOR 19791) HOSPITAL.

1973 was a pleasant year for everyone living and working in the Okhaldhunga Project. There were no major changes, in personnel or in the directions towards which we are proceeding. We enjoyed good and fruitful relationships with our staff of 25 Nepalis and our neighbours, the Rai people of the nearby villages. Because all of our staff live in or around the compound, we had meaningful personal contact, sports, games and feasts, besides the daily work in the project.

Maybe because of this rather uneventful and peaceful life, the Okhaldhunga dispensary came more into focus of the UMN family as a valuable part of the various UMN programs by recognising the open doors for involvement in the multiple efforts for development and the opportunities for comprehensive health care in this area. The conditions in Okhaldhunga district are typical for the hills area of Nepal. About 130,000 people live on the densely populated hillsides; there is no centre, except for the Okhaldhunga bazar with 3,000 inhabitants and all district offices and administrators. Almost all castes and ethnic groups of Nepal are found within one or two days walk around the hospital. They live side by side usually (not together) in the scattered village houses, and have little relationship to each other because of different religious beliefs, languages and customs. Even the conceptions of disease vary from group to group considerably. Although most of the people live from subsistence farming, the cultivatable land is not sufficient to support the fast-growing population (2.5% annually, as compared with 2% economic growth). The soil is predominantly of low quality and used extensively; the forests are almost cleared. The general infrastructure is not yet adequately developed; there are no roads and even footpaths are often hardly traceable. The mobility is therefore low. The government health system expands steadily and five of the 11 planned health posts are already installed, but staffing and supplies are still major problems.

The dispensary is naturally affected by these conditions, including the difficulties of getting enough qualified Nepali and expatriate staff. Nevertheless the project reached the age of 17 years, a time when it should become mature. As maturity means not only grown up in size but also in quality, we came near to our goal of offering general and surgical care of a good standard which is also appropriate to a rural hospital. The facilities are still simple; the patients come to an environment similar to that in their homes; procedures and working patterns are kept on a simple, intelligible, but effective, level; all of which helps them to overcome the barriers of modern medical treatment and keeps the fees within their financial abilities.

Money becomes a major topic of discussion within UMN health projects this year, and medical economics turn out to be the crucial point which determines all aspects of health work in our programs. Since we were told we could not expect an increased budget allocation from the Treasurer, and we did not want to raise more money from individual donors, we took the risk of lowering the prices for the patients again, hoping that if the reputation rises more patients would come for whom the fees had been prohibitive before. Consequently we had 34% more patients in OPD this year, and the average fee per outpatient visit was Rs.5/-. Inpatients paid Rs.39/- for their treatment on an average, and stayed about 6.9 days in the hospital. About one in 14 outpatients had to be admitted, many of whom had a long and complicated medical pathology.

As we sought to determine the quality of service by the terms and acceptance of the patients rather than by our western ideas of highly developed medical treatment and individual care, we were able to make effective use of the limited resources with our team of a few highly qualified staff and the locally trained, semi-qualified staff. Classroom teaching and practical training continued as before, but we also sent some of the staff to training courses again in order that they may obtain government certificates.

The outreach programs were only partly successful. We opened a weekly antenatal clinic in the bazar on request, but attendance has been very low so far, maybe because women do not want to go this type of clinic under public observation. We took part in two vasectomy camps organised by the Family Planning office, but the acceptance of F.P. services is still very low. We continue our efforts to talk with the potential users on all

levels on home visits, in outpatient clinics, amongst the relatives of patients, etc.

With the technical assistance of our maintenance worker and one of the doctors, two village water systems were built in the spring by the men in the Demonstration Area. It is encouraging to see that clear water runs without major trouble through the year to the village, and that the people are beginning to grow new kinds of vegetables in their gardens.

Although the community health program is administered as a separate department of the project, we always worked closely together in planning, training and the involvement of workers from both departments. One of the tasks was to develop a rigid TB follow-up system. To minimise the defaulter rate of at least the sputum positive cases, we sent regular letters also to the Pradhan Panchas and did home visiting within the district. Less than 10% of the active lung TB patients lapsed treatment for more than three months during this year.

The year ended with the traditional Christmas meal for the staff and their families, a total of 95 people, including 13 expatriates.

Karl Tracht
Medical Director

2) COMMUNITY HEALTH PROGRAM

The CHP has tried to stimulate communities around to take more responsibility for their own health needs by teaching, working in the clinics, home visiting, supervising and training Nepali staff. We praise the Lord who has made it possible for us to work here.

We have continued our eight MCH clinics and home visiting in selected areas. We have followed up TB and leprosy patients in consultation with the dispensary staff. Our immunisation program has increased; this year the British Medical Trust covered all areas in which we were not working.

The work in our Demonstration Areas has been mainly repeated surveys, supervising and teaching in treatment of sick animals, kitchen vegetable gardens. Two water supply programs have been completed and are working well. The result is that two other wards have asked for help in their water problems. Now all six Nepali staff have got their JAHW government training, but we are still continuing our weekly study day for them. Two new volunteers are active in their own areas and in clinics. We have started school health teaching in three village schools bi-weekly, in places where we have a clinic at the school building. Two of the clinics are in government health posts, and our contacts with them are good.

A small, informal side of the work is my knitting and sewing class for 18 young girls. I hope to teach them to read also.

The people in the villages are friendly, coming more to the clinics, and slowly starting to follow the boys' teaching in health matters. My contact with panchayat leaders is progressing slowly. The possibilities for work here are many, so we hope to increase and deepen our relationships with people next year when the addition of two more staff will make this more feasible.

Kirsti Kirjavainen
CHP Superintendent

GENERAL FUND STATEMENT FOR 1979

<u>1. DISPENSARY.</u>	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Receipts:				
Fees	80,000.	82,688.		92,000.
Medical supplies for CHP	10,000.	-		10,000.
Refund on light from project	-	-		** 4,000.
Budget allocation	107,948.	107,948.		76,036.
Personnel Contributed Services	50,580.	50,580.		53,700.
	<u>248,534.</u>		241,222.	<u>235,736.</u>
Payments:				
Salaries	80,408.	92,788.		87,036.
Foreign Staff (PCS)	50,586.	50,586.		53,700.
Drugs	54,000.	30,567.		** 48,500.
Medical and surgical supplies	26,000.	14,656.		21,000.
Bedding and uniforms	3,000.	1,885.		3,000.
Fuel and light	10,000.	6,034.		10,000.
Administration	3,000.	968.		-
Stationery	1,500.	357.		4,000.
Cleaning	1,500.	638.		1,500.
Transportation and travel	4,000.	7,306.		-
Maintenance	8,000.	7,174.		5,000.
Rent	2,040.	2,040.		-
Audit fees	1,500.	4,775.		-
Library fund	1,500.	549.		500.
Miscellaneous	1,500.	778.		1,500.
	<u>248,534.</u>		221,101.	<u>235,736.</u>
Excess receipts over payments			<u>20,121.</u>	
<u>2. COMMUNITY HEALTH PROGRAM.</u>				
Receipts:				
Fees and medicine sales	500.	35.		1,000.
Budget allocation	42,074.	42,074.		56,300.
Personnel Contributed Services	33,948.	33,948.		20,000.
	<u>76,522.</u>		76,057.	<u>77,300.</u>
Payments:				
Salaries	28,174.	36,766.		42,000.
Foreign Staff (PCS)	33,948.	33,948.		20,000.
Medicines	10,000.	6,775.		10,000.
Community health materials	1,000.	1,430.		1,000.
Freight	-	1,915.		-
Fuel	300.	45.		300.
Stationery	500.	29.		500.
Library	600.	312.		500.
Pig breeding program	2,000.	3,620.		3,000.
	<u>76,522.</u>		84,840.	<u>77,300.</u>
Excess payments over receipts			<u>8,783.</u>	

CAPITAL FUND STATEMENT FOR 1979

	Approved Budget	Balance 14.1.79	Receipts & allocns.	Payments & allocns.	Balance 14.1.80.
Workshop	-	2,948.	-	-	2,948.
Med. & Bldg. equipment	-	42,319.	14,351.	-	56,670.
Furniture	3,000.	197.	-	197.	-
Village Water supplies	30,000.	9,551.	-	1,022.	8,529.
Staff quarters	-	26,319.	-	-	26,319.
Water tank	20,000.	36,066.	-	-	36,066.
Health education	-	1,215.	-	-	1,215.
Bathrooms for staff houses	5,000.	5,000.	-	7,139.	(2,139.)
Equipment for 2 new clinics	-	1,481.	-	1,481.	-
New generator room	72,000.	20,660.	50,273.	33,060.	37,873.
Stove	2,000.	983.	-	983.	-
Undesignated	-	8,306.	-	2,350.	5,956.
X-ray machine	170,000.	-	-	-	-
Operating table	18,000.	-	18,000.	17,430.	570.
Laundry	10,000.	-	10,000.	3,000.	7,000.
Solar heater	10,000.	-	10,000.	9,210.	790.
Compound improvement	3,000.	-	3,000.	1,542.	1,458.
X-ray tank	2,350.	-	2,350.	-	2,350.
		<u>155,045.</u>	<u>107,974.</u>	<u>77,414.</u>	<u>185,605.</u>

PATAN HOSPITAL PROJECT REPORT FOR 1979

The first part of the year was spent in making detailed plans, and this work will continue for the whole building process. New draughtsmen have been employed, which will speed up a lot of the work; however, we will need to approach other agencies for help in designing the various services involved in the hospital.

Work was started in June of this year, and the initial task involved first of all deciding the boundary lines. Quite a lot of negotiation has to take place, both with local people and with the Panchayat office over this. There was also a phase-out of the people living on the site: this was done with their cooperation to allow them to get their corn in and then to take down their houses and remove them to another site. A clearing finally took place after Dasai in October, and the site is now clear of everything except PHP personnel and buildings.

Digging of the foundations actually started in June of this year, and the first layer of concrete was placed on 3rd July at a small ceremony in which the Executive Director and the Health Services Secretary took part. The frontage complex will be complete by the end of the year, which involves the ancillary buildings, the morgue, the generator house, the cooking area for in-patients, and the gatehouse. These buildings will be used partly as storerooms for the building site materials and equipment, and partly as offices. The whole of the Patan Hospital Project will move to site at the beginning of next year, and will be joined by the Lalitpur (SBP) community health program, which will use some of these buildings for its work. The foundation to all of the boundary wall is completed, and three-quarters of the wall is up to copping height, so soon the site will be completely enclosed. A lot of work has been done on roads to give a good working surface and delivery services for outside materials.

We have had great difficulty in getting materials of any quality, and most of what we have is of poor quality. Despite this the work has progressed well, and we are still trying to find better quality materials. In the meantime we are compromising and changing our design to suit what is available.

A UMN construction supervisor started in June of this year on site, and was joined in September by Kumar Rai who originally worked on the Pokhara School. Between them they are organising the site and keeping it running well and smoothly. A Business Manager began in October, and the business office then got under way, with two assistants. The design office has acquired two draughtsmen, following the dismissal of the previous draughtsman. An equipment consultant joined the project in October, and is helping to detail layouts of the various functions of the hospital.

We still do not have the 25% required for completing Stage I, or any funds for staff quarters or completing the other stages. We will, of course, need extra funding for inflation as this is growing at a fast rate in the building trade. We have found that there is a big water shortage in the Lagankhel area where the hospital is situated, so we are contemplating putting in a 900 ft. deep well. This will, of course, involve extra finance, and at this stage we are not certain how it fits into our budget.

Photographs have been taken of the various stages of progress in the building, and copies are available. A file is kept in the office, under the responsibility of the Business Manager.

Martyn Thomas
Business Manager

STATEMENT OF FUNDS TO END OF 1979

	Approved Budget State I	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Receipts:					
Central Agency grant through UMN	24,375,000.	12,187,500.	3,720,492.		8,000,000.
UMN contribution:					
Site value	725,000.	768,397.	768,397.		-
Donations	()		71,954.		3,000,000.
Equipment	(7,400,000.)	3,294,103.	7,825.		1,725,000.
Personnel Con.Scs.	()		58,500.		75,000.
	<u>32,500,000.</u>	<u>16,250,000.</u>		<u>4,627,168</u>	<u>12,800,000.</u>
Payments:					
Land purchase	725,000.	768,397.	768,397.		-
Site preparation	70,000.	70,000.	63,880.		10,000.
Public supplies	100,000.	80,000.	11,621.		20,000.
Construction	23,500,000.	13,000,000.	1,206,601.		10,000,000.
Hospital equipment	4,275,000.	500,000.	38,000.		1,800,000.
Outside works	1,175,000.	675,000.	481,304.		20,000.
Professional fees	1,000,000.	400,000.	253,184.		150,000.
Contingencies	1,655,000.	756,603.	-		100,000.
Building stock & suppl.	-	-	9,157.		-
	<u>32,500,000.</u>	<u>16,250,000.</u>		<u>2,832,144.</u>	<u>12,100,000.</u>
Excess receipts over payments				<u>1,795,024.</u>	

COMMUNITY HEALTH OFFICE REPORT FOR 19791) CHO Office.

Although 1979 has seen shortages through personnel being on leave, new and changing employees, and a long absence due to illness, the CHO has tried to continue to provide a service to UMN health services projects. There were several months when communications with projects were less frequent, but nevertheless attempts were made to sustain the delivery of necessary supplies.

The library continues to provide a loan and reference service to people from the projects and new language personnel, but it could be used more. HSB could spend the one week study leave profitably in the library. Approximately 175 books have been added during the year, and another Rs.12,000. worth of books have been purchased and distributed to projects or individuals at their request. Lists of new books and books for sale have been circulated. A new information sheet entitled "Round and About", containing abstracts from materials which come into the library, is distributed about every two months. Information on opportunities for continuing education continue to be circulated from time to time.

Regular communication continues with various offices in the Dept. of Health and Vertical Projects of HMG, and we are grateful for the growing cooperation, particularly in the supply of drugs and vaccines. The expanded immunization program is now the source of all our Vaccines. Along with regular supplies of DPT and BCG, we are being offered polio, measles and tetanus toxoid vaccine.

The TB Control Project has been most generous in its supplies of drugs inspite of difficulties which they have experienced in obtaining their own supplies. During 1979 we received and distributed over half a million Thiacetazone/INH tablets, 68,000 gms. streptomycin and nearly 200,000 tablets INH, plus small supplies of second line TB drugs. Interms of the number of wooden crates picked up from the TB project, repacked by our office and distributed to all projects, this represents a good amount, and a sizeable proportion of all the supplies for the country. We receive considerable assistance from HMG Departments also trying to function on limited budgets and make their supplies go round.

Further areas of cooperation have been with the Community Health and Integration Division, which has continued to allow us places for our C.H. personnel for course in Village Health Worker and Assistant Nurse Midwife Integration, training at their centre in Pathlaiya. This year 12 persons from Lalitpur and Okhaldhunga received training. Places were also allowed us in the Central Pathological Lab., Bir Hospital training program. Two people have completed Section I of the course, and two from Tansen and Okhaldhunga are now in training. The course is now recognised by the Public Service Commission of HMG.

There is constant communication with the Health Dept. regarding postings and transfers of ANMs, AHWs and Health Assistants, in and out of UMN, and also about further training opportunities for our qualified staff. Good relationships continue with UNICEF, which made available 1,000 packets of mixed vegetable seed to our C.H. programs this year. We have also been glad to receive a large supply of medicines for specific use in the MCH/FP clinics in all our C.H. programs. This has made it possible to give free treatment to many needy children.

Initiated by the CHO, and organised and directed by Dr. Alison Craven, an Animal health course was given at the Agriculture dept. of the Pokhara Boys' School for staff of our CHPs. Twelve persons attended, representing three projects. It was a great success, and staff returned to their projects much enthused. They have since been followed up in their projects by Alison for further help and advice.

In the area of statistics, these continue to be collected, processed and forwarded to various departments of HMG. Our office continues to supply the necessary forms, statistical sheets, record cards, etc. Medical orientation sessions and seminars have also been organised.

Audrey Maw
Technical Asst. to HSS.

2) Nutrition Advisor Office.

After only eleven months of this exciting new venture, this annual report will simply indicate developing trends and potential trends in this work. Despite location in the Community Health Office, attention is drawn to the job title of Nutrition Advisor to the HSB. The intention is to provide a service to all HSB personnel and projects in relation to nutrition and nutrition education, and indeed requests for such help from any UMN personnel,

in whatever discipline, are welcomed. Nutrition education must be multi-disciplinary (integrated) to achieve maximum impact.

Services so far provided include:

- a) Visits to Community health projects in the hill parts where the response has been most encouraging. (The Kathmandu Valley is ably served by Miriam Krantz in the SBP CHP.) Community health projects have been the first to show interest in nutrition education as part of preventive medicine, and awareness of the value of appropriate nutrition is very high in community health work. Learning has been reciprocal.
- b) Visits to hospitals to instigate or improve nutrition education are now in the planning phase, as awareness of hospital nutrition education as part of the total program develops.
- c) Orientation program for language students in nutrition education.
- d) Materials distribution, the encouragement of the use of resources, library and visual, and of book purchases through the CHO, and the supply of suitable nutrition and nutrition education materials on request, seems a most valuable part of the service.
- e) Materials production has been slowed down due to office staffing problems, though help has been gratefully received from other offices. Materials include reproduced items from other sources, and simple bi-lingual teaching notes for village level training, plus recipes.

I would like to thank those in the projects who, through warm welcomes and keen interest, have turned an arduous job into a stimulus and pleasure, and for support and help from the CHO base.

Ruth Angove
Nutrition Advisor

GENERAL FUND STATEMENT FOR 1979

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Receipts:				
Educational materials	6,000.	11,049.		8,000.
Weight cards & plastic	1,500.	3,830.		3,000.
Miscellaneous	500.	3,481.		500.
Stationery	-	79.		-
Personal Contr. Service	-	23,000.		23,000.
Budget Allocation	41,000.	41,000.		29,000.
	<u>49,000.</u>		82,439.	<u>63,500.</u>

Payments:

Salaries -				
Administration	4,800.	4,756.		5,000.
Data processing	15,000.	-		5,000.
Foreign Staff (PSC)	-	23,000.		23,000.
Travel and Transport -				
Administrative	2,000.	1,751.		2,000.
Data processing	1,200.			
Nutrition		1,894.		2,000.
Stationery.-				
Administrative	1,500.	1,655.		2,000.
Data processing	4,000.	-		2,000.
Educational Materials	8,000.	14,052.		8,000.
Weight cards & plastics	1,500.	8,001.		2,000.
Rent and Maintenance	9,500.	8,282.		10,500.
Miscellaneous	500.	2,143.		2,000.
Audit Fee	1,000.	500.		-
Vaccines	-	5,967.		-
	<u>49,000.</u>		72,001.	<u>63,500.</u>

Excess Receipts over Payments:

10,438.

BALANCE SHEET AS AT 14th JANUARY, 1980.

Assets:

Cash in hand (Petty Cash)	125.
Cash with UMN Treasurer	47,160.

Liabilities:

General Fund Surplus-1979	10,438.
Capital Fund Balance	36,847.
	<u>47,285.</u>

CAPITAL STATEMENT FOR YEAR 1979.

	Approved Budget	Balance 14.1.79	Receipts 1979	Payments 1979	Balance 14.1.80
B.F.W. Water Scheme		3,000.	-	-	3,000.
Equipment & Furnishings from Undesignated		1,934.	-	-	1,934.
Library Materials	50,000.	35,852.	-	9,117.	26,735.
Calculators - Simple	1,200.	1,200.	-	-	1,200.
Special Equipment	1,000.	1,000.	-	-	1,000.
Drawing Board	1,000.	1,000.	-	-	1,000.
Nutrition Programme		1,261.	-	-	1,261.
Undesignated Supplementary	1,300.		1,300.	583.	717.
		<u>45,247.</u>	<u>1,300.</u>	<u>9,700.</u>	<u>36,847.</u>

APPENDIX L

BULING/ARAKHALA PROJECT REPORT FOR 1979

The Buling-Arakhala Project, which is an integrated approach to rural development in these two panchayats, was previously an outreach program of the Palpa community health program. However, the Project now relates to the Health Services Board, the Economic Development Board and the Integrated Rural Development Committee. Although a wider range of programs than health services has emerged over the years, the same staff are involved in work which relates to these two functional boards and the IRDC.

- a) Personnel. One UMN worker joined the BAP in June, also involved in the Food for Work Program, and two more came in December 1979. In addition various people from HSB and EDB have been for visits for varying lengths of time to conduct surveys and seminars, and to advise and help to implement different programs.
- b) Bojha Dispensary. Mrs. Jyoti Gurung is in charge of the dispensary, and is assisted by Mr. Prabhu Dan Gurung and Miss Mariam Rai, who both work in the dispensary in a part-time capacity. Minor operations are performed which are of a great variety, ranging from I & D of abscesses to dealing with accidents such as leopard and bear mauls, fractures, hands and feet chopped off with axes, a perforated abdomen, and abnormal deliveries requiring surgical procedures. The dispensary staff cope well with these situations, and have continued to provide low cost care, with the average total cost of treatment per patient being Rs.3/19. A surgical camp was held in November when a surgeon came from Tansen to do elective surgery.
- c) Village Child Care Clinics. These are held each month in 17 villages. Mariam Rai is in charge of this program. Twenty-six voluntary workers are responsible for child health in the villages. They weigh the children and record the weights monthly, treat minor illnesses and give health teaching in their villages. Mariam visits each village every three months to do DPT and BCG immunizations, regular de-worming, to discuss each child and its weight chart with the volunteer, and for the ongoing education of the voluntary workers. These workers were trained at a two-day seminar held in Bojha in May 1979. All except two have continued to provide food care, and the health of the children has improved. Other villages have requested this type of health care, and a training program will be held early in January for volunteers for another eight villages. A nutritionist has now joined Mariam in this program.
- d) Village Water Projects, which have been completed in 23 villages over the last four years, all continue to function satisfactorily. Surveys have been completed by EDB personnel for water systems for a further 45 villages.
- e) Veterinary medicine program, under the leadership of Mr. Prabhu Dan Gurung, continues to meet a felt need in this area. Twenty-three volunteers came for a two-day seminar in Bojha in May 1979. Prabhu Dan visits each of these 17 villages twice a year for regular de-worming, treatment of liver fluke, and to give immunisation when there is an outbreak of disease in a village. Improved bucks for upbreeding the goats have been placed in eight villages. There are three jersey cows and two jersey bulls in Buling panchayat for the purpose of upbreeding the cattle. Other villages in the two panchayats have also requested an animal improvement program.
- f) Vegetable gardens. All three members of staff have worked hard at promoting vegetable growing in villages which now have a water supply. Every family in Bojha has a vegetable garden, and many families in a number of other villages are also growing vegetables. Seeds given by UNICEF and seedlings grown by staff were distributed to all who asked for them. Five hundred fruit trees have been planted in three villages.
- g) EDB-related programs. Surveys and feasibility studies have been done by EDB personnel for a number of irrigation systems, turbines for ginger mills, walking trails and bridges. A food technician is currently working on improved methods of drying and marketing ginger.
- h) Scholarships. Because the middle school and high school are in danger of having to close because insufficient people can afford to send their children to school, a system of awarding scholarships to children has been commenced. A committee of local people, plus two UMN Nepali staff, met in December and awarded scholarships to 54 children from six of the panchayats served by these schools.

(Gurung biased)

Rapidly the emphasis is moving towards the local people becoming involved right from the planning stage in all development programs. Committees have been set up in both panchayats, and all proposed programs are discussed and decisions made by these committees. We are still in the learning stage of having a truly integrated development program, but are much encouraged by local people's attitudes and participation.

*people O.K.
but government officials?*

Gwen Coventry
Project Director

1) Food for Work Program.

Due to extreme food shortages in the two panchayats, the UMN has been asked to help relieve the resulting suffering and hardship. After many, many meetings within UMN, talks with HMGN on all levels, and much time spent with village people in this area, a Food for Work program has emerged. The program will give food to persons who work on such village development projects as irrigation canals, ginger drying mills, fruit groves, improving footpaths and building foot bridges. Throughout the initial stages of the program, cooperative ownership of completed projects, traditional forms of work management, use of nutritional foods and local people's participation in all aspects have been encouraged.

Personnel from DCS and Himal Hydro Co. are working in the program, which is led by Bhum Bahadur Giri and myself. One godam has been built in each panchayat, and these storehouses will provide storing and office facilities for future BAP projects.

John Williamson

APPENDIX M

EDUCATION SECRETARY'S REPORT FOR 1979

There were no fewer than three Education Secretaries during 1979, with Jonathan Lindell being Acting ES until June, Larry Asher resuming office from June to November, and Richard Clark being appointed in November to enable Larry to concentrate on preparations for the Jumla Project. This has inevitably led to a certain degree of disjointness, but Richard Clark's appointment as Assistant to the ES from September to November helped somewhat.

Apart from this there were perhaps three significant matters, among many others, which have caught the eye this year.

Firstly, there have been the strikes and disturbances in educational institutions. These have been reported on where relevant in the following reports, but it was evident that there has been a pattern in the disturbances which reflects, not on the internal problems of any one school or college, but on the way in which these disturbances have been led and imposed from outside. It has been a testing year, in which relationships with students and staff have changed, in which confidences have been shaken. But it has also thrown us more upon the Lord for strength, love and patience. We need prayer that these three qualities will be given in greater and greater measure in the coming months. We pray that the grace and love of God will shine through each of our education workers in whatever difficult situations they find themselves.

Secondly, we have seen remarkable progress in the preparations for starting the Jumla Project. This is reported on later, but it does seem as though the hand of God is upon this venture, a venture which is exciting, and challenging, with great potential for establishing a worthwhile work in the northwest of Nepal.

Thirdly, we have seen a growing interest in the subjects of non-formal and functional literacy. It seems as though this will be the way in which the Education Board can best serve the Integrated Rural Development Projects under discussion. We have come to realise that workers in these projects will need as their basic tool the ability to communicate and teach in this non-formal way.

Whilst these three matters have often been at the forefront of our thinking and planning, our other work in Mahendra Bhawan, Pokhara, Lapsibot, Amp Pipal and Makaisingh has continued. In addition there has been a new opening into the Bhanubhakta Memorial School in Kathmandu, a post into which we can now put a full-time science teacher. With new openings coming up in the Jumla District also, it is evident that we urgently need more qualified, committed, long-term teachers to fit into the Nepal Education System Plan and contribute their own gifts and energies.

Richard Clark
Education Secretary

1) AREA SERVICES.

As in most years there has been much coming and going during the year. Several families and individuals left Pokhara, to transfer to other projects, at the end of term, on furlough, and on sick leave. Others have come to join the team, on a longer or short term basis, and it has been good to welcome them to the fellowship and work in different spheres of the school and RYTP programs. Some of our UMN personnel live on the school compound, but a number are out in nearby villages, and so have opportunity to share in the life of the community around as well as of the school.

We have also welcomed a family working under EDB who have been here most of the year doing research work on a new type of bio-gas plant. Further afield in Pokhara Valley a nurse from the Tansen ANM team is teaching midwifery, so our UMN personnel are scattered in a number of different projects.

2) BOYS' SCHOOL.

1979 was the first year we had just classes 4-10, with the primary section completely out. There will be the pattern in the future. The first half of the year went well, with a full program of academic and sports activities. Again this year we had "Activities Week", with the teachers taking all classes on field trips to different places. The highlight of the early months of 1979 was a visit to the school by His Majesty, the King. This was a very positive event in the history of the school, and we appreciate his evident and keen interest in the different aspects of our programs.

As in most schools in the country, we had a difficult time in mid-year, with a strike and student unrest. Because of this we lost quite a few weeks of study time, resulting in some programs being cancelled and the necessary tests and exams being squashed very close together. Inter-schools competition was also almost complete cut out. Despite this, school clubs, like science club, rabbit club, gardening club, scouts, etc., continued and have become an important part of the school program. The Acting Nepali Headmaster has coped well with really difficult situations.

The strike, from a hostel point of view, was a curious affair. The duties were done better during the time than at any other time of the year. The atmosphere in the hostels was generally relaxed and at no time did there seem to be anti-Western feeling. It was rather a reflection on the mood of the country and the strikes going on in other places. It could also be described as a reaction against discipline and rules, one of the features of GAMV. And here, of course, we identify strongly with our Nepali teachers and administrators in standing for rules and a discipline structure.

The enrolments for 1980 reflect a continuing confidence in the work of the school. Not only has there been a steady stream of enquiries for seats, but the range of backgrounds shows a deep-seated interest in education for Nepalis of all kinds. We have boys who are sons of National Panchayat members and sons of university professors, but our scholarship programs ensure a steady stream of boys from extremely poor backgrounds. And there are the sons of Gorkha soliders, sons of shop-keepers, sons of local poor villagers who receive day scholarships. It seems right to believe that GAMV will continue to provide education of a good standard for boys of greatly differing backgrounds for years to come.

The UMN scholarship assistance program continues; UMN and Nepali staff went on two recruiting trips in October/November, one to Mustang and the other to Manang/Lamjung/Gorkha. UMN folks have been much involved in the hostel side of the school this year; a part which the Mission strongly believes in. It is here that relationships are formed.

The building program is almost completed now, and the new assembly hall/gymnasium is a significant addition to the school campus. Despite various set-backs and shortages, the work has kept on going well.

In the agriculture department, possible the most important development was the start of the Rural Youth Training Program, with various short course held at the farm. The farm has continued to provide facilities to the village folk as well as to the school vocational department.

Our local fellowship is small, but we have regular meetings every week, and look to our God and Saviour to work, even through human weakness, for His own glory in this school and the surrounding locality.

GENERAL FUND STATEMENT FOR THE YEAR 1979

	Budget 1979	Actuals 1979	Total 1979	B 1980
1) <u>Area Administration.</u>				
Receipts:				
Budget allocation	16,300.	16,300.		6,800.
Personnel Contributed Services	94,320.	76,470.		87,540.
	110,620.		92,770.	94,340.
Payments:				
Foreign Staff (PCS)	94,320.	76,470.		87,540.
Administration	750.	963.		1,000.
Mailbag	2,750.	1,605.		3,000.
Repairs	2,000.	899.		2,000.
Travel and Transport	800.	709.		800.
Audit fee	10,000.	9,707.		-
	110,620.		90,353.	94,340.
Excess receipts over payments			2,417.	

2) Agriculture Department.

Receipts:				
Budget allocation	20,000.		20,000.	30,000.
Payments:				
Working loss (UMN program)	5,000.	1,338.		2,000.
Maintenance, buffalo bull	1,500.	1,250.		500.
" Jersey bull	2,500.	2,596.		-
" goat bucks	500.	2,079.		-
" rabbit bucks	3,000.	4,275.		10,000.
Provision of hatching chicks	5,000.	5,004.		13,000.
Crops for educational purposes	1,000.	2,333.		3,000.
Fodder improvement experiments	1,500.	625.		1,500.
Tractor	-	500.		-
	20,000.		20,000.	30,000.

CAPITAL FUND STATEMENT FOR THE YEAR 1979
POKHARA PROJECT

	Balance 15.1.79	Receipts & allocatns.	Payments & allocatns.	Balance 14.1.80
Furniture	12,971.	245.	2,397.	10,819.
Pre-vocational equipment	764.	-	764.	-
Physical education and playground	22,249.	-	740.	21,509.
Materials Development	78,732.	79.	78,811.	- **
Science equipment	3,286.	-	800.	2,486.
Nepali typewriters	(2,804.)	2,804.	-	-
English typewriters	17,600.	-	-	17,600.
Industrial equipment	163,578.	-	163,578.	- **
Piano grant	2,490.	-	-	2,490.
Rural Youth Training Program	-	81,907.	9,511.	72,396.
	298,866.	85,035.	256,601.	127,300.

** Transferred to other accounts.

(Budget 1979 column to be included)

BOYS' BOARDING SCHOOL BUILDING PROGRAM

1) BALANCE SHEET AS AT JANUARY 14, 1980.

	<u>Dr.</u>	<u>Cr.</u>
Cash in hand	16,137.	
Cash at bank	125,885.	
Balance with UMN Pokhara Project	85,355.	
Building stock in hand	100,476.	
Recoverable accounts**	12,909.	
Account with DCS **	31,260.	
Deposits **		2,508.
Equipment, less depreciation: Office	3,142.	
Construction equipment	4,451.	
Construction costs	7,598,964.	
Dutch Government funds		5,836,914.
UMN Funds		2,139,157.
	<u>7,978,579.</u>	<u>7,978,579.</u>

** To be checked and adjusted.

2) RECEIPTS AND PAYMENTS, for period to 14 Jan. 1980.

Receipts:	
Dutch Government contribution	5,836,914.
Donations to UMN by other donors	2,139,157.
Overheads recovered	<u>29,903.</u>
	8,005,974.
Payments:	
General building program	7,175,659.
Agriculture Dept. Development	<u>453,208.</u>
	7,628,867.
Excess Receipts over payments	<u>377,107.</u>

3) BALANCES IN HAND AS AT 14 JANUARY 1980.

Cash in hand		16,137.
Cash at bank		125,885.
Cash with UMN Pokhara Project:		
Building Dept.		53,341.
Agriculture Dept.		32,015.
Building stock in hand		100,476.
Suspense account (recoverable)		12,909.
Amount due from DCS		31,260.
Deposits		(2,509)
Equipment:	Cost -	Depreciation -
Office	6,566.	3,424.
Construction	78,025.	73,574.
Tools	27,273.	27,273.
Motor cycle	3,835.	3,835.
	<u>115,699.</u>	<u>108,106.</u>
		7,593.
		<u>377,107.</u>

1979 has seen five UMN teachers seconded to government schools in the Gorkha District: two in Lapsibot towards the north of the District; one in Amp Pipal High School, and two in Makaisingh High school in the southeast corner of the district. The year has been one of ups and downs for all of them, and living in these places has been by no means easy. However, it is encouraging to have these dedicated teachers continuing to live, work and witness in these outposts, bearing a strong witness to the love and grace of God in all situations. This year has certainly not generally been a year of successes or advances in any sense, but we pray and trust it has been a year of foundation-laying which will bear fruit in years to come. Let each of them tell their story.

1) LABSIBOT.

The school year began on a high note when we won the district-wide P.T. competition, but on reflection seeds of dissention and criticism of school administration began then. The 28 boys in Class 10 caused many difficulties. Some older ones had already spent two years in Class 9, yet found most of Class 10 study almost beyond them. They passed by questionable methods as the year progressed.

The number of girls rose from 40 to over 60, thus becoming about 20% of the school's enrolment. This was particularly due to our presence as lady teachers. Parents also place some value on knitting, sewing and embroidery skills which we imparted. A library of over 700 books was established in a rented shop. This has been an enrichment to many.

Two major strikes, a few major and other minor disturbances have made the last six months difficult and rather unpredictable. An alarming increase in cheating in exams and lack of serious study on the part of many have been discouraging to all conscientious members of staff. Open defiance of teachers has increased as weak, noisy students decide when and how much teaching will be tolerated.

It was a relief to finish the school year, but we realise it will become increasingly difficult to teach effectively. Noise, dirt, lawlessness and carelessness are hard to cope with. By God's grace the situation is not impossible; survival and spiritual strength are the needs of the house. As long as we can help and encourage even some of the teachers and pupils, it is worthwhile to continue.

Contact with young mothers and older village girls in twice-weekly knitting and reading classes has been maintained, though numbers have dropped. The pressure of sick people has eased somewhat as the Junior Red Cross at school has developed quite well. Periodic opportunities for fellowship with a few interested folk continue. The needs of our restless, dissatisfied students is a challenge.

2) AMP PIPAL.

I began to teach science here in the middle of December 1978, to Grades 6, 8 and 9 by the end of 1979, with a maximum of 72 students in Grade 8. There was opportunity to coach the girls in sports for the Birendra Shield competition, and some girls from Grade 7 came several times a week for English and/or knitting classes.

Before the summer holidays we had no trouble or strikes, which started in September. During July and August the Grade 10 students had started action against Nepal believers, and suddenly the trouble started at school too. Grade 10 boys were the leaders, but even after they left others continued until at the end of the term the situation was really difficult. Some of the teachers were afraid because students had threatened them.

Through the students it was possible to have good contact with the local people, and invitations came to students' and teachers' homes. There is a warm and friendly atmosphere, and specially good cooperation amongst the science teachers. There is a feeling of acceptance in the school and the community, and the work is well worthwhile despite the troubles of recent months.

3) MAKAISINGH.

This has been the first full year of work in the Makaisingh High School, the school with the worst academic record in Gorkha District! There are signs of improvement. Our teachers there report that the strikes were not as extensive or damaging as in other schools, and for the most part classes

ran as normal. The both suffer with overcrowded classes and poor facilities. They have to hand-write all their exam papers. We are glad to be able to provide a duplicator for them in the near future. They have enjoyed living in the village, being the church in the village, and watching all the village events: for example, watching the village blacksmith extracting a tooth with his blacksmith's irons!

They also have problems with cheating in exams. Students bring their textbooks, notebooks, crib sheets, and other helps - like messages written on the ceilings in chalk. The whispering, peeking and blatant turning around to read their neighbour's exam papers is a problem too.

And, for the energetic readers, our teachers have calculated that in the course of the year, while walking to school each day they climb the equivalent of Mount Everest twice each year!

Compiled by Richard Clark
Education Secretary

*positive understanding of
students' interest?*

GENERAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Receipts:				
Budget allocation, Makaisingh	5,000.	5,000.		5,000.
Personnel Contributed Services, Gorkha District	<u>54,720.</u>	<u>54,720.</u>		<u>54,720.</u>
	<u>59,720.</u>		59,720.	<u>59,720.</u>
Payments:				
Foreign Staff (PCS), Gorkha Dist.	54,720.	54,720.		54,720.
Mailbag, etc. Makaisingh)		4,167.	(
Rent ")	5,000.	520.	5,000.	
Maintenance of house ")		513.	(
	<u>59,720.</u>		59,920.	<u>59,720.</u>
Excess payments over receipts			<u>200.</u>	

Note: "Mailbag, etc." includes Rs.56.50 for travel in 1978 not recovered in that year.

CAPITAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget 1979</u>	<u>Balance 14.1.79</u>	<u>Receipts & allocns.</u>	<u>Payments & allocatns.</u>	<u>Bal. 14.1.80.</u>
Furniture	<u>1,850.</u>	-	<u>1,850.</u>	<u>793.</u>	<u>1,111.</u>

MAHENDRA BHAWAN GIRLS' SCHOOL REPORT FOR 1979

At Mahendra Bhawan School both the beginning and the end of the year have been marked by sad events. During the spring the orderly life of the school was suddenly shattered by the city-wide student strike. For six weeks we never knew what was going to happen from day to day. Sometimes we were closed for weeks at a time, and exams had to be postponed. Towards the end of June the strike ended, and gradually things got back into routine.

The first encouraging thing that happened was the School Leaving Certificate results. Although three students had failed, all the others had passed in 1st or 2nd division. Among those who had passed in 2nd division there were two about whom we were specially pleased. Meena came from a Christian home in the hills of India. Her sister brought her to Kathmandu, but was unable to pay for her schooling. Because of the generosity of some friends, she was able to study in Mahendra Bhawan. Being of only average ability, studies were difficult, but she plodded on faithfully. She grew in faith, and was always ready to take a lead as opportunities came. She wanted to be a nurse, but this required a 2nd division pass in SLC, so we were very thrilled when she obtained this. Now she has started her nursing training in Shanta Bhawan Hospital. The other girl came from the Government Leprosy Settlement in Kokana, and she too went to school by the generosity of friends. Like Meena she had to work hard at school, and it was so encouraging when she also passed her SLC satisfactorily. She also wants to serve the Lord and her country as a nurse, and is training at Shanta Bhawan Hospital. Most of the other students have joined the various colleges in Kathmandu, and we trust that they too will become useful citizens.

The present students were eventually able to complete their exams, and we were grateful that no further strikes took place. Witness continues amongst teachers and students, with opportunities for fellowship and teaching. We still await the appointment of a permanent Headmistress, although various interviews have taken place.

As plans for the end of term activities were being made, we heard the sad news that Mrs. Martha Mukhia, former Headmistress of the school, had died at Shanta Bhawan Hospital on 11th December, after several months of weakness and suffering. Because of Mrs. Mukhia's death, it was decided to postpone our end of term program, and to end the term quietly.

In many ways this has been a strange and difficult year for the school, but as we look back we thank God for His hand of protection over us, and that He has brought us safely through the year.

Joy Cater
Team Leader

CAPITAL FUND STATEMENT FOR THE YEAR 1979

	Budget 1979	Balance 14.1.79	Receipts & allocatns.	Payments & allocatns.	Balance 14.1.80.
Undesignated Funds		9,071.			5,133.
Student evaluation		1,000.	-	1,000.)	
Electric wiring of generator	4,000.			2,938.)	
Nepali library books	600.			500.)	
Gymnasium equipment	2,000.)	
Heater for sick room	300.)	
Fan for office	500.)	
Equipment)	
Scholarship fund	3,934.			500.)	
		10,071.		4,938.	5,133.

TRAINING AND SCHOLARSHIP PROGRAM REPORT FOR 1979

At the beginning of the year 1979 we felt the need to change the name of the Program to the Training and Scholarship Program as we in the Committee decided that we should give emphasis to in-service training in UMN-related institutions rather than to the students from outside UMN. We have given equal opportunity to persons working within UMN and to students from outside during the last two years. The cost of in-service scholarships is now approximately three times more than a general scholarship because the person on in-service training receives his salary rather than a reduced stipend when in training.

In April of 1979 we had the "Revised guidelines for the Committee" prepared, and accordingly we gave first priority for in-service training. However, the Committee still continues to award a few scholarships to the persons from out of UMN as general scholarships every time we accept new students.

The year 1979 faced another big hardship due to shortage of funds to run the Program, and the Committee decided to cancel the scholarship awards normally offered in March. By the middle of the year we prayed that God would send more funds for the Program, and our call was answered when favourable responses from the donor agencies began coming in response to a letter circulated to member bodies by the Executive Director. We are grateful to the member bodies who have already sent annual grants for this year in response to the letter, and have made commitments for the coming years to run this program.

1979 was a record year, when 58 students graduated in various technical fields. They are now back in the fields, working with different development projects within government and semi-government organisations as engineers-oversseers, teachers, agriculture junior technicians and business clerks. Some of them are back to work in UMN hospitals and UMN-related institutions with added responsibilities. We are excited about this work and its role in the developing of responsible Nepali leadership.

During 1979 the number of students applying for scholarship assistance from the Program totalled 144 students; of these 50 received scholarship help. We received applications from students from remote areas like Sankhuwa Sabha district in the eastern mountainous region, and Baitadi district in the far western region of Nepal.

The Committee felt that we should have meetings with students to help them with counselling and guidance. This was worthwhile in terms of counselling them in study, in getting acquainted with them, and in letting them know about the UMN. We organised two such meetings, which have proved to be quite useful.

Lastly, I would like to thank all members of the Committee, and especially our out-going Chairman, Larry Asher, who helped us with new ideas and advice for several years. We wish him all success and God's blessing in his new assignment. We are grateful to many friends here and abroad for their continued interest by prayer and gifts to run this Program. We again thank God for answers to prayer and for His guidance in this work.

The following charts show: A) The courses of study and number of students in each course; and B) the number of students by district under the four Development Regions of Nepal, for 1979.

A)	Course	No. of students completed course	No. of students now studying
	Laboratory technician	2	1
	Ward Sister	-	3
	Diploma in Education	12	0
	Hospital administration	-	1
	Registered nurse	-	2
	Diploma in Commerce	1	1
	Public health nurse	-	1
	Certificate in agriculture	1	3
	Certificate in engineering	14	22
	Certificate in education	11	9
	Bachelor is nursing	2	-
	BTI course	1	-
	Certificate in science	6	6
	Diploma in science	1	-
	Diploma in agriculture	-	6
	Certificate in commerce	1	4
	School Leaving Certificate	2	15
	Certificate in mechanical engineering	-	1
	Health Assistant	2	-
	Certificate in Law	1	-
	MB, BS (doctor)	-	1
	Bachelor of pharmacy	1	-
		58	84

B)	Far Western Development Region	Western Development Region	Central Development Region	Eastern Development Rgn.
	Surkhet 1	Gorkha 20	Kathmandu 16	Dolkha 6
	Baitadi 1	Nawalparasi 1	Dhading 2	Taplaganj 1
		Lamjung 3	Chitwan 1	Jiri 2
		Syanjya 2	Malungwa 1	Terhatum 3
		Tanahu 3		Okhaldhunga 2
		Kaski 1		Solu 5
		Tansen 2		Sankhua S. 1
		Mustang 1		Khotang 1
		Bandipur 1		Bhojpur 1
		Manang 2		Dharan 2
		Jomosom 1		Illam 1
	2	37	20	25

Total: 84 students.

Purushotam Nepali
Administrative Secretary

GENERAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Balances brought forward:				
German Program	12,973.	12,198.		5,697.
Remote Area Program	2,190.	2,693.		(1,945.)
Action in Distress	-	2,828.		3,803.
General Program	373,802.	169,480.		159,013.
	<u>388,965.</u>	<u>187,199.</u>		<u>166,568.</u>
Designated and unpaid	160,000.	340,334.		313,909.
	<u>548,965.</u>		527,533.	<u>480,477.</u>
Receipts:				
German Program	-	-		4,000.
Remote Area Program	20,000.	16,362.		20,000.
Action in Distress	11,603.	12,213.		10,000.
General Program	140,000.	188,652.		200,000.
In-service Training	-	126,429.		-
Presbyterian Church in Canada	80,000.	-		-
	<u>251,603.</u>		343,656.	<u>234,000.</u>
Total Funds available	<u>800,568.</u>		871,189.	<u>714,477.</u>
Payments:				
German Program	6,500.	7,826.		9,000.
Remote Area Program	21,000.	11,500.		21,000.
Action in Distress	11,500.	14,316.		12,000.
Presby. Church in Canada	80,000.	-		-
General Program	160,000.	168,891.		250,000.
In-service Program	-	25,101.		-
Salary	10,500.	13,689.		14,400.
Administration	10,000.	3,094.		10,000.
Miscellaneous	500.	448.		500.
Rent	2,000.	900.		3,500.
Travel	1,500.	44.		1,500.
	<u>303,500.</u>	<u>245,809.</u>		<u>321,900.</u>
Designated and unpaid	165,000.	339,403.		150,000.
	<u>468,500.</u>		585,212.	<u>471,900.</u>
Balance carried forward	<u>332,068.</u>		285,977.	<u>242,577.</u>

BALANCE SHEET AS AT 14 January, 1980

Assets:		
Cash in Nepal Bank	15,405.	
Cash on Fixed Deposit	120,000.	
Balance with UMN Treasurer	<u>489,975.</u>	625,380.
Liabilities:		
German Program	4,372.	
Remote Area Program	7,555.	
Action in Distress	725.	
In-service Program	101,328.	
General Program	<u>511,400.</u>	625,380.

JUMLA PROJECT REPORT FOR 1979

This year has been spent largely on the drawing boards, formulating the types and terms of involvement in the Jumla area once implementation begins. The Jumla Project Planning Committee and others have put a great deal of time into this process, but at the year's end it is realised that there is still much more to be done.

During 1978 much had been done towards establishment of an agreement for UMN to be involved in a Lower Secondary/secondary school with boarding facilities, secondment of teachers to other primary, lower primary and secondary schools in the Karnali Zone, and community development work as an outreach of these two activities. Little has happened to move this along during 1979 although UMN has been assured that this involvement, along with secondment of health services personnel to the local hospital, is still anticipated by HMG.

During 1979 the primary focus of interest from HMG has been UMN participation in a Technical Secondary School (Trade School) for the training of students with at least a Class 7 pass to become Junior Technical Assistants in agriculture, Auxiliary Health Workers, or Junior Overseer-cum-Surveyors. This school in Jumla will be the first such school of this new type to be implemented in Nepal, and there is a strong push to have it happen fairly quickly because the previous vocational education program in secondary schools has been less than successful. Also, with all of the development work taking place in the country, there is a desperate need for practically trained JTAs (more than 4,000 during the next Five Year Plan) and JOSs.

Although the overall program for involvement in this Technical school is proposed for 15 years, it will be divided into three approximately 5-year blocks to coincide more closely with UMN's General Agreement. Verbal approval of the outlined 15 year involvement has already been given by all concerned, and it is anticipated that the written agreement for the first five years of involvement will be signed very soon.

It has taken much on the part of many to bring the program to this stage of development:

- a. Agreements have been drafted and re-drafted;
- b. A Project Proposal has been drafted and re-drafted four times;
- c. General guidelines for building have been laid down, along with some more more detailed planning for the sawmill and first hostel/staff quarters;
- d. A site survey of the land and several sawmill sites has been done;
- e. Equipment and materials have been gathered, built, purchased or ordered;
- f. Input into curriculum planning for the three trades has been made, although ultimately the curriculum will be determined by HMG; very strong input has been given to the health trade, and lesser input into agriculture and building;
- g. Local relationships have been established;
- h. Two houses have been rented for UMN personnel;
- i. Job descriptions have been prepared;
- j. Funding is being sought;
- k. Information has been shared with other agencies involved in planning technical schools;
- l. Coordination with the CIDA project, which is a large seven-district integrated rural development plan including the Jumla district, has begun.

The physical presence of UMN began in Jumla during October with the visit of 12 UMNers, each with his own assignment to really help get things started. The highlight was the joining together with INF and a local Nepali at the top of the selected site for a shared time together with the Lord. It was truly a "hilltop" experience, and a very inspirational start for the work in Jumla. When the major part of this group left Jumla six days after arriving, the Younkings stayed to do three weeks of village language study, and the Buckners stayed to set up housekeeping in one of the newly rented houses and to make preparations for implementing the building program as soon as an agreement is signed and the right to begin work on the land is established.

This is probably the first instance in which the Jumla people have learned about the development program for their area and then not seen everyone disappear, in many cases never to return again. The continued presence of people dedicated to carrying out the planned work, along with the presence of a government official from Kathmandu on the trip, made a really solid beginning with the local people.

Other things in relation to the Jumla Project have also happened during 1979, but in most cases they will need much follow-up in 1980. The local

hospital facilities have been examined much more closely, and it is apparent that there will have to be some expansion, if not re-building, in order to handle a health trade training program. (The present facility has 9 beds, and it is felt that a minimum of about 25 beds is necessary for the training program). There will also be a need to establish one or two MCH clinics in the area, as well as to cooperate with the already existing health posts and schools in the area of health. It has also been suggested that in addition to seconding teachers into the local primary, lower secondary and secondary schools, the UMN should seek the opportunity of seconding some workers into the Teachers' Training Institute located in Jumla.

In all of the work being planned, and particularly that associated with the Technical Secondary School, there is a strong emphasis being put upon training of Nepali personnel and involvement in community development activities with, not for, the local people.

With all that has happened during 1979 and before, it is very apparent that the Lord has opened the door and prepared the way for this involvement in Jumla, and 1980 looks to be a very exciting and challenging year.

Larry Asher
Project Director

*apple study of heart?
study on school hotel food?*

GENERAL FUND STATEMENT FOR THE YEAR 1979

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Receipts:				
Budget allocation -				
General	-	-		42,000.
Health Services	10,000.	4,500.		10,000.
Personnel Contributed Services	-	9,120.		107,190.
	10,000.		13,620.	159,190.
Payments:				
Foreign Staff (PCS)	-	9,120.		107,190.
Medical supplies	4,000.	-		4,000.
Drugs	6,000.	420.		6,000.
Administration	-	3,770.		2,000.
Mailbag and communications	-	265.		8,000.
Travel	-	40.		5,000.
Water carrying	-	-		2,000.
Rent of houses **	-	2,100.		25,000.
Language tutor advance **	-	225.		-
Miscellaneous (200 **)	-	225.		-
	10,000.		16,165.	159,190.
Excess payments over receipts			2,545.	
Less: recoverable accounts **			2,525.	
			20.	

CAPITAL FUND STATEMENT FOR 1979

	Approved Budget	Balance 14.1.79	Receipts & allocns.	Payments & allocns.	Balance 14.1.80
Survey and planning	47,000.	41,751.	-	22,903.	18,848.
Capital development	1,200,000.	-	256,360.	157,715.	98,645.
Project capital (house renovation/furniture)	-	-	-	12,023.	(12,023.)
		41,751.	256,360.	192,641.	105,470.

BALANCE SHEET AS OF 14 January, 1980

Assets:	
Balance held by Treasurer	85,964.
Cash on hand	1,361.
Cash in Jumla Bank	12,800.
General Fund:	
General Fund deficit	20.
Language trainee advance **	225.
Carriers **	200.
Asher house rent (1980) **	2,100.
UMN staff furniture and house renovation (1980 budget)	2,545.
UMN personal accounts	12,023.
	15,606.
(** recoverable accounts)	130,299.
Liabilities:	
Survey and planning fund balance	18,848.
Capital development fund balance	98,645.
DCS Jumla Project fund balance	12,806.
	130,299.

LANGUAGE AND ORIENTATION PROGRAM REPORT FOR 1979

In 1979 the Language and Orientation Program Centre provided its 4½ month course to about 50 new UMN workers, plus six others from INF and TEAM. It has also provided briefer initial training to four persons from each of two other agencies. In addition, approximately 50 advanced students have come in for from one to four weeks of intensive study. About 20 UMN workers passed their First examination, and half that number their Second exam.

At its Spring meeting the UMN Executive Committee recommended that a way be sought to assure that skilled tutors become available in the projects as well as at Headquarters, and we have tried several experiments towards that end. Butwal is currently benefitting from two: an experienced tutor sent there temporarily from the LOP Centre, and a local person, who has been trained at the LOP Centre for over four months and is continuing his apprenticeship in Butwal. In addition three more tutors have been in training since mid-July, and should be ready for independent work after a few more months of experience at the Centre. Half a dozen highly qualified candidates were selected for a training program to begin in December, but that had to be indefinitely postponed due to our inability to guarantee employment by the projects so that they would not be a liability to the LOP budget. Currently language instruction by skilled tutors on a longterm basis is available only in Butwal and Amp Pipal.

Development of advanced study materials, revised examinations, etc. has proceeded well thanks to the efforts of our Headmaster, Mr. Keshab Khanal, and the language tutors, with help from a UMN worker. These things should begin appearing in mimeographed or printed form in the near future.

With the encouragement of the Executive Director, several very productive 'brain-storming' sessions have been held regarding the whole process of orientation, adaptation, and language acquisition of new workers, and several sub-committees have been set up to focus on particular aspects. Input from anyone is welcomed, and can range from minor changes in the existing system to 'starting from scratch' in some completely different way.

Dick Smith
LOP Supervisor

LANGUAGE AND ORIENTATION PROGRAMGENERAL FUND STATEMENT FOR THE YEAR 1979

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Receipts:				
Fees	120,000.	197,948.		186,000.
Book sales, etc.	3,000.	(331.)		500.
Miscellaneous	-	162.		200.
Personnel Contributed Services	12,240.	23,460.		20,400.
	<u>135,240.</u>		221,239.	<u>207,100.</u>
Payments:				
Salaries	95,000.	121,157.		119,000.
Teachers' training	-	-		6,000.
Foreign Staff (PCS)	12,240.	23,460.		20,400.
Electricity	1,800.	1,441.		1,000.
Materials	3,000.	5,697.		12,000.
Rent	10,800.	11,401.		23,640.
Repairs and maintenance	-	1,010.		1,500.
Travel expenses	2,000.	12,954.		14,000.
Miscellaneous	100.	4,793.		2,500.
	<u>124,940.</u>		181,913.	<u>200,040.</u>
Excess receipts over payments	10,300.		39,326.	7,060.
Adjust opening balance	(5,052.)		(8,262.)	35,378.
Total excess receipts	<u>5,248.</u>		<u>31,064.</u>	<u>42,438.</u>

CAPITAL FUND STATEMENT FOR 1979

	Approved Budget	Balance 15.1.79	Receipts & allocns.	Payments & allocns.	Balance 14.1.80
Sound laboratory, I	9,944.	-	9,944.	2,673.	7,271.
Tutor training	7,790.	-	7,790.	7,790.	-
Building alterations	9,950.	-	9,950.	-	9,950.
Village orientation equipmt.	-	-	-	435.	(435.)
			<u>27,684.</u>	<u>10,898.</u>	<u>16,786.</u>

MATERIALS DEVELOPMENT PROGRAM REPORT FOR 1979

This year has been one of intermittent progress, with other commitments sometimes reducing the time the Coordinator has been able to give to this work. This does not mean that the work has become less important, but it has had to slow down somewhat. For this reason the Science teaching guides for Classes 9 and 10 are not likely to be ready for another two or three months. Work has progressed on these during the year, and many schools seem to be ready and waiting to put this tool in the hands of their science teachers. We have hopes that it will be a valuable addition to their teaching resources when ready. These two books will complete the high school science course.

During the year the program has also helped in the production of a PE teacher's guide and lesson plans. This has been mimeographed in a trial form and distributed to 40 selected schools. If response is favourable, then we will try to get this translated and distributed more widely. The author was Colin Berry, a VSO volunteer, who has since returned to UK.

As in previous years, we have continued to produce teaching leaflets in Nepali and English for use in the agriculture extension work of the school farm in Pokhara. These leaflets have been widely used in Pokhara, in the Rural Youth Training Program, and in short courses for community health workers from Okhaldhunga, Lalitpur, Gorkha and Palpa.

The need for Nepali teachers to write material becomes more and more evident, and we have still not succeeded in finding suitable writers. This, along with experienced expatriate teachers to write lesson plans and teaching notes, is our biggest need. If we could find these people, then some very valuable long-lasting contributions could be made to the education system of Nepal.

Richard Clark
Program Coordinator

GENERAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget</u> <u>1979</u>	<u>Actuals</u> <u>1979</u>	<u>Total</u> <u>1979</u>	<u>Budget</u> <u>1980</u>
Receipts:				
Charges for work done	-	633.		-
Budget allocation	14,400.	14,400.		13,000.
Personnel Contributed Servs.	7,800.	7,800.		10,000.
	<u>22,200.</u>		22,833.	<u>23,000.</u>
Payments:				
Salaries	14,400.	2,137.		11,600.
Foreign Personnel (PCS)	7,800.	7,800.		10,000.
Rent, etc.	-	386.		1,400.
	<u>22,200.</u>		10,323.	<u>23,000.</u>
Excess receipts over payments			<u>12,510.</u>	

CAPITAL FUND STATEMENT FOR 1979

	<u>Approved</u> <u>Budget</u>	<u>Balance</u> <u>14.1.79</u>	<u>Receipts &</u> <u>allocns.</u>	<u>Payments &</u> <u>allocns.</u>	<u>Balance</u> <u>14.1.80</u>
Materials	50,085.	50,880.		3,058.)	
Gifts received			41,847.)	
Charges for material used			946.)	90,084.
Postage, travel, etc.				416.)	
Machine servicing				115.)	
		<u>50,880.</u>	<u>42,793.</u>	<u>3,589.</u>	<u>90,084.</u>

APPENDIX U

STUDENT FINANCIAL ASSISTANCE PROGRAM REPORT FOR 1979

During 1979 there have been approximately 100 students receiving financial assistance directly or indirectly through UMN sources. Of these 18 have been aided through the Student Financial Assistance Program, 17 at the Boys' School in Pokhara, and one at Mahendra Bhavan Girls' School in Kathmandu. These students have been recruited from the remote areas by the schools - areas where high school facilities are non-existent or very poor. They are being enabled through this program to complete their high school education, and it is the aim of the program to thus serve remote area students who are poor, educationally disadvantaged, and show academic promise. It has proved difficult to find funds to continue this program, and we are seeking new ways of funding it.

The remainder of the students have been helped indirectly through individual UMNers or sources in other countries known to us. We have channelled this help through UMN to the schools, and this has been a big factor in helping to keep the Boys' School in Pokhara especially serving a wide cross-section of students, and not just those wealthy enough to afford a boarding school education. We wish to continue to act as a channel for those who desire to give scholarship assistance, and also to continue the more direct involvement through the SFAP.

Richard Clark
Education Secretary

GENERAL FUND STATEMENT FOR THE YEAR 1979
(Non-UMN Funds)

	Budget 1979	Actuals 1979	Total 1979	Budget 1980
Receipts:				
Various donors	260,000.	289,000.	289,000.	325,000.
Payments:				
Pokhara Boys' School	200,000.	200,000.		249,000.
Mahendra Bhn. Girls' School	155,000.	75,000.		70,000.
Miscellaneous	5,000.	14,000.		6,000.
	260,000.		289,000.	325,000.

DESIGNATED FUND STATEMENT FOR 1979 (UMN Funds)

	Approved Budget	Balance 14.1.79	Receipts & allocns.	Payments & allocns.	Balance 14.1.80.
Pokhara Boys' School)		-	107,100.	68,691.	38,409.
Mahendra Bhn. School)	112,000.	3,174.	-	3,000.	174.
Lapsibot School)		562.	-	-	562.
		3,736.	107,100.	71,691.	39,145.

RURAL YOUTH TRAINING PROGRAM REPORT FOR 1979

During the first half of 1979 meetings were held with HMGN, and in particular with the officials of the District Agriculture Office, Kaski. The first training course of the program, a one-week course for the leaders of existing 4H clubs in Kaski District, was held in the Agriculture department of GAMV. (Boys' Boarding School), Pokhara, during July. One or two leaders from each of eight clubs, and JTAs and JTs (government extension workers) attached to those clubs, attended the course. After the training, and discussion with the club members, five clubs asked to join in with the RYTP. Four clubs have so far been accepted, and the fifth will join in as soon as a suitable leader has been chosen.

The members of the four clubs have attended training days at the Boarding School about growing winter vegetables, and their homes have been visited once or twice since to see the result and to give further help. Individual projects for keeping of a small flock of laying hens, fattening a pig, or breeding rabbits are starting with approximately 30 members from three clubs during December.

In 1980 it is hoped to continue to give training to all members on improved methods of carrying out the work they do in agriculture and the home, to give a further week of leaders' training, and to expand the range of individual projects available to members. A particular need at present is for a project in some handicraft, especially for those girls in the clubs who do not want an agriculture project.

This program is a joint HMGN and UMN project. Cooperation between staff of the District Agriculture Office and the Agriculture Dept. at the Boarding School has been very successful; in particular the experience and work of Mr. K.P. Baral, the youth work JT in the DAO, has been a great help to us.

The UMN program coordinator for 1980 will be Markku Voutilainen, as I leave on furlough at the end of this year. If, as originally planned, the program expands to another district during this year, a second UMN person will be required for work in the new area.

Alison Craven
Program Coordinator

GENERAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget</u> <u>1979</u>	<u>Actuals</u> <u>1979</u>	<u>Total</u> <u>1979</u>	<u>Budget</u> <u>1980</u>
Receipts:				
Grant per UMN, from				
World Neighbours	55,500.	81,907.	81,907.	105,000.
	<u>55,500.</u>			<u>105,000.</u>
Payments:				
Salaries		2,620.		
Transport		893.		
Centre support		618.		
Club organisation		781.		
Materials and outside resources		-		
Local leaders and JTA training		1,344.		
Development of training materials		758.		
Miscellaneous		189.		
	<u>55,500.</u>		<u>7,203.</u>	<u>105,000.</u>
Excess receipts over payments			<u>74,704.</u>	

BALANCE SHEET AS AT 14 January 1980

Assets:			
Cash in hand		80.	
Balance in Pokhara Project account		72,366.	
Liabilities:			
Balance in General Fund			74,704.
Less Revolving Fund: Payments	2,293.		
Receipts	<u>65.</u>		<u>(2,228.)</u>
		<u>72,476.</u>	<u>72,476.</u>

CULTURAL RESOURCE PROGRAM REPORT FOR 1979

The goal of the CRP, briefly stated, is to provide the UMN and its personnel with professional assistance in matters relating to Nepali culture. To prepare the C.R. worker for this task, the first year of his term in Nepal was to be spent in language study and culture study. In keeping with this, I have been involved in various formal and informal study efforts in 1979.

I attended the language study program, and have spent time reading about Nepal. I have attended both Nepali and expatriate seminars. I have been involved with Nepalis in various informal contexts. And I have drawn on the experiences of expatriates in Nepal, particularly UMN colleagues, in their interaction with Nepali life and culture.

In addition, the UMN is itself a cultural setting. As such I have worked at trying to understand it. The purpose of this is twofold; one, to help UMNers understand and cope with the organisation they are in; and two, to begin to learn how the UMN can and cannot work in Nepal.

In addition to study, I have had a few experiences as a resource person in the mission. The main area has been in the Language & Orientation Program. The major contribution there consisted of helping the LOP people reflect on their village stay experience. In another area I gave a presentation on the cultural factors affecting efforts at directed change at a village motivation seminar. Also I have interacted with people in personal conversations about their experiences and have served as a coordinator, so to speak, of available materials for interested or concerned persons. At Workers' Conference, 1980, I will give a presentation on "How to understand one's cultural situation".

Bucky Sydnor
Cultura Resource Worker

GENERAL FUND STATEMENT FOR THE YEAR 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Receipts:				
Budget allocation	1,750.	1,750.		8,804.
Personnel Contributed Services	-	5,600.		9,600.
	<u>1,750.</u>		7,350.	<u>18,404.</u>
Payments:				
Salaries	-	49.		
Foreign Staff (PCS)	-	5,600.		9,600.
Field experience	-	-		3,000.
Maintenance	-	35.		-
Office supplies and services	1,000.	6.		2,400.
Rent	-			1,404.
Travel	750.	540.		2,000.
	<u>1,750.</u>		6,581.	<u>18,404.</u>
Excess receipts over payments			<u>769.</u>	

CAPITAL FUND STATEMENT FOR 1979

	<u>Approved Budget</u>	<u>Balance 14.1.79</u>	<u>Receipts & allocns.</u>	<u>Payments & allocns.</u>	<u>Balance 14.1.80</u>
Furniture for office	907.	-	907.	250.	657.
Books	<u>1,000.</u>	-	<u>1,000.</u>	<u>1,026.</u>	<u>(26.)</u>
		-	<u>1,907.</u>	<u>1,276.</u>	<u>631.</u>

ECONOMIC DEVELOPMENT SECRETARY'S REPORT FOR 1970

Innovation, prototypes, extension, training, expansion, integration, motivation, cooperative effort, self-reliance - these are key concepts and actions crystalizing what has been going on in the Economic Development Board planning and implementation. Highly skilled and dedicated personnel have forged ahead in the fulfilment of aims and objectives formulated in previous years, guided by the UMN Five Year Plan. Gradually and consistently it is being reaffirmed that the developmental goals set were futuristic in nature, prophetic in analysis, and practical in approach. This has set the stage for realistic projects and programs which are in harmony with HMG development plans and projections. With a history of 'appropriate development work' to its credit, the UMN is being requested to assume responsibility for new projects in new areas. Negotiations continue regarding BTI, Dhankuta/Surkhet, and others. The "Cooperation in Economic Development Projects" (CEDP) Agreement with the Department of Cottage Industries is still in process.

In the reports which follow, written by the persons involved, the wide range of technological skill and application should be noted with keen appreciation for the tremendous contribution being made. World visitors to development centres of EDB express the need of a wide dissemination of the efforts and products which are part of the EDB contribution.

The new DCS Director^{has} demonstrated administrative as well as consultative skills. Seeking to continue and extend the work of San Ruohoniemi, whose untimely passing left a great gap in our work and hearts, he has consistently motivated and enabled DCS personnel to come to grips with the challenge of developmental effort. DCS personnel have risen to the occasion admirably.

Through the Integrated Rural Development Committee, the EDB has participated in the Buling/Arakhala Project, the Food for Work program, and the South Lalitpur Tree Planting Project. This affords an excellent opportunity for the three Functional Boards to combine efforts and contribute personnel. The EDB Rural Development Division will work closely with the IRDC, and hopefully will be able to initiate programs which grow out of existing projects or newly projected ones. The CURD fund will enable quick response to people-oriented programs. Resource personnel are needed to meet the growing needs in rural/agricultural development work.

The growing edge of developmental work seems to be extending from established centres and projects to the border areas between engineering/industrial and rural/agricultural development. Much of our effort is seeking to fill the actual needs of people where they are, rather than providing services and inputs from the outside. As the Gobar Gas Company, with its Nepali General Manager, expands into new areas, producing selling, servicing plants and instructing farmers in more efficient use, new means are being sought to provide management-training, and also to improve the design and proficiency of bio-gas plants in order to make equipment less costly. Headed by John Finlay and David Fulford at the research and development aspects and Nick Peters at the ferro-cement and innovative design and installation, the bio-gas technology is being advanced, and this alternate energy source is being shared with the less advantaged people in the hills of Nepal. Similar gains are being made with the small turbines powered by water, the rural electrification program, the rural equipment project, the efforts made in solar heating, new building materials, ginger dryers, food processing equipment, rice hullers, and a whole host of other prototypes.

The emphasis is on community-owned and managed plants, cooperating planning from start to completion. A visit to Butwal and to the work centres of the Companies and UMN personnel is a tour of the developmental frontier in Nepal. In November, the only turbine on display at the Mini-Hydel Conference was the Butwal turbine, soundly applauded and admired by all. Research and development are taking longer strides. And closely related to this process is the awareness that expansion is linked to an extension outreach to the villages where the farmers need to be involved in assisting in the improvement in tools and equipment which fill real needs, rather than the promotion of new technology imported from outside. Future reports will record the outreach from developmental centres and the input from rural people.

Thirty of the EDB personnel are seconded to other Functional Boards, projects and companies. These are involved in construction of the Patan Hospital; in construction and agricultural work at the Boys' School, Pokhara; in agricultural needs and tree planting in South Lalitpur; in the Jumla Project; in agricultural and administrative work in the Gorkha Project; in maintenance work in Tansen; in maintenance service to the whole Mission;

in surveys and installation of water supply units in Palpa District, in the Food for Work program and food technology in the Buling/Arakhala project; in the Himal Hydro and General Construction Company; in the Butwal Engineering Works; in the Butwal Wood Industries; in gobar gas surveys and sociological studies; in rural equipment development; in the Foreman's training course in BTI; in the Treasurer's office.

It is hoped that even such a brief outline of projects, programs and personnel involvement will enlarge our understanding, appreciation and gratitude for skills, hard work and dedication of the EDB people. Together with their families, they are making possible a positive, constructive and innovative thrust into the developmental needs of Nepal.

Al Schlorholtz
Acting Economic Development Secretary

APPENDIX Y

EDB SERVICE OFFICE REPORT FOR 1979

With the administrative re-organisation of the UMN in 1976 and the subsequent formation of the Economic Development Board, it was felt necessary to establish the EDB Service Office. This "down-town" office, situated towards the north of the city in Jyathatole, provides the necessary facilities and services required for the efficient running of EDB projects, related organisations and companies, and personnel scattered in work of the UMN projects throughout the country.

The EDB Service Office was formally housed in one large rented office block, and since October 1st further rooms have been rented in an adjacent block. The Nepali personnel consist of Messrs. K.S. Joshi (Liaison Officer), whose services are requested mainly by the EDS and the EDB projects in Butwal, and three other office personnel. Office and storage space is rented out to the following EDB-related companies: Butwal Wood Industries Sales Office (where a selection of furniture is displayed for sale), Butwal Plywood Factory Sales Office, Gobar Gas Co. Head Office, and Himal Hydro and General Construction Co. Kathmandu Office. A guestroom is also made available to UMN personnel, both national and expatriate, on business to Kathmandu.

A number of consultants have "sat" in the EDB Consultants' Office in Jyathatole during the year, the number varying from one to six at any one time. These have included the Maintenance Training Program Supervisor, an economic advisor, an agricultural advisor, the Dhankuta Project Director, a sociologist, and an industrial financial advisor.

Stephen Bull
EDBSO In-charge

BUTWAL AREA REPORT FOR 1979

During this past year the Area Services Office has continued to wrestle with the problems of providing housing, furniture and repairs for expatriate UMN staff. These services are unglamorous but necessary. We are currently renting seven off-compound properties and eight on-compound houses. It is difficult to find satisfactory housing and to negotiate rents at reasonable terms. The Housing Committee has played a very helpful part in decision-making with the ASO.

Last year was the boys' year, but this year we welcome three baby girls to our team. We said farewell to five families, and welcomed eight others. We are grateful to have a new guesthouse hostess. The guesthouse is running smoothly thanks to three able workers who cook, clean and do the laundry with great dependability. This leaves the hostess free to spend time in a teaching role for some UMN children also.

As a team we experience a rather uneven quality of fellowship because of the coming and going of DCS staff and the temporary nature of many assignments. But we are thankful to be in this place and experience God's reality in our daily relationships.

Anneliese Metzler
Area Services Officer

GENERAL FUND BUDGET FOR 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Receipts:				
Budget allocation	<u>109,700.</u>		<u>109,700.</u>	<u>100,000.</u>
Payments:				
Compound fee	7,500.	11,164.		8,500.
Accounting and office expenses	8,000.	8,336.		8,000.
Hospitality	2,500.	31.		2,500.
Misc. and mailbag	3,000.	1,232.		3,000.
Maintenance of living quarters	15,000.	19,819.		30,000.
Rent for off-compound houses	41,700.	39,036.		35,000.
Renovation of houses off-compnd.	20,000.	8,060.		7,000.
Water line and meter	12,000.	12,083.		6,000.
EDB seminar	-	2,084.		-
	<u>109,700.</u>		<u>101,845.</u>	<u>100,000.</u>
Excess receipts over payments			<u>7,855.</u>	

DEVELOPMENT AND CONSULTING SERVICES REPORT FOR 19791) DCS ADMINISTRATION.

The new 'umbrella' agreement for UMN economic development work is still being negotiated, while the established work ^{has} gone on as before. DCS is meant to be a tool for ongoing UMN work based in Butwal. So it has had UMN leadership, but many changes in 1979. San Ruchoniemi attended to his duties as DCS Director up to one week before he died. Another ^{one} carried on till the end of his term in June, and then handed over to a third. June also saw the first Nepali Acting DCS Business Manager move into his office, loaned from the Dhankuta (DTC) planning project. Other Nepali co-workers were also given increased responsibilities. We are watching to see that DCS does not get separated from the other UMN-founded activities in Butwal, and the coordinating committee is an interesting body in this connection. The offices of Chairman and of Secretary rotate every three months. The DCS Director frequently found himself to be the only expatriate in the group, but this did not seem to trouble anyone. It has been a great experience over the years in Butwal to see young Nepali men move in, and in many cases take over leadership better than UMN expatriates could do. So we keep on growing older and hopefully wiser together. It is a thrilling experience to be part of Nepal finding its way also into industrial life. Sometimes Nepali leaders avoid mistakes which were made in countries industrialised earlier on. Issues for debate are: How much to industrialise? How to create social security in a society different from the rural village?

In DCS, as well as in some of the other UMN-related sister organisations in Butwal, we see a need to get more academically qualified people. BTI Tradesmen have in many areas taken over and carried out duties done before by UMN personnel with various degrees. We should still look for ways to draw in some more academically qualified Nepali people as well, but they are now hard to get.

DCS, together with the EDBSO in Kathmandu, has had recurring budgets financed by interest from the EDB Working Capital fund in 1979. However, there is not the same opportunity to invest in fixed deposits, and there are limits to how much this financial source can carry.

DCS has been influenced by a increased debate from outside and inside UMN in the last couple of years concerning its role. The debate has mostly been good and fruitful, but it has been time-consuming.

Tor Mogedal
DCS Director

2) DCS SERVICE DEPARTMENT.

The DCS Service Department (PCF) gives prompt services, such as delivery of supplies, raw materials and equipment, to all UMN projects in Butwal, Tansen, Pokhara and Kathmandu. Regular purchasing trips are made to India twice a month from Butwal, to Gorakhpur and to Lucknow/Kanpur. Weekly trips are made to Nautanwa on the Nepal/India border to take delivery of all goods which have arrived, either by rail or truck from overseas and from suppliers in India, and to clear these through both Indian and Nepali customs.

The staff member who was working in ^{the} Calcutta office left in August. The Butwal office is handling the Calcutta office work from Butwal. This office handles sea freight shipment of exports from UMN-related companies in the Butwal area, as well as the import of equipment and machinery from overseas for UMN-related projects. The export and import of personal effects is also handled.

The Department operates on a non-profit basis. The fixed rates of charges are charged to customers. The Department is operated by two Nepali staff who are efficient and well qualified, and able to continue a high degree of service to all of UMN. The DCS Business Manager has supervised the department in matters of finance and accounting; otherwise the PCF officer is in charge of the department.

Rudra Bhaadur Chhetri
Acting Business Manager

3) ARCHITECTURAL AND ENGINEERING DESIGN OFFICE.

There have been different actions undertaken during the last year. Among others, building designs for Pokhara Boarding School, Tansen Hospital, Jumla and Butwal Wood Industries have been done, as well as designs for BEW, Bio-Gas Company and BTI-related companies. Different surveys and investigations for hydro power and water supply projects were carried out. Seconding workmen for jobs to other companies gave not only more experience to them in a wider field, but also helped to fill gaps when the workload was not sufficient for all employees.

Since some plans had to be cancelled for different reasons, it was not always easy to keep all employees busy and satisfied. Flexibility was one of the important words.

4) SMALL TURBINE AND MILL PROJECT.

This project has been running for three years, and has proved to be a success from a technical and economic point of view. Our turbine mills are getting increasingly popular in the hills as an alternative to diesel-run mills. At present the demand is higher than our installation capacity. Three teams are working on installations and repairs this year, completing about 14 installations. This is fewer than we had hoped, partly due to delays in delivery of equipment from suppliers, and partly due to customers being slow to take their equipment to the installation sites.

The source of financing for these installations is the Agriculture Development Bank (ADB), which has given loans to all but one mill this year. All the mills which we have installed so far are owned by individuals or by as many as four people together in partnership. In the latter cases, according to our field workers, the owners frequently do not work well together.

On a couple of occasions with ADB workers I have suggested making cooperatives to own and run mills. There has not yet been a response, but this should be taken up further. So far our customers have been well-off people, maybe because it is difficult for others to get a loan from ADB as they do not have the security the bank demands. Maybe DCS should consider giving high-risk loans.

The milling machines going along with the turbine have so far been: oil expeller, flour mill and rice huller (polisher). The huller seems to be the least important machine, and some customers do not request it. The flour mill is the only one which has been installed in all our mills. It is used for grinding wheat, barley, maize and millet. The oil expeller is only used for mustard seed, although we have had requests for chiuri seed expelling.

The cost for a mill installation with these three machines has been Rs.40,000 - 50,000. for DCS. In addition there is the purchase of land, digging the canal, building the mill house, providing labour and materials (sand, cement, etc.) for the installation work, for which the customer is responsible. So in total a turbine mill will cost in the range of Rs.60,000 - 90,000. In most places existing canals are being utilised to bring in water.

Another field into which we are moving is lift irrigation, which the ADB is trying to push hard. For such schemes they have also realised that cooperatives have to be formed in order to own and run the systems. We are interested in assisting in this as far as our capacity allows, which may mean that the number of standard mill-installations will drop somewhat. This is because new people with good mechanical skills are difficult to find. We will also need more people to do the detailed planning of these projects.

Together with the Rural Electrification project, we expect to get some work with mini-micro hydel plants. Except for this, the new sides of our work have been moving very slowly for lack of personnel to do design work. In recent months this has improved somewhat, and we hope to be able to offer a nutritionally better rice huller in six months time. But we still get enquiries about new items - food processing, sawmills, etc. - which we are not able to follow up because of lack of engineers. However, following a request for drying equipment, a hot air dryer has been developed in BEW. The first unit will be installed for ginger drying in a mill to be set up through the Food for Work program in Buling/Arakhala. This mill is planned to be owned by a cooperative society.

Concerning the effects of our mills on the local communities, we have

not been able to do any systematic studies so far due to lack of personnel. However, we hope to start a sociological study within the next few months, and hopefully this study will bring out results which will be useful in planning the future work of the Small Turbine and Mills project.

Lein Boyum
Project In-charge.

4) RURAL ELECTRIFICATION DEVELOPMENT PROJECT.

"Baglung Bazar Illuminated" - so we were informed in the Rising Nepal one morning in April. That headline took us by surprise, and it may have done so to the inhabitants of Baglung: one light bulb is hardly a lot of illumination! Nevertheless, the installation of a turbine and generator in the Himal Hydro site in Baglung has been one of the year's main achievements. Having a readymade site has made it easy for us to test some of the hardware which will be useful in later schemes of our own. It is already proving its worth in showing up some of the faults in the turbine and control panel. It has also given us valuable lessons of a different nature in dealing with the bazar people and government: we have had to negotiate concerning the sale of electricity, to deal with electricians who have wired up houses and promised electricity without our knowledge, and to intervene in the unauthorized taking of electricity from the line. We expect that we will be able to go on with testing for some months yet, and hope to test a turbine speed controller there in the near future.

The other major involvement has been with a much smaller bazar village one and a half days walk further down the Kali Gandaki river. Purtighar is a Newar bazar with 50 houses, where a DCS turbine-driven mill was installed three years ago. They have asked us to fit a generator to supply electricity to the bazar, and we have done a survey to assess the cost and see what other factors will be important. The villagers desire to set up a cooperative to manage the electrical installation, and we hope to be able to give them some assistance with that. We expect that this installation, if it comes off, will lead to longer term contact with the bazar, with possible expansion of the plant so as to generate electricity 24 hours per day instead of in the evenings only, as will be the case initially. We also hope to be in a position to suggest other productive uses of electricity at that stage, such as cooking with storage cooker and agro-based industry.

5) BIO-GAS RESEARCH PROGRAM.

Negotiations with a funding agency over a grant for the Bio-gas project have led us to consider more seriously how we can bring bio-gas technology within the reach of more and poorer people in Nepal. One approach is to reduce the cost and improve the efficiency of bio-gas plants owned by individual families. This program has continued with the development of plastic measuring instruments to test plants owned by farmers in the local area, and with the introduction of a new design of fixed cement dome plant which costs in total about 80% of the price of an equivalent steel drum plant. A sociological survey to check the effectiveness of individual plants has indicated that most people are satisfied with their plants, although follow-up could be improved.

The other approach to reaching poorer people is through community plants. This has been started with an investigation of previous attempts at community plants in Nepal and India. One way these plants could help communities of people is by using them to provide energy for irrigation or cottage industries. One plant was built to run an irrigation pump for an individual farmer, and a feasibility study was done for a cheese plant to be run on bio-gas.

Three UMN personnel have been working on the program to improve gas plant designs, while another has been concentrating on the sociological and community aspects.

David Fulford.

6) RURAL EQUIPMENT DEVELOPMENT.

The hand rice huller design has been found to operate satisfactorily, and has now been handed over to the Gobar Gas Co. for production. Further samples of the rubber working surface will be tested with a view to replacing the existing built-up one with a specially moulded single-piece component. A larger diameter version of the type of huller for

use in rice mills was built and tested. Unfortunately the output was not found to come up to expectations.

Work has been started on a few rice huller/separator unit to be supplied with the turbines in place of the steel rice huller. The centrifugal method of hulling will be used so that, like the hand huller, it will produce unpolished rice. Complete hulling is not achieved in a single pass with this method, and the unhulled grains must be separated out for return to the huller. It is intended to mount the huller above an aspirated tray-type separator to give a complete unit. It is expected that this unit will be considerably cheaper than imported alternatives.

Support has been given to the ferro-cement work of Gobar Gas Co. in the production of grain and water storage jars, and some further work has been carried out in the search for improved small-scale methods of threshing wheat.

Wallace Ormiston
Program In-Charge

7) SOLAR WATER HEATING RESEARCH AND BUILDING MATERIALS DEVELOPMENT.

a) There have been different experiments carried out to build and design a low cost warm water solar heater. A prototype has been working successfully for several months, and is going to be produced in BEW. The demand for solar heaters is great, but customers will have to be patient for some time. The first steps to connect bio-gas plants to solar heating are in process. Some experiments have been made to build cheaper metal water storage tanks.

b) Due to the lack of cement for several months, no attempt has been made to experiment in the building materials section. A Cinva brick making machine has been received and its function has been studied. Setting up a rice husk-cement plant is in progress, which might make us less dependent on the local cement market. Ideas about alternative building materials and how to improve existing materials are being collected and discussed, but a lot of practical work will have to be done.

Martin Anhorn
Program In-charge

APPENDIX BB

RURAL DEVELOPMENT DIVISION REPORT FOR 1979

In order to facilitate coordinated efforts in rural development, the Economic Development Board has organised a Rural Development Division. This integrating, enabling extension of EDB is charged to concentrate on people-oriented programs in the rural/agricultural developmental needs, while maintaining a close relationship with the engineering/industrial development projects. Working from the base of ongoing projects and/or wisely chosen new projects, and seeking to involve local people in the whole process which includes awareness, activation, comprehension, decision-making, training, self-reliant action and cooperative effort, the RDD plans to assist in reducing poverty and human misery by increasing the productivity of the disadvantaged and enabling them to obtain greater access to goods and services within the context of local resources and agencies.

Resource personnel will receive orientation, training and assignment in participatory action. Ongoing studies and achievement monitoring will help to set policies and evaluate programs. The Executive Committee has approved a capital item of Rs.500,000 for a CURD Fund (Central Undesignated Rural Development) for use when events move faster than committees, and people-oriented programs are in need of funding quickly before the opportunity is lost. Rural/agricultural development programs require a good measure of flexibility, mobility and dedication. Before the UMN resource personnel stands an immense challenge in the midst of tremendous needs: it is hoped that we stand united in this task.

Al Schlorholtz
RDD Director

EDB-RELATED PROJECTS UNDER SEPARATE MANAGING BOARDS, REPORT FOR 19791) BUTWAL TECHNICAL INSTITUTE.

The Institute has now functioned in its newly created set up for a full year. Formerly BTI consisted of a Mechanical-electrical-auto Workshop, a Wood-working Shop, a Training Section (including trainee hostel accommodation), and administrative services. Both the mechanical and woodworking shops were established last year as separate private limited companies, having signed special agreements with BTI to continue to offer the use of their workshop facilities for training students. The cost of the BTI training continues to be borne by the income from the two companies.

BTI still has the administrative responsibility for the training program under its Director, Mr.D.P.Upadhaya. The theoretical training and classroom teaching is given in the training section block, mainly during the first year of training and subsequently out of working hours. Some 25 instructors are employed by BTI for this training. Most of them come from the supervisory cadre of sister companies: Butwal Engineering Works and Butwal Wood Industries. BTI trainee numbers have risen in the past year to about 60, inclusive first year through fourth year. Some eight trainees are due to complete their training this year. All the trainees are housed in the residential-cum-hostel residences dotted about the BTI upper compound.

The main concern and business which has occupied the BTI Board and administration during the year is the proposed smooth and efficient handover of BTI to the HMGN's nominee, the Ministry of Education. The administration is now preparing a draft proposal for effecting same for implementation next year. Although the UMN may lose some of its influence in the policy-making and running of BTI in the future, plans are still afoot for expanding the training in both numbers and types of training to be offered. Very shortly it is expected that Foremen/supervisor (shop floor) training courses will be offered for all UMN-related industries in Butwal, with a view to making this training available to a wider section of industry in the future.

Stephen Bull
Director

2) BUTWAL ENGINEERING WORKS, Pvt. Ltd.

BEW has been a growth centre under the management of Mr.C.K.Shahi. Turbines are produced and improved. Bridge contracts are carried out. Gobar Gas tank production still makes a lot of noise, and all the varied other jobs are taken care of. One task in the picture is to watch costs and expenses, and to see that all employees are covered by sufficient supervision. Needs for working capital is a continued issue. Steel can basically be purchased only in limited parts of the year. UMN's only direct management influence is by having one member on the BEW managing board. This picture is somewhat dependent in the future on the status of BEW after the final handing over of BTI. UMN personnel are working in turbine development, and tools development.

Tor Mogedal.

3) BUTWAL WOOD INDUSTRIES, Pvt. Ltd.

In July a UMN worker was appointed Supervisor, with full authority to operate the Company, reporting directly to the Chairman of the Board of Directors. Since then he has been active in the affairs of the Company, and has taken steps to improve operations and reduce operation costs, as well as prepare qualified Nepalis to take over responsibility.

Sales volume has been disappointing this year, mainly because the prices of the products are not competitive. Excess operating costs are the result of a combination of material costs, rent for factory space, and inefficiency due to the employment of trainees under the commitment with BTI. Currently we are studying alternatives which might result in improved market penetration and improved costs control, while at the same time fulfilling the responsibility for providing a practical training experience for Nepali employee-trainees.

Joe Woodward.

4) BUTWAL POWER COMPANY, Pvt. Ltd.

The UMN interest in the Company now is as a shareholder. Both production and management have gone smoothly during the year, with one exception. In August a landslide damaged part of the installation, putting it out of

operation for one month, during which time electricity for the area was purchased from India.

The Company is still negotiating the handover of assets and liabilities to HMG, but as yet the transaction has not been finalised. Every effort is being made to assure continuity of employment for the staff after transfer to HMG.

5) BUTWAL PLYWOOD FACTORY, Pvt. Ltd.

The Plywood Factory has had a successful year under the leadership of Mr. K.P. Choudhary, who was appointed General Manager, having previously held the post of Acting Manager for approximately a year. Due to action of HMG under the Factory Act, it was necessary for the Company to increase the number of standard work hours, as well as to adjust basic salaries of all factory employees. In addition to increased salary expenses, the cost of lumber and other materials was substantially higher than in the previous year. Without off-setting economies of improved efficiency and pricing action, the profit for the year was not as high as had been anticipated.

Plans are in process for the installation of a seasoning kiln, which should improve the quality of our plywood. In addition, new products, block board and shuttering board, are scheduled for introduction in 1980. We are optimistic that sales and profits will continue to improve.

Joe Woodward.

6) HIMAL HYDRO AND GENERAL CONSTRUCTION Co. Pvt. Ltd.

Himal Hydro was established jointly by UMN and HMG Electricity Department for construction of hydro electricity and irrigation projects. This year has been disappointing in that no new contracts have been obtained from HMG Departments. On the other hand, the Baglung hydro-electricity project is now virtually completed, and this has provided valuable experience for the Company and the staff under Ed Kramer, the site engineer. Currently a number of Himal Hydro staff are seconded to the Buling/Arakhala Food for Work program.

Ken Brookes
General Manager

7) GOBAR GAS AND RURAL EQUIPMENT DEVELOPMENT, Pvt., Ltd.

The Company continued to expand in 1979, with a fifth sub-branch office in Damauli (near Pokhara), and seven more service centres in the terai. The target for the financial year 1978/79 of 459 installations was not reached, only 126 units being completed. The new workshop in Butwal Branch Office is working well, but at a low capacity, producing some bio-gas drums, ancilliary equipment such as gas stoves, and rice husk stoves.

After the sudden death of San Ruohoniemi, the DCS Executive Director, Mr. Nanda Ram Bhaidaya from the ADB was appointed General Manager in August. He has spent time learning about the Company, visiting regional offices. The total number of employees was increased to almost 80. Training of staff continues to be important; Senior supervisors were given a course in management, and also visited gobar gas work in India.

Sales of agricultural equipment, hand rice hullers, double lift foot pumps, ferro-cement grains and water bins, have been disappointing, but the new General Manager's contacts in the Small Farmers Development groups may be able to help. One new development is the building of about 8 fixed cement dome bio-gas plants in Pokhara. Since the total price, including fittings, of these plants is about 80% of a steel drum plant, we have made one step in the direction of making bio-gas available to more people. A period of checking and testing is required before we can use this design elsewhere.

The expected share capital of Rs.750,000. was not paid fully in time to finance the expansion. Although the ADB paid most of their contribution, the Fuel Corporation waited on UMN to pay its contribution, which was dependent on a grant from a funding agency. This is finally available, but too late to save the Co. from a loss of almost Rs.150,000, much of which was spent on loan interest payments. 1979/80 will be a year of consolidation, while further expansion is expected when an ADB loan/grant is expected to be available through ADB/N, starting 1980/81.

During the time when there was no senior management, the Company was run by Mr. Narayan Bhakta Pradhan, the Butwal Branch Manager, with David Fulford acting as advisor.

David Fulford.

PROPOSED EDB-RELATED PROJECTS REPORT FOR 19791) DHANKUTA TECHNICAL CENTRE (DTC).

The project planning started out at a fairly brisk pace in January-February. The Nepali Business Manager-designate was taken into the planning process fulltime. This was a somewhat new experience. Instead of being able to do project planning and preparation with very little direct cost involved, we had a salary to pay. We also had to plan for relationships between top level Nepali staff and UMN staff from the beginning. We sat down and tried to think out in what respects there had to be a difference between UMN personnel and Nepali senior employed people. We decided that housing and basic furniture should be the same. On the financial aspect, the UMN worker would be responsible to answer to the UMN and his supporting agency, while a Nepali employee would have to watch his own reputation but would have an easier way to leave a situation. UMN workers are basically rich within the Nepali society. But the more we discussed, the more we found that there was not very much basis for differences.

We struggled with the aspect of "the poorest of the poor" as laid on us by possible financing agencies and some of the UMN Board. We saw the dilemma of working for the really poorest of the poor, who make up a small percentage, and often miserable and unable to help themselves for a long time, and the high number of the poor, quite a few of whom would need only limited help in order to take off and help themselves.

We were watching and talking with people in the Kosi Hill Area Rural Development Program (KHARDEP), and found we could cooperate with Nepali and UK people. We also watched as plans took shape for the big trade school in Dharan. Also into the picture came a possible new opening in Surkhet. By the summer we realised that we need to wait for reports on work and analysis already being done, and for clarification as to where we should go. This also depends on the negotiation of our proposed CEDP Agreement.

Tor Mogedal
Project Director

2) ANDHIKHOLA PROJECT.

Development work is an unfolding of new opportunities and growth in skills, administrative as well as technical and planning. The successful conclusion of the Tinau Project by UMN has made possible a new beginning for the Butwal Power Co. in cooperation with the UMN and the Electricity Board of Nepal in constructing the Andhikhola power station and allied facilities. The UMN Board of Directors approved the project in the April 1979 meeting, and the Ministry of Water and Power is most interested in its implementation.

The project seeks to combine the production of power, rural electrification and rural development. Preliminary planning reveals that a good bit of irrigation water can be made available, in addition to a wide range of secondary benefits. During 1980 efforts will be continued in finalizing an Agreement, carrying out necessary tests at the construction site, and surveying the rural and electrification components. Odd Hoftun has been contacting prospective donors, preparing the way for locating suitable machinery for the construction and installation, and guiding the feasibility report finalisation. It is hoped that the Himal Hydro and General Construction Co. being managed by Ken Brookes will undertake the work. The Executive Committee has approved a budget of a total of UMN share capital investment, in cash or in kind, of Rs.23,000,000.

Al Schlorholtz
Acting E.D. Secretary

APPENDIX EE

MAINTENANCE TRAINING PROGRAM REPORT FOR 1979

During the year it has only been possible to give part-time attention to the program. The major assignment during the year was the installation of a new generator in the Okhaldhunga Dispensary, and the complete rewiring of all the buildings, including the dispensary, dera, nurses' hostel and all the staff houses. Comments since received from the staff have been favourable. Advice, recommendations and services have also been offered to Amp Pipal hospital, Mahendra Bhawan Girls' School, Pokhara Boys' School, Shanta Bhawan Hospital, Tanæen Hospital and Headquarters.

It is envisaged to organise and run a maintenance training course (or courses) for UMN Nepali maintenance workers, suited to their various needs during the early part of 1980.

The Maintenance Advisor to HSB has set up a preventative maintenance program at Shanta Bhawan on most biomedical equipment, with regularly scheduled checks of the instruments. Each unit is tagged with a sticker showing date of inspection, and when the next inspection is due. It is hoped during 1980 to train a Nepali counterpart to implement a preventative maintenance program for all biomedical equipment in all of the UMN hospitals.

Stephen Bull
Consultant, Maintenance Program

The 1980 Workers' Conference was held at GAMV, Pokhara, from January 15th to 20th. The special speaker was Dr. Michael Griffiths, General Director of the Overseas Missionary Fellowship, and his contribution to the Conference, both formal and informal, was greatly appreciated. The morning Bible Studies were on I Timothy, and the evening sessions covered a variety of topics related to missionaries' life, work and witness in a foreign culture. There were also opportunities for questions, discussion and prayer.

At various points during the Conference new workers who had arrived within the last year were invited to introduce themselves and their families.

Business and report sessions were held daily, and Functional Board groups met together for one session. Two afternoons were devoted to small group discussions on topics arising during the Conference, and the written reports from these have been circulated. One afternoon was given to a workshop on the study of culture, led by Bucky Sydnor, assisted by Nicanor Tamang and Loknath Manaen. The contribution to the Conference by representatives of Nepali Christian organisations and para-Church agencies was much appreciated, and we were also glad that friends from INF joined us for many of the devotional meetings.

The children and teenagers also had a full program, including games, Bible studies, indoor activities, picnics and outings. We were very grateful to the non-UMN volunteers - David Matthews and the Dilaram House group, Sarah de Gunst, Dave Griffiths, Prisca and Adam Azor-Smith - who, along with others, entered so enthusiastically into this program.

Saturday was Fun Fellowship Evening, and other activities during the week included games, a sale, choir practices, sunrise walks for the energetic, and a meeting for parents of children at Woodstock School. Jonathan Bookstore provided a bookstall of publications in both English and Nepali.

On Sunday, the last day of the Conference, Nepali Christians from local congregations joined us for the morning Worship Service, and many stayed for a fellowship meal afterwards. The Conference closed with a time of thanksgiving and prayer as we joined in fellowship at the Lord's table at the Sunday evening Communion Service.

WC-1/80. Workers' Conference Committee. The Committee appointed in 1979 took office during the Conference, in consultation with the Executive

Director and Personal Counsellor:

Chairman - Dr. John Dickinson

Vice Chairman - Miss Miriam Krantz

Secretary - Miss Ann Lycett

Co-opted - Mr. Bob Burkholder.

WC-2/80. Workers' Conference Representative to the Board of Directors, 1980.

Miss Audrey Maw was elected to this position for the coming Board meeting.

WC-3/80. Project Reports. Written reports had been circulated to all UMN members before the Conference, so were not read verbatim. The highlights only were reviewed verbally, and opportunity given for questions and comments. The reports, written and verbal, covered:

a) Executive Director and Headquarters project.

b) Health Services Board: Health Services Secretary
Palpa Project
Gorkha Project
Shanta Bhawan Project
Okhaldhunga Project
Patan Hospital Project
Community Health Office
Building/Arakhala Project
Seconded workers.

c) Education Board: Education Secretary
Pokhara Project
Gorkha Schools
Mahendra Bhawan Girls' School
Training and Scholarship Program
Jumla Project
Language and Orientation Program
Materials Development Program
Student Financial Assistance Program
Rural Youth Training Program
Cultural Resource Program.

Economic Development Board: Economic Development Secretary
EDB Service Office
Butwal Area
Development and Consulting Services
Rural Development Division
EDB-related projects with separate Managing Boards
Proposed EDB-related projects
UMN Building Maintenance Program
e) Integrated Rural Development and Food for Work Program.

WC-4/80. Other Reports. Reports, either written or verbal, were also received from:

Children's Hostel
Padma Sadan
Culture Study Committee
Communications Committee
Paimsey Dispensary
Community Motivation Seminar
International Nepal Fellowship
Nepal Christian Fellowship
Youth for Christ
Campus Crusade for Christ
Nepali Bible Society
United Bible Societies
Mirik Bible School.

WC-5/80. Food for Work Program. John Williamson gave the Conference an up-to-date report of the progress of this Program, which is now well under way. HMGN and local people have shown good cooperation, and it is hoped that work will be provided for 1,000 people before long.

WC-6/80. Mrs. Martha Mukhia. The Education Secretary in his report paid special tribute to Mrs. Mukhia, who died recently. Over many years she had given valuable help in different schools of the Mission, and many people valued her fellowship as a sister in Christ.

WC-7/80. Communion Service Offering. The offering from this service is to be donated to the Communications Committee for the purpose of purchasing an improved type of cassette playback.

WC-8/80. Small Group Discussions. Two afternoons were devoted to discussion of a variety of topics, as listed below. The written reports from these groups were presented to the whole Conference, and further discussion followed. A number of recommendations were made, but, in spite of convening an extra session, there was insufficient time to discuss them all. However, the Executive Director gave an assurance that the written reports would be seen by the UMN administration and the recommendations noted. The discussion topics were:

- a) Use of energy resources.
- b) Problems of those in isolated and seconded posts.
- c) Role of UMN women in the Church.
- d) Aggressive evangelism.
- e) Cultural attitudes to time and values.
- f) Home life styles.
- g) Education of children in UMN.
- h) Workers' Conference.
- i) UMN Guesthouse arrangements.
- j) The role and future of nurses and the nursing profession.
- k) The Church and UMN.
- l) Financial help to and involvement in the Nepali Church.
- m) Personnel matters.
- n) Language policy.
- o) "Missionaries are paternalistic". True or false?
- p) Communication and relationships within hospital staffs.
- q) Friendships with Nepali Christians.
- r) UMN policies and practices with regard to work, holidays, etc.

WC-9/80. Resolutions arising from small group discussions.

- a) In connection with the wise use of energy resources, it was RESOLVED to recommend the following proposals to the EDB for appropriate action, and to request that the Board report back to UMN members on the action taken:
 - i) Encourage community awareness of the need to take action.
 - ii) Share appropriate technologies on more efficient use of resources.

- iii) Circulate research materials and practical designs.
 - iv) Request that UMN policies reflect a commitment to the conservation of energy resources, especially trees, in Nepal.
 - v) Encourage individuals and UMN projects to plant trees.
 - vi) Cooperation with Government and aid agencies in the training of personnel, and support these agencies wherever possible.
- b) It was RESOLVED to recommend to the Education Board that the present policy on language study be circulated to UMN personnel, inviting their comments and suggestions, and that the policy should be reviewed in the light of their replies.
- c) It was RESOLVED to request to the Health Services Board that guidelines be produced by the UMN administration concerning the whole question of the role of the nurse in the future overall planning and policy of UMN.
- d) It was RESOLVED to recommend to the UMN administration that a personnel specialist, trained and experienced in the field of job analysis, be appointed to deal with personnel administration.

WC-10/80. Woodstock School parents. Following a meeting of the above group, it was RESOLVED to recommend to the Coordinating Committee that when families have children away from home for educational reasons, either inside or outside Nepal, the Board Appointee with the work assignment be granted up to one week of leave per annum, apart from the regularly allotted holiday time, for the purpose of escorting and visiting children children.

WC-11/80. 1981 Workers' Conference. Possible venues for future Workers' Conferences were discussed, and the reasons for the original choice of Pokhara outlined. The venue for the 1981 Conference has yet to be decided. A tentative acceptance of our invitation to be the main speaker has been received from Dr. Marino di Gangi, Professor of Pastoral Studies at Ontario Theological Seminary, Canada. Final confirmation is expected shortly.

WC-12/80. Nominating Committee. A nominating committee was appointed to propose names for election to various committees. The members were: David Fulford (convenor), Doris Bailey, Britt Johansson, Juhani Kivela, Lil Lewis, Joyce Ruohoniemi.

WC-13/80. Communications Committee. The following persons are currently serving on this Committee: Andrew Bayne (INF)
Ruth Overvold (Nepal Bible Society)
Adon Rongong (NCF).

It was RESOLVED that this no longer be a Committee exclusive to UMN, but that in future UMN will appoint four members to serve on the Committee. It was further RESOLVED that Workers' Conference appoint the following persons to serve on the Communications Committee for a two year period from this time:

Gudrun Bonnedal
Ann Lycett
Peggy Schlorholtz
Tom Wilson.

Ruth Overvold was asked to act as Convenor.

WC-14/80. Culture Study Committee. It was RESOLVED to appoint the following persons to serve on the Committee for the Study of Culture for the coming year:

Audrey Maw (Convenor)
Bucky Sydnor
Dick Smith
Julie Willmette
Miriam Krantz
Betty Anne Friedericks

Ramesh Khattri
M. S. Rana
Herman Simrose
Michi Maeda
John Williamson

It was further RESOLVED that for the present time the Committee should continue in an advisory and consultative capacity to the Culture Resource Worker, with representatives from both Kathmandu and outside the Valley, and that it be a group which actively studies and interacts in matters pertaining to Nepali culture.

WC-15/80. Children's Hostel. The Executive Director explained the different points of view of various member bodies in relation to UMN children's education and accommodation. Board Appointees are being sought to

fill the post of Hostel Parents, which falls vacant in the summer. Frank Clarkson explained the various possibilities and problems with regard to the funding of the hostel.

It was RESOLVED to recommend to the UMN Board of Directors that the Children's Hostel become the responsibility of UMN administration.

It was noted that the following Committee has been appointed for the year 1980-81 by parents and other interested UMN members:

Julie Willmette (Convenor)

Peggy Schlorholtz

Willie Matern

Flora Clarkson

Robbie Anderson

Meryl Johnson

Walton or Ruth McCaslin

Phyl Asher

Rachel Hodge

Ed Kramer

Frankie Phillips

WC-16/80. Representatives to the Functional Boards. Following the meetings of the functional groups, the following nominations were announced for Board Appointee representatives to the various Functional Boards; the elections from these nominations to be made by correspondence vote by all eligible Board Appointees before the meeting of the Executive Committee in April:

a) Economic Development Board:

Butwal Area - Lionel Mackay, Michael Francis.

Outside Butwal - Gary Hafvenstein, Herman Simrose, Ken Webster.

b) Education Board:

Allan Davies, Ann Lycett, Barbara McLean, Glenys Walker.

c) Health Services Board:

Bjorn Brekke, Steve Erickson, Del Haug, Judy Henderson,

Jim Stricker, Julie Willmette.

WC-17/80. Workers' Conference Committee 1981. It was RESOLVED to appoint the following persons to serve on the 1981 Workers' Conference Committee:

Chairman: Richard Clark

Vice Chairman: Brian Wood

Secretary: Moira Wilson.

WC-18/80. Vote of thanks. Sincere thanks were expressed to all who had shared in the planning and running of the Conference, and especially to: The Conference Committee; the Food Committee; the Pokhara Team; those who helped with the children's and teens' programs; those who took responsibility for specific aspects of the program; and to Dr. Griffiths for his ministry among us.

We thank God for His grace and blessing to us throughout this time of Conference.

STATEMENT OF TRANSACTIONS FOR THE YEAR 1979

	Balance 14.1.78	Receipts & transfer in 1979	Interest credited to A/c's	Share of Lapsed & Forfeit- ure money credited to A/c's	Payments & transfer in 1979	Lapsed & Forfeiture to 21 Sep 79	Balance 14.1.80
<u>Control A/cs</u>							
Headquarters	93,334.	33,924.	9,820.	3,593.	9,907.	1,594.	129,170.
Palpa Project	442,526.	129,030.	43,356.	15,420.	59,350.	13,461.	557,521.
Gorkha Project	89,550.	46,835.	9,536.	3,713.	12,257.	3,704.	133,673.
Shanta Bhawan Project	1,320,653.	292,623.	139,645.	48,683.	36,911.	5,008.	1,759,685.
Okhaldhunga Project	46,336.	14,916.	4,753.	1,736.	4,636.	1,335.	61,770.
Lapsed & Forfeited	51,870.	25,709.	-	-	77,579.	-	-
Loans to PF Members	(8,840.)	7,916.	-	-	1,500.	-	(2,424.)
Interest Earned A/c	(1,746.)	297,779.	-	-	210,896.	-	85,137.
Interest Paid A/c		210,896.	-	-	210,896.	-	-
	<u>2,033,683</u>	<u>1,059,628.</u>	<u>207,110.</u>	<u>73,145.</u>	<u>623,932.</u>	<u>25,102.</u>	<u>2,724,532.</u>

BALANCE SHEET AS ON 14 JANUARY, 1980

ASSETS:

Deposit with UMN Treasurer	76,872.
Balance at Nepal Bank Ltd: Savings A/c	102,660.
Fixed Deposit at Nepal Bank Ltd	2,545,000.
Loans to PF Members	2,424.
	<u>2,724,532.</u>

LIABILITIES:

Membership Accounts -

Headquarters	129,170.
Palpa	557,521.
Gorkha	133,673.
Shanta Bhawan	1,759,685.
Okhaldhunga	61,770.

2,641,819.

Other equities -

Loans to PF Members (2,424.)
Interest Earned A/c 296,033.
Interest Paid A/c (210,896.)

82,713

2,724,532.

UMN HEADQUARTERS

GENERAL FUND STATEMENT FOR 1979

	<u>Budget</u> <u>1979</u>	<u>Actuals</u> <u>1979</u>	<u>Total</u> <u>1979</u>	<u>Budget</u> <u>1980</u>
Receipts:				
Guesthouse charges (contra)	28,500.	39,070.		32,400.
Language Centre (contra)	105,800.	-		-
Transport/truck (contra)	70,000.	57,400.		75,000.
Interest on Fixed deposits	16,250.	14,797.		8,000.
Loan refunds	-	40.		-
Miscellaneous	500.	1,017.		1,500.
Budget allocation	410,950.	410,950.		461,180.
Personnel contributed services	177,180.	177,180.		268,000.
	<u>809,180.</u>		700,474.	<u>846,080.</u>
Payments:				
Salaries: Administration	11,500.	10,947.		8,776.
Central Services	28,500.	39,114.		39,220.
Guesthouses (contra)	28,500.	20,070.		32,400.
Language Centre (contra)	95,000.	-		-
Treasurer's office	27,000.	19,380.		24,884.
Foreign Staff (PCS)	177,180.	177,180.		268,000.
Audit expenses	10,000.	15,823.		10,000.
Consulting service	1,000.	104.		400.
Legal fees and expenses	1,500.	1,410.		1,500.
Office supplies & stationery	25,000.	29,586.		30,000.
Postage	20,000.	16,937.		20,000.
Printing of Minutes books	18,000.	10,488.		18,000.
Reference books and publications	3,000.	2,500.		2,500.
Rent: Guesthouses and annexes	109,800.	123,125.		115,800.
Language Center (contra)	10,800.	-		-
Office/storage	59,400.	64,361.		81,600.
Repairs and maintenance	15,000.	35,463.		28,000.
Security services	16,500.	15,636.		15,000.
Telephone and telegrams	20,000.	20,574.		20,000.
Motorcycle expense	-	2,443.		-
Truck expenses (contra)	70,000.	90,258.		75,000.
Travel: Executive Committee	20,000.	12,365.		20,000.
HQ staff - local	7,000.	7,069.		6,000.
HQ staff - out of town	25,000.	10,465.		18,000.
Utilities	7,500.	7,446.		9,000.
Miscellaneous	2,000.	9,708.		2,000.
	<u>809,180.</u>		761,443.	<u>846,080.</u>
Excess payments over receipts			60,969.	

CAPITAL FUND STATEMENT FOR 1979

	<u>Budget</u> <u>Approved</u>	<u>Balance</u> <u>15.1.79</u>	<u>Receipts &</u> <u>allocns.</u>	<u>Payments &</u> <u>allocns.</u>	<u>Balance</u> <u>14.1.80</u>
Communications system	-	11,388.	2,968.	14,356.	-
Asha Niketan furniture/equip.	4,883.	28,096.	-	15,114.	12,982.
Asha Niketan wiring	-	372.	404.	776.	-
Salayan House furniture/equip.	9,000.	16,638.	9,940.	26,578.	-
Salayan House renovations	8,000.	2,764.	8,000.	2,764.	8,000.
Office furniture & equipmt.	76,375.	20,091.	82,351.	74,796.	(27,646.)
Office security alternations	-	4,391.	-	4,391.	-
Photographic equipment	-	1,260.	-	-	1,260.
Motorcycle shed	-	150.	-	150.	-
Copying machine	-	683.	-	683.	-
Australian Conference	-	934.	-	934.	-
Urbana Conference	4,500.	-	4,700.	4,700.	-
Truck fund	-	63,109.	63,109.	-	63,109.
Hymnals for Asha Niketan	4,000.	-	-	-	-
Education Board item -					
Library materials	5,000.	-	5,000.	4,921.	79.

86,767. 176,472. 150,162. 113,075.

APPENDIX D

MISSIONWIDE EXPENSESGeneral Fund Statement for the year 1979

	<u>Budget 1979</u>	<u>Actuals 1979</u>	<u>Total 1979</u>	<u>Budget 1980</u>
Receipts:				
Rent refunds	50,000.	57,317.		35,370.
Budget allocation	<u>568,200.</u>	<u>568,200.</u>	672,517.	<u>613,750.</u>
	<u>618,200.</u>			<u>649,120.</u>
Payments:				
Audit fees	1,000.	2,046.		1,000.
Bank charges	22,000.	20,325		3,000.
Duty Travel:				
Personnel to meetings	16,000.	13,838.		18,000.
Change in assignment:				
Personnel travel	12,000.	9,286.		16,000.
Freight on goods	25,000.	18,639.		20,000.
Functional Board special expenses	12,000.	2,127.		9,000.
Publicity	6,000.	9,358.		13,000.
Rents & rent allowances	400,000.	554,042.		507,120.
Repairs and maintenance	15,000.	25,253.		20,000.
Seconded workers' expenses	500.	-		-
Staff Conferences & seminars	15,000.	8,182.		15,000.
Transportation of furniture	2,000.	4,291.		2,000.
Travel for special speakers	2,000.	-		-
Workers' Conference	39,700.	28,030.		25,000.
General Conference	50,000.	56,076.		-
Miscellaneous	-	417.		-
	<u>618,200.</u>		<u>751,800.</u>	<u>649,120.</u>
Excess payments over receipts			<u>79,283.</u>	

CAPITAL FUND STATEMENT FOR 1979

	<u>Approved Budget</u>	<u>Balance 15.1.79</u>	<u>Receipts & allocans.</u>	<u>Payments & allocns.</u>	<u>Balance 14.1.80</u>
Kathmandu Valley					
Housing Committee					
Furniture & equipmt.	90,000.	9,103.	90,475.	98,850.	728.
Fleming Guest House	80,000.	-	<u>67,958.</u>	<u>58,877.</u>	<u>9,083.</u>
		<u>9,103.</u>	<u>178,433.</u>	<u>157,727.</u>	<u>9,811.</u>

CAPITAL FUND STATEMENT FOR 1979

	Approved Budget	Balance 15.1.79	Receipts Allocat's	Payments Allocat's	Balance 14.1.80
1) AREA SERVICES: (ADMINISTRATION)					
Staff furniture	2,000.	6,821.	-	4,421.	2,400.
Telephone extension	-	889	-	-	889.
Roof on school	-	7,085.	-	-	7,085.
Fire protection	-	433.	-	-	433.
Adding machine	-	2,710.	-	145.	2,565.
Water system	2,500.	8,283.	-	3,657.	4,626.
Knool house renovation	-	4,786.	-	885.	3,901.
Village house renovation	8,000.	(659)	659.	-	-
Rice huller	-	2,934.	-	-	2,934.
Miscellaneous	-	1,319.	-	875.	444.
Renovation of Agriculture building	25,000.	25,775.	-	1,591.	24,184.
		60,376.	659.	11,574.	49,461.
2) HOSPITAL:					
TB and Leprosy Dera	30,000.	31,330.	-	-	31,330.
Hospital roof installation	10,000.	4,467.	-	-	4,467.
Renovation of hospital store room	3,000.	627.	-	-	627.
Staff locker	-	800.	-	-	800.
Bedside linen	-	500.	-	-	500.
Lighting in main chaukidar Furniture	2,000.	1,000.	-	-	1,000.
Food stock (supplement)	-	-	-	-	-
Maintenance store	5,000.	3,000.	-	-	3,000.
Stainless steel	-	4,000.	-	-	4,000.
Infant cribs	3,000.	-	-	-	-
7KVA Lister generator	25,000.	(13,104)	-	16,488.	(29,592)
Furniture for class room	-	500.	-	-	500.
X-ray equipment	2,000.	(70)	2,000.	2,104.	(174)
Alteration of x-ray room	2,000.	-	-	-	-
Dharmashalla	45,000.	-	30,300.	21,362.	8,938.
Miscellaneous	-	-	113.	-	113.
1 safe box	2,000.	-	-	-	-
Electric suction pump	5,000.	-	-	-	-
Fence for hospital compound	-	-	-	2,721.	(2,721)
Registration room extension	-	737.	-	-	737.
		33,787.	32,413.	42,675.	23,525.
3) COMMUNITY HEALTH PROGRAM:					
Nutrition project	5,000.	3,956.	-	1,669.	2,287.
MCH furniture and equipment	-	1,511.	-	-	1,511.
Medical equipment and supplies	-	7,121.	-	5,000.	2,121.
MCH building	627.	-	-	-	-
Hard wire	-	360.	-	-	360.
Refrigerator	-	312.	-	-	312.
School and village toilet	-	1,622.	-	-	1,622.
Furniture	-	78.	-	-	78.
School feeding program	9,000.	5,958.	-	1,622.	4,336.
Grain storage with container	2,500.	-	-	-	-
Spirit duplicator	6,000.	6,000.	-	-	6,000.
Village water project	30,000.	5,000.	19,000.	12,019.	11,981.
Furniture and equipment	7,000.	7,000.	-	-	7,000.
Equipment for Agricultur- alist	3,000.	3,000.	-	-	3,000.
		41,918.	19,000.	20,310.	40,608.

EDB SERVICE OFFICE, Kathmandu

General Fund Statement for the year 1979

	<u>Budget</u> <u>1979</u>	<u>Actuals</u> <u>1979</u>	<u>Total</u> <u>1979</u>	<u>Budget</u> <u>1980</u>
1) <u>SERVICE OFFICE</u>				
Receipts:				
EDS service charges	16,000.	16,000.		25,890.
Photocopier income	-	1,554.		-
Board attendance fees	2,500.	4,050.		2,500.
Secretarial service charges	1,100.	1,182.		1,100.
EDS other income	2,400.	2,400.		2,400.
	<u>22,000.</u>		25,186.	<u>31,890.</u>
Payments:				
Salaries	8,850.	4,745.		8,350.
Interest	500.	443.		250.
Mr. Joahi's services	1,500.	2,075.		2,750.
Office supplies	2,000.	2,199.		2,200.
Rent	1,500.	3,108.		7,800.
Depreciation	2,000.	4,591.		5,000.
Maintenance	400.	1,071.		240.
Telephone	750.	820.		600.
Photocopier expenses	-	2,208.		-
EDS travel	4,000.	1,537.		4,000.
Miscellaneous	500.	2,102.		700.
	<u>22,000.</u>		24,899.	<u>31,890.</u>
Excess receipts over payments			<u>287.</u>	

2) CONSULTANTS' OFFICE

Receipts:				
Charges	27,000.	12,717.		17,680.
Personnel Contributed services	<u>90,000.</u>	<u>90,000.</u>		<u>72,000.</u>
	<u>117,000.</u>		102,717.	<u>89,680.</u>
Payments:				
Salaries	4,800.	4,800.		8,840.
Foreign staff (PCS)	90,000.	90,000.		72,000.
Office supplies	2,500.	2,453.		3,500.
Rent	5,400.	5,400.		1,200.
Secretarial services	1,100.	1,100.		1,100.
Maintenance, etc.	1,500.	1,126.		240.
Travel	7,000.	1,791.		7,000.
Miscellaneous	1,200.	139.		2,000.
Literature for research	2,000.	242.		2,000.
Telephone	<u>1,500.</u>	-		<u>600.</u>
	<u>117,000.</u>		107,051.	<u>89,680.</u>
Excess payments over receipts			<u>4,334.</u>	

EDBSO CAPITAL FUND STATEMENT FOR 1979

	<u>Approved</u> <u>Budget</u>	<u>Balance</u> <u>15.1.79</u>	<u>Receipts &</u> <u>allocans.</u>	<u>Payments &</u> <u>allocans.</u>	<u>Balance</u> <u>14.1.80</u>
EDBSO furniture/equipmt.	-	13.	-	-	13.
Guestroom " "	6,000.	-	6,000.	5,039.	961.
Office " "	14,000.	-	14,000.	10,053.	3,947.
Duplicator	7,000.	-	7,000.	-	7,000.
Telephone installation	5,000.	-	5,000.	-	5,000.
RDD Fund	-	-	8,887.	-	8,887.
		<u>13.</u>	<u>40,887.</u>	<u>15,092.</u>	<u>25,808.</u>

DEVELOPMENT AND CONSULTANG SERVICES

Profit and Loss Statement for 1979

1) SERVICE DEPARTMENT Butwal.

	<u>Budget</u> <u>1979</u>	<u>Actuals</u> <u>1979</u>	<u>Total</u> <u>1979</u>	<u>Budget</u> <u>1980</u>
Receipts:				
Service income	41,200.		32,736.	43,000.
Payments:				
Salaries and gratuity	24,000.	20,137.		23,450
Depreciation on equipment	1,200.	633.		650.
Bank charges	200.	53.		200.
Miscellaneous	1,000.	787.		1,000.
Office supplies & postage	1,500.	902.		1,500.
Butwal rent	3,000.	787.		-
Repair of equipment	300.	58.		200.
Local travel and transport	3,000.	3,026.		3,000.
Travel in India	7,000.	7,719.		10,000.
UMN truck freight	-	528.		-
Maintenance of buildings	-	-		3,000.
	<u>41,200.</u>		<u>34,630.</u>	<u>43,000.</u>
Excess payments over receipts			1,894.	
Plus: surplus from 1978			<u>19,367.</u>	
Total surplus			<u>17,473.</u>	
Less: advances			<u>16,713.</u>	
			<u>760.</u>	

2) DCS ADMINISTRATION.

Receipts:				
Working Capital Fund interest	63,500.	63,500.		78,000.
Butwal Area	8,000.	8,000.		8,000.
Mailbag	-	4,019.		-
	<u>71,500.</u>		<u>75,519.</u>	<u>86,000.</u>
Payments:				
Salaries	45,000.	40,218.		55,000.
Share of building maintenance	5,000.	3,835.		4,000.
Miscellaneous	7,000.	3,911.		4,000.
Office supplies	8,000.	6,693.		6,000.
Depreciation on equipment	-	9,476.		9,400.
Postage	800.	561.		1,000.
Auditors	4,000.	6,682.		4,000.
Technical literature	500.	522.		500.
Travel expenses	-	390.		600.
BTI industrial service charges	-	7,492.		-
Maintenance of furniture/equipmt.	1,200.	1,391.		1,500.
	<u>71,500.</u>		<u>81,171.</u>	<u>86,000.</u>
Excess payments over receipts			5,652.	
Plus 1978 deficit			<u>10,522.</u>	
Total deficit			<u>16,204.</u>	

HEALTH SERVICES STATISTICS FOR THE YEAR 1979

1) PALPA PROJECT.

A) Hospital.

	1977	1978	1979
Inpatient admissions	2,838	2,897	2,802
Outpatients	34,909	35,763	37,208
Major operations	479	617	548
Minor operations	1,495	1,753	1,629
Deliveries	150	162	169
X-ray procedures	3,748	4,696	6,627
RFG x-rays	5,066	1,161	-
Flouroscopies	32	87	-
Bed occupancy	95.8%	97.3%	89.2%

B) Community Health Program.

	Tansen MCH Clinics	Nawalparasi HP-related MCH Clinics.	Nawalparasi/Schools - Buling area	Total
Children up to 5 years	3,869	3,488	1,791	(18,006.
Other children	8,258.	-	-	1,774 (
Ante-natals	2,175	180	38	2,393
Post-natals & mothers	1,239	-	-	1,239
TB patients & other adults	1,163	-	91	1,254
Normal deliveries	158	-	7	165
Other delivery cases	72	-	-	72
Abnormal deliveries	20	-	-	20
Home visits	1,638	-	-	1,638
BCG immunizations	2,466	-	143	3,910
DPT immunizations	3,725	1,088	158	5,271
Tetanus toxoid	693	65	-	2,640
Smallpox	266	-	-	266
Family planning	263	57	27	347

2) GORKHA PROJECT

A) Hospital

	1977	1978	1979
Outpatients	22,526	25,190	25,916
Inpatients	1,275	1,429	1,656
Major operations	330	437	363
Minor operations	579	664	570
Laboratory tests	18,422	23,109	22,111
X-rays	1,356	1,806	2,040
Deliveries	56	66	71

B) Community Health Program

	1978	1979
Home Deliveries	2	3
Ante-natal examinations	172	343
Home visits	4,360	1,463
TB patients visits to clinics	389	395
MCH clinic attendances:		
Children, 0-5 years	8,133	9,128
Children, 5-15 years	441	512
Adults	422	261
Immunisations: BCG	745	750
DPT	1,839	1,819

3) SHANTA BHAWAN PROJECT

A) Hospital

	1977	1978	1979
Outpatient visits	91,650	99,215	118,354
Inpatients	5,581	5,717	6,554
Operations	1,657	1,900	2,499
Deliveries	656	806	959
X-rays	12,584	13,605	17,462
Bed occupancy	87%	79%	90%

B) Community Health Program

	<u>1977</u>	<u>1978</u>	<u>1979</u>
MCH clinics:			
Children, 0-1 years	9,964	12,930	16,206
1-5 years	15,387	26,212	27,117
Ante-natal	1,529	1,998	2,409
Post-natal	6,569	6,313	3,114
Home deliveries	43	137	359
Immunizations: Smallpox	1,328	1,832	2,343
DPT	7,806	4,096	4,394
BCG	1,567	1,727	3,264
Health Posts:			
Total visit			9,907
Patients referred to hospital			204

4) OKHALDHUNGA PROJECT

A) Dispensary

	<u>1977</u>	<u>1978</u>	<u>1979</u>
Outpatients	7,308	8,360	11,196
Inpatients	584	684	813
Operations		385	430
Deliveries		30	25
Family planning	22	44	105
Bed occupancy	45.2%	63%	75%

B) Community Health Program

MCH Clinic attendances	3,338	4,899	4,415
Immunizations: BCG	2,537	6,535	4,782
DPT	1,120	1,552	1,220
Ante-natal & post-natal			44

REVIEW OF FIVE YEAR PLANECONOMIC DEVELOPMENT BOARD

(See pages 16-30 of Plan)

By the end of the third year of the five year plan period, the various projects and activities under the EDB have progressed as follows:

I. General Trends.

With little variation, definitions in the Five Year Plan of EDB principles, objectives and methodology are still relevant and valid. Implementation of economic development policy continues to be guided by three basic principles:

1. To serve, through example and training, as a catalyst of economic development on the basis of locally available resources.
2. To develop and apply technology which is appropriate to the needs and resources of the local area.
3. To demonstrate Christian ethics in the economic life of Nepal while ministering to the needs of the people in the Name and Spirit of Christ.

II. Priorities.

As already stated in the Five Year Plan (page 15) UMN does not have complete freedom in fixing priorities in its economic development works. There are two reasons for this:

Firstly, there are commitments which have to be honoured, to HMG and to employees and others dependent on ongoing projects and programs.

Secondly, since economic development covers such a vast variety of skills and fields, it is not possible to shift personnel and other resources from one area to another as priorities may change at the policy-making level.

Priorities of the EDB therefore basically remain the same as stated in the Five Year Plan (pages 15 to 16):

1. Establishment of growth centers, such as BTI, which through production and training serve as catalysts of economic development in a certain area.
2. Energy related projects, in the fields of hydro power, bio-gas, tree-planting, etc., because this increasingly is an area of need in Nepal, and an area where it is important to develop and apply appropriate technology.
3. Projects in the border area between engineering/industrial development and rural/agricultural development, such as irrigation, rural electrification, agro-equipment development, etc., as well bio-gas and tree-planting already mentioned.

What is new, presently in the process of finding its form, is EDB involvement on the other side of the "borderline", in the fields of agriculture and rural development with emphasis on community development. The seed was there before, as seen in the Five Year Plan (page 25). At the same time, the concept in the Five Year Plan of an integrated hill community development project (page 24) has moved ahead into tentative plan formulation, as related to the Buling-Arkhal and the Andhikhola Projects. Through the Integrated Rural Development Committee a channel has been established for inter-Functional Board consultation in these matters. The three Boards are cooperating in several projects, mainly by EDB contributing personnel and expertise in technical fields to projects under the two other Functional Boards.

III. Reports on Individual Projects under EDB.

1. Service functions:

- 1.1 EDB Service Office. No significant change during the last year, except that the office of EDS has been moved from UMN Headquarters in Thapathali and is now part of the EDB office complex in downtown Jyathatole.
- 1.2 DCS Service Office. Purchasing, clearing, forwarding service for EDB and other UMN projects. No changes except that Calcutta office has been closed.
- 1.3 DCS Design Office. Presently engaged in the planning of the Jumla and Andhikhola projects besides several smaller jobs. No significant changes.

2. Butwal Projects to be handed over.

The transfer through HMG has not yet taken place because of continuing uncertainty on the Government's side concerning the future status of these projects.

- 2.1 Butwal Technical Institute with daughter companies, Butwal Engineering Works and Butwal Wood Industries, have continued without any great changes.
- 2.2 Butwal Power Company. Handover of Butwal operations (hydel plant and distribution system) has been fixed at 1 Baishak, 2037 (mid-April 1980).
- 2.3 Butwal Plywood Factory. Has been running reasonably well. Handover of UMN share interests is waiting for clarification of BTI's future status.

3. Ongoing Butwal-based projects under DCS.

The "umbrella" agreement with Ministry of Industry concerning "Cooperation in Economic Development Projects" has still not received Cabinet sanction. DCS has, however, continued its activities more or less as before.

- 3.1 Gobar Gas Research and Development. No significant changes except that a Rs. 1.8 million grant for a three year program has been received.
- 3.2 Agricultural Equipment Development. A three year program has been funded at the rate of about Rs.160,000. per year, but progress has slowed down because of personnel changes.
- 3.3 Small Turbines and Mills has been progressing well, and 25 mills have so far been installed. Lack of working capital is a problem.
- 3.4 Rural Electrification. A research and development program has been initiated and Rs.450,000. grant is in hand. Work so far has been related mainly to the development and testing of equipment for very small hydel installations.

4. Companies where UMN involvement continues:

- 4.1 Gobar Gas Company constructs bio-gas plants and sells agricultural equipment through 13 branch offices and sales outlets, mainly in the Terai. The Company has not been able to increase its output as fast as it planned because of lack of construction materials and changes in leadership. The low turnover has been causing serious liquidity problems.
- 4.2 Himal Hydro has completed its second year of operation, and its first construction job contract is nearly completed. Electricity is now being supplied to Baglung town from a small temporary installation using a turbine manufactured in Butwal, while waiting for the larger machinery to come from India. A new contract for tunnel construction in Doti is in hand.

- 4.3 Butwal Power Company will, after handing over the Butwal plant to HMG, continue to serve as a tool for UMN involvement in hydro power development by functioning as the owner and operator of the Andhikhola Hydel Plant and distribution system.
5. A new industrial growth center in Dhankuta, as envisaged in the Five Year Plan, has not materialized. Instead, it now appears likely that UMN will set up a technical center in Surkhet, as was the first suggestion presented to HMG. Surkhet has several advantages from UMN's point of view as compared with Dhankuta.
6. Integrated Rural Development Projects.
 - 6.1 The Buling-Arkhal Project has taken the place of a "Small Area Development Project" described in the Five Year Plan. The project falls under the Health Service Board, although the major input presently comes from EDB, mainly in the form of a "Food For Work" program undertaken because of famine conditions, involving an expenditure of about Rs. 1.5 millions. Construction of a major irrigation canal is under consideration.
 - 6.2 The Andhikhola Project is also intended to be an integrated rural development project, although initially with a strong emphasis on hydro power development and rural electrification. Plans have yet to be finalized.
7. Smaller projects listed in the Five Year Plan:
 - 7.1 BTI Foreman Training Program is finally moving ahead, and will be continued with involvement of UMN personnel even after BTI is turned over to HMG.
 - 7.2 UMN Maintenance Program will be terminated as a separate program when its leader goes on furlough in a few months. This has been a service program for UMN projects outside EDB, mainly hospitals.
 - 7.3 Galvanizing and Foundry. The larger project has been dropped, but investigations concerning a much smaller plant related to BEW are continuing. Also plans for a foundry have been dropped.

IV. New Projects and Programs.

All projects and programs mentioned above were listed in the Five Year Plan, and have, with some variations as indicated, continued in accordance with the plan. During the last year a new thrust in EDB activities has become evident: An involvement in rural, agricultural and community oriented development. This goes beyond what was described in the Five Year Plan. Plans for the following activities are being prepared or have already been approved, and personnel are being recruited or have already arrived:

1. A Rural Development Division under EDB has been established, and a Director appointed. This Division is located in Kathmandu, and it will have a similar function in the field of rural development as DCS has in the field of engineering and technological research and development.
2. A Rural Development Center, possibly located in Pokhara, is being planned. This will serve as a training and orientation center for both UMN and Nepali personnel working in rural development, and also in other respects be a base for activities undertaken in the rural sector.
3. A team of Agricultural Resource Personnel is being recruited. These people will serve in the various Rural Development projects, whether under EDB or under any of the two other Boards, for example in connection with community health programs.

4. A UMN Tree Planting Program has been approved in principle with a capital budget of Rs. 1.2 million initially. An expert survey will be undertaken in the near future, hopefully resulting in the formation of specific plans for tree planting projects in connection with ongoing UMN activities, both inside and outside EDB.

V. Recruitment of New UMN Personnel.

This is going on as well as could be expected. In the present language school about half of the students are for EDB projects. However, there is a very rapid turnover of EDB personnel, and a serious lack of people with experience in Nepal, both to fill administrative posts, and for work in the field requiring proficiency in language and good understanding of local conditions (rural/agricultural development).

VI. EDB Personnel Statistics

Project	Actuals Feb. 77		Actuals Feb. 80		Forecast for 1980		Difference	
(A = approved posts) (F = filled or expected to be filled)	A	F	A	F	A	F	A	F
<u>I. Inside EDB:</u>								
DCS Adm/Design	5	2	6	3½	5	5	+1	-1½
DCS R & D etc.	17	8	15	11½	5	3	+10	+8½
RDD Adm. etc.	0	0	5	2	0	0	+5	+2
RDD Agric. etc.	1	0	8	2	7	4	+1	-2
Andhikhola	0	0	5	½	0	0	+5	+ ½
Gobar Gas Co.	6	2	4	½	6	6	-2	-5½
Himal Hydro	4	2	10	2½	11	10	-1	-7½
BTI, BEW, BWI	4	1	4	4	1	1	+3	+3
Butwal Area	1	1	1½	1½	1	1	+½	+½
Dhankuta	5	0	5	0	77	6	-2	-6
EDB Service Office	0	0	3	3	0	0	+3	+3
Other	0	0	0	0	13	9	-13	-9
	43	16	66½	31	56	45	+10½	-14

II. Seconded to HSB
& EB:

Construction	5	4	9	8	4	4	+5	+4
Maintenance	1	0	3	2½	1	1	+2	+1½
Agriculture	0	0	8	3	0	0	+8	+3
Buling-Arkhal	0	0	4	1	0	0	+4	+1
	6	4	24	14½	5	5	+19	+9½

Total EDB posts:

I plus II

49	20	90½	45½	61	50	+29½	-4½
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REVIEW OF FIVE YEAR PLAN

HEALTH SERVICES BOARD

In general the various services, projects, and programs are moving toward their assigned goals and objectives. In some cases, there is over-fulfillment of targets, in others there is under-fulfillment, but in nearly all cases definite movement in the planned direction can be demonstrated.

Our major goals are to:

1. Honor our commitments
2. Reduce Mortality, Morbidity, and Disability
3. Motivate communities to be involved in their own health care
4. Provide qualified manpower for HMG and UMN Programs
5. Provide information for planning.

Under each of these goals we have detailed objectives and output targets to enable us to evaluate our progress.

Under Goal (1) we have generally fulfilled all expectations of HMG and related organizations. We have maintained these programs and projects developed and begun under agreements with HMG. Our hospitals were projected to serve an increasing number of people in their respective communities. A projection of 5% annual increase (based on past experience) has been surpassed in all cases but one, and the total average expansion is 7% for admissions and 9% for outpatients. Commitments in C.H. Programs are being exceeded as well. While in a very few cases some work has been terminated, other programs have been opened. Likewise, training programs have proceeded in accordance with the status of the situation in the schools; the UMN contribution in a year of student unrest has given some stability.

Our attack on disease, death and disability continue through the secondary and primary care in the hospitals, primary and preventive care in our Community Health Programs and promotive care in the village. The strategy is to build in cooperation with Nepalese at all pertinent levels a system of health care which can care for all but the most complicated types of cases (who can be referred to specialists in HMG), with outreach through trained personnel to the village, and through volunteers out into the homes. The purpose of this system is to make available appropriate care at the appropriate place at a price most people can afford. Coupled with the primary care aspect is the attack on malnutrition, poor sanitation, poor understanding of health problems, and poor economic conditions; such an attack is of necessity integrated into broader programs than traditional health service. We have growing evidence that we are beginning to make some impact on these problems as we see measurable improvement in the numbers of malnourished children and in some mortality figures.

Motivating communities is the one area where we have not achieved the rate of change we had projected. We feel our targets were too ambitious in terms of how quickly progress could be made, nevertheless we are becoming more confident that the goal and objectives are sound, and we do feel we are moving in the right direction. Some communities are beginning to control part or all of their health programs. We still have much to learn; Nepal is a very complex mix of physical, social, and cultural factors.

Provision of trained health manpower continues, and there is continued recognition from HMG as evidenced in their interest in our participation at all levels.

Information is steadily being accumulated and analysis goes on to study our own work and its results, as well as the health problems of Nepal.

Evaluation of the implementation of this plan, as stimulated and aided by the Christian Medical Commission team in session with us, has affirmed the general soundness of the plan and the fact that in general we are moving in the right directions.

THE HEALTH SERVICES BOARD IN REVIEW, 1979.

New problems and growing awareness of the dimensions of old problems on the one hand and encouraging signs of progress plus helpful inputs on the other have been characteristic of a hectic year.

Nepal is growing into a land of increasing trained talent, rising expectations, and frustrated aspirations; social and political unrest is probably inevitable. Our hospitals and training programs have felt the impact with some strikes, and various other pressures. Uncertainty in the future course of HMG, changing inter-personal relationships, and inflation all have present and future effect on our programs.

A major input into our total work has been a visit by a team from the Christian Medical Commission to help us evaluate our program in the light of recent health trends and our own 5 year plan. This study has shown that we are moving ahead in the right directions, with some irregularity in the rate of that movement. There is some need to look at parts of the total program in terms of strengthening commitment and resources.

A further input has been the Commission on Institutional Implications which has met and begun a series of studies to look into the costs and benefits of our institutions, particularly hospitals. The UMN is initiating a process for involving persons at all levels in discussion. A case in point is the future of S.B.H. Another concern is the steady growth of our hospitals and the implications of that fact.

A real encouragement has been the actual start of construction of the Patan Hospital and the good progress that has been made. Another new project initiated has been our participation in planning and curriculum development for the Trade School in Jumla; initial work has been done and implementation of HSB portions probably will begin late in 1980. Part of the planning is to determine with HMG the extent of UMN involvement in the hospital and rural health posts in connection with the training program.

Looking into present and future roles of expatriate personnel in Nepal, we are investigating possibilities in general and certain categories such as nurses in particular. A growing opening appears to be in secondment of our people into HMG positions. We already have such assignments in the Institute of Medicine, and are exploring other possible openings.

Meanwhile, our projects have continued to do a steady work in relieving misery, healing the sick, feeding the hungry and reaching out to touch and serve the needy. As usual, we have broken previous attendance records and served 11,825 inpatients and 192,674 outpatients in our hospitals, besides in our C.H.P. outreach programs. The hardworking personnel of HSB in their dedication to serving the Lord, are also winning increasing acceptance from His people of Nepal in that service. As my own personal valedictory as I leave this post, I would like to take this opportunity to salute all those persons, expatriate and Nepali, who daily give of their time, efforts, and talents to serve God and glorify Jesus Christ through personal service in bringing health to the people of Nepal. Without their hard work and dedication, nothing would happen and our plans and philosophies and discussions would be utter foolishness. Let us recognize their real achievements, and give credit where it is due. So, to my colleagues on the field, who are the real servants, I extend my gratitude and appreciation for work well done.

REVIEW OF FIVE YEAR PLAN

EDUCATION BOARD

During 1979 the work of the UMN in education has proceeded along the guidelines of the 5-Year Plan, with one or two deviations. The Small Area Development Program has been dropped from UMN plans, as was noted last year, so this does not show at all. The plan has as a stated aim the involvement of UMN in Non-Formal Education, and to fulfill this aim we are now seeking a full-time Board Appointee in this field. Other deviations are minor, and will be noted below.

Detailed review of projects.

1. Mahendra Bhawan Girls' High School

The plan calls for 6 workers in 1979, and we have filled 4 of those posts. The post of Maths teacher remains unfilled. The sixth post is at present undefined, and there are no plans to seek a teacher to fill it. The scholarship aid has continued to between 25 and 30 girls and has been put on a good organisational basis. So far no teacher has been helped with further training, but discussions have taken place towards this. During 1980 it looks as though the number of UMN teachers there will fall from 3 to 2, with no obvious replacement being available.

2. Boys' Boarding School, Pokhara. (Now Gandaki Awasiya Madhyamik Vidyalaya)

The plan called for 9 workers there during 1979, and we have maintained a team of 8 there for most of the year. Of these only 2 have been in direct teaching posts. In the absence of the UMN headmaster for 8 months of the year, his Nepali deputy was Acting Headmaster and gained valuable experience for the future. The aim remains to see a Nepali headmaster in the school by the end of the 5 year plan. The school is training a Nepali accountant to take over full responsibility for the financial affairs of the school, and in the absence of the UMN business manager for 6 months he did a creditable job. About 90 students have been helped with financial aid. During 1980 the construction work will finish, and the building department will close down. There are 6 posts in the plan for 1980, and we expect to have 7 workers there, one of whom has no direct involvement in the school program, being in the Rural Youth Training Program.

3. Gorkha District Education Work.

The plan calls for 6 workers in 1979, and we have maintained 6 for the first part of the year, reducing to 5 for the remainder. This work will continue, with 7 teachers working there for a part of 1980, and hopes to be able to increase this to 8 as soon as possible.

4. Scholarship Program.

This program is administered by a Nepali employee under the supervision of the Education Secretary. Funds came in very slowly during the first part of 1979, but many gifts later in the year adequately compensated for that, and we were able to continue our level of support at a little more than Rs.300,000 per year.

During 1979 greater emphasis was placed on In-Service training of UMN employees and this is beginning to operate smoothly and successfully. Thus we are able to give considerable help towards the aim of training Nepali leaders.

5. Student Financial Assistance Program.

The level of "unofficial" giving has continued as before at approaching Rs.300,000 of aid to school-level students. In addition to this the UMN is pledged to support students in the schools where UMN teachers are working, up to Rs.90,000 per year. During 1979 we experienced difficulty in maintaining this level of support, and were not able to give the solid support that our schools (particularly Pokhara) looked for. We are re-examining the basis of this program in an effort to make it financially viable.

6. Materials Development Program.

This work has proceeded nominally according to the plan, but has in fact been hampered by the lack of a full-time writer/coordinator. Funds have been made available for the work, but it has proceeded more slowly than it should. There has been 1 part-time UMN worker in this post for most of the year, and this is expected to continue to be the case. During the latter part of 1979 and the first part of 1980 the course of "Behaviour" lessons that had been developed was brought for revision, and there is hope that this might be a significant contribution to our education work.

7. Rural Youth Training Program.

In 1979 one full-time worker was appointed to this post, and the work has begun. 4 clubs were established in the Pokhara area, and there is much encouragement to be found in the way the scheme has started. The one post called for in the plan will continue to be filled.

8. Jumla Project.

The plan calls for 3 workers there in 1979, rising to 5 in 1980. During 1979 the UMN placed its first workers there, with the builder and his wife (librarian) moving in October. In 1980 so far the numbers have risen to 4 already, with a further two joining them soon to make 6. The development of this project is therefore on schedule (on paper), though actual implementation of the plans is delayed by the lack of an agreement. It is expected that visible work will begin shortly, with classes in the Technical School opening in the summer. This project has greatly increased the total number of approved posts in the education field. Funds for this work are being sought, and are slowly coming in. The involvement foreseen in the plan, of aid to an existing or to a new general school, has altered over the past two years to a more comprehensive plan for many-sided community development. The aim of providing teachers to the one school has expanded to include teachers in other local schools. The health, agriculture and building trades to be taught in the technical school has implied involvement in the local hospital and other health facilities, in the government agriculture farms, and in similar works.

9. Small Area Development Project.

This work has been dropped from UMN plans.

10. Secondment of Other Education Workers.

We have used a consultant librarian to good effect during the latter part of 1979, and continue to look for a long-term appointment to this post. We have received many requests from schools and district education offices for teachers to be seconded to them, and are unable to meet these requests. Often they fall outside the scope of our plan, but often we are unable to find the personnel to fill posts that do fall within our plan. The Education Board has defined the areas, within which we will seek to second teachers, as Kathmandu, Gorkha, Pokhara and Jumla, looking for openings in existing schools apart from our UMN-related institutions in each case.

11. Language and Orientation Program.

Our new Supervisor has begun his work during 1979, and the benefits of having a trained linguist in this post are being felt. A development in this field has been the need to train and send teachers for projects outside the valley in order to give opportunity for ongoing language study. This has meant time and effort going into restructuring the organisation of the teaching staff, a process that is still going on.

12. Culture Resource Worker.

Our fulltime worker began working in this post during 1979, and his contributions have already been much appreciated, even though this is only the initial stages. He will become fully available to the mission after his present period of study in Buling Arakhala finishes in June.

13. Non-Formal Education.

Recognising the need to have expert help in this field in all aspects of UMN work, the EB has created two full-time posts for such educators. This is an urgent need, and we are seeking workers to fill these posts.

SUMMARY

We seem to be fulfilling both the spirit and the letter of the UMN 5-Year Plan in the main. In the above review it can be seen that the biggest limiting factor in our work is the non-availability of experienced teachers to fill the many posts available to us. The 5 year plan calls for 43 posts in 1979, 32 of which would be filled. In fact we now (beginning of 1980) have 61 posts approved, of which 33 are filled.

Financially the two areas of change are at Pokhara where the building department will close very shortly, thus bringing to a close a program involving nearly 9,000,000 rupees, and the Jumla program is beginning, involving an estimated 9,500,000 rupees. The other programs are continuing according to the plan, with very little financial involvement in areas where we second teachers.

REVIEW OF FIVE YEAR PLAN

PERSONNEL

The first three years of implementation of the UMN Five Year Plan have been completed, and there is a continuing increase in the number of personnel working in the United Mission. Member bodies are responding to the needs and opportunities with good and suitable offers of service, which is a real encouragement.

The following tables show the relative numbers of approved posts and available personnel in 1977 and 1980. Refer to pages 57 and 58 of the printed Five Year Plan booklet for comparison.

	1977 <u>Actual</u>	1980 <u>Estimate</u>	1980 <u>Actual</u>
Total no. of approved posts	<u>222</u>	<u>276</u>	<u>290</u>
Expected personnel (60%)	133	166	
Actual personnel (65%) (72%)	145		208
Plus wives not assigned to posts (40%) (31%)	59	66	64
	<u>204</u>	<u>231</u>	<u>272</u>

	<u>Approved posts</u> <u>1977/1980</u>	<u>Personnel appointed</u> <u>1977/1980</u>	<u>Percentage</u> <u>1977/1980</u>
Administration (HQ)	16 / 24	14 / 23	87 / 96%
Education Board	35 / 48	15 / 24	43 / 50%
Economic Development Board	49 / 87	20 / 47	41 / 42%
Health Services Board	122 / 131	96 / 104	79 / 80%
	<u>222 / 290</u>	<u>145 / 208</u>	<u>65 / 72 %</u>

It will be seen that the total number of available personnel presently stands at 72% of the approved posts, many of the latter being new ones for new projects. Posts such as business managers in projects are listed as posts of that Functional Board, not as Administration, so it is difficult to get an accurate listing without much detail. This detail can be seen on a chart in the display, together with other breakdowns of various personnel groupings. The following shows the number of posts inter-linking from one functional board to projects under other functional boards:

	<u>Posts in HSS projects</u>	<u>Posts in Edn.projects</u>	<u>Posts in EDB projs.</u>	<u>Admin. (HQ)</u>	<u>Total funct. posts</u>
HSB posts (10 on loan)	123	5	3	2	133
EB posts (3 on loan)	-	46	2	1	49
EDB posts (18 on loan)	10	6	71	2	89
Administration (HQ)	-	-	-	19	19
Total project posts	<u>133</u>	<u>57</u>	<u>76</u>	<u>24</u>	<u>290</u>

It should also be noted that at present there are 290 posts approved, and 208 personnel available to fill these. Some of these workers are covering more than one post, and a number are short term or nearing the end of their service in UMN, so we are still seeking more personnel than are apparently needed for 72 posts. But even allowing for these, the majority of our people are ongoing, long term workers (86% stay longer than three years), and our great need is for more contribution after years of experience in Nepal.

UNITED MISSION TO NEPAL

TEAM VISIT BY THE CHRISTIAN MEDICAL COMMISSION AS A CONTRIBUTION TO THE EVALUATION PROCESS OF THE HEALTH SERVICES OF THE U.M.N.

10 - 22 November 1979

BACKGROUND:

During a visit that he paid to Nepal in late 1978, Rev. William Tung (Asia Secretary - for the WCC) held discussions with Dr. Paul D. Spivey, then Acting Health Service Secretary for the UMN. They explored the possibility of a visit by the CMC to Nepal to take part in an evaluative process of the health-related activities of the Mission. In January of 1979, Dr. Spivey extended a specific invitation to the CMC to come and participate in this exercise. In the course of subsequent correspondence with him and with Dr. Carl Friedericks, Health Services Secretary, the CMC indicated its willingness to take part, and the dates were fixed for the 10th to the 22nd of November 1979. Ms. R. Nita Barrow, Director of the CMC, and Dr. Stuart J. Kingma, Associate Director, represented the CMC and shared in the evaluation with many of the staff of the health programmes of the UMN.

As a preparation for this visit, the UMN staff sent to the CMC copies of a number of background and planning documents which related to the work under the Health Services Board. These included:

- The United Mission to Nepal Five-Year Plan 1977-1982
- UMN Health Service Board Five-Year Plan (approved May 1977)
- UMN Health Service Secretary Report for 1978
- various documents containing institutional reports and statistics

Because of the completeness of this documentary background, it was not necessary to pursue any special data-gathering survey or study. The CMC part in this exercise consisted of making specific visits to a number of UMN health institutions and community health programmes in the period from 11 to 20 November, and then sharing in a Workshop with health service staff on 21 November. Ms. Barrow visited and studied the work being carried out in Kathmandu, Patan and Lalitpur in the Kathmandu valley and in the Tansen area, while Dr. Kingma visited the work in Okhaldhunga/Bigutar and in Gorkha/Amp Pipal.

RATIONALIZING THE EVALUATION PROCESS:

There are many ways to approach the process of evaluating a health programme. It is possible to focus down entirely on the statistical side of things. It is possible to have 'experts' come in to take a critical look and then present a documented evaluation report which can be made available to field staff and supporting agencies. The UMN staff and the CMC visitors felt, however, that these standard approaches would not fill the need of an evaluative review at this point in the life of the UMN. What was needed was to have a self-evaluation process initiated and brought into focus for the UMN staff and administrative officers through a somewhat formalized visit and discussion time. The role of the CMC team was to visit a selected number of project areas, assist the local staff to review their activities in the light of stated goals, share the experiences of others at work under similar circumstances in other parts of the world, and to help identify the right questions that need to be asked at this point in time. This style was followed during the course of the Workshop as well.

This report seeks to take this process one step further. It will try to sharpen the questioning process in the light of the declared objectives of the programme, the performance of the programme in meeting or failing to meet these objectives, and the changing set of circumstances which Nepal offers the Mission. The report is best viewed as an internal document which serves the on-going process of self-evaluation, a process in which staff in all types of positions must participate, as well as community people and leaders, government personnel and the member bodies and Board of the UMN. This will enable the evaluation effort to become a continuing one, faithful to its overall objectives, and responsive to changing circumstances which will dictate modifications of objectives and strategies.

SELECTED OBSERVATIONS BY C.M.C. TEAM AFTER PROJECT AREA VISITS:

In this section no attempt will be made to itemize information which is available in other UMN documents or to detail statistical data ~~per se~~. It will rather be an effort to single out observations that will have some bearing on the review process and on future planning. These observations emerged through the dynamic interchange that took place between the CMC team and the staff of the various programmes, but this particular formulation is selected by the CMC to serve the purposes of the evaluation exercise.

A. Kathmandu Valley:

1. Shanta Bhawan Hospital - This hospital, which occupies an imaginatively converted old residence, has a well-established place in providing medical care in Nepal. It functions as a referral base for the community health work of the Mission in the Valley, offers a number of training programmes, and is the centre to which many are referred (or refer themselves) for specialty care. It enjoys a good reputation with the community.

The out-patient department carries a full range of services, including a busy maternal and child health (MCH) clinic and a leprosy clinic. A new office has just been opened in the OPD area for the community health/hospital coordinator. This office was established to provide assistance to cases referred in from the community programme, both to the patients and their relatives, to assist them through the strange procedures, to help them understand the directions given to them, and in general to provide a key link between the two programmes.

The future of this hospital is quite uncertain at the moment. It was originally envisaged that this facility would cease to function as a hospital once the new hospital opens at Patan, but there seems to be some doubt at this point what the final government decision on its future will be.

The administration of the hospital recently faced problems of considerable unrest among the staff. Negotiations appear to have been followed by a return to normal functioning. A part of the mutual accommodation was demonstrated at an extraordinary meeting of the hospital board (at which one CMC person was invited to be an observer) during which community members of the board and the newly appointed staff representative participated in a full exchange on the identified problems and shared in the shaping of new policy.

2. The Nursing School in Shanta Bhawan Hospital - This school of nursing is officially the second campus for the government training programme in Kathmandu. The Shanta Bhawan Hospital provides the major portion of the clinical experience for the nursing students while certain subjects are covered elsewhere. The school follows the governmental syllabus and the regulations which cover selection of students, length of training and qualifying examinations. This poses certain problems from the educational point of view, but the graduates are qualified to work with the government as well as with the mission on completion of their studies.

An important matter for attention in the near future is the capacity of the health services of Nepal to absorb graduates from the schools of nursing. There seems to be suggestions that the rate at which trained nursing personnel enter the pool of positions available is in excess of the rate of "service leavers". The future of the educational programme demands that this factor receive careful retrospective and prospective study in collaboration with the government.

3. Community Health Programme - Lalitpur District - This is a team approach to community health in one of the three districts of the Valley, Lalitpur, to the south of the capital. The population of this district is essentially rural and the approach to the problems encountered there needs to be rural-oriented.

The team operating in this project area is a multi-disciplinary one, including a nutritionist and an agricultural development officers as well as medical and nursing staff. This team is mainly Nepalese with a few UMN staff whose main task is advisory and coordinating. The doctor-in-charge, a young Norwegian woman doctor, has a very clear idea as to the goals of a community health programme and has imparted her own enthusiasm to the rest of the team. There is a vigorous effort here to fulfill the five-year-plan objectives for the community work.

The nutrition programme is well developed with specific attention paid to infant feeding. Receiving special emphasis is the use of "pitho", a multi-mix of soya, millet, wheat and corn, all locally grown. This is an excellent initiative and its use is being taught extensively in MCH clinics, nutrition feeding centres, schools and other places by health assistants and others. As a major part of health and nutrition education, it has the potential of making a significant difference in the nutritional status of the young in Nepal.

The work at the village level appears to be going on well. Health assistants were seen at work in a number of places together with a corps of local volunteers. The health teams and the people of the community health committees evidently work together well to attain commonly understood objectives. The style of care given in those local situations is such that it obviously creates a favourable climate for health teaching. The in-service training of the health assistants and the volunteers on a continuous basis is a good one. However, there are still many obvious unmet needs in the areas of sanitation, water supplies and other conditions necessary for improved health.

4. The Patan Hospital - Construction is under way on a new hospital in Patan, the Headquarters town of Lalitpur District. The first stage is to be a 90-bed facility with the possibility of further development to 150 beds at a later stage. It has been stated that the Shanta Bhawan Hospital and the small government hospital in Patan will close when the new Patan facility opens. There is some question whether this new unit will be adequate for current and anticipated needs and the matter may require further discussion.

The new Patan Hospital will be well situated for its role as the referral hospital for the Lalitpur District health services. This role will clearly be enhanced by the presence of the offices of the Community Health Programme on the same premises..

The full nature of the relations between the Mission and the government await clarification and specification. It is anticipated, for example, that this hospital will be part of the teaching complex of the Institute of Medicine. There have been certain verbal commitments by the government for full assumption of the administration and budget of the hospital in a specified period of time after its opening. It is not clear what the government contribution to the running costs of the medical care and the teaching programme will be at each stage of the programme. Here are a number of areas that demand clarification in the very near future.

5. The Institute of Medicine - The UMN cooperates very closely with the government in the growing and evolving educational effort under this Institute. This involves the secondment of staff to teaching positions in Pharmacy and Community Health and substantial involvement in curriculum development. This involvement appears to be a positive one on all sides, making a big contribution to the training of health care workers of various categories.

B. Tansen Area:

1. Tansen Hospital - This busy hospital offers its wide variety of services to both the people of the surrounding district and those who come from greater distances. It is well staffed at the moment and among the staff are such categories as a medical social worker, a physiotherapist and a dentist (short-term). The senior staff is all expatriate, with the exception of one Nepali doctor, but the majority of the nurses are Nepalese. Despite recent difficulties which had culminated in a strike by the local staff, the spirit in the hospital appeared to be good.

Tansen Hospital serves as the clinical teaching facility for both assistant nurse midwife training and community medical assistant training programmes.

2. Assistant Nurse Midwife Training - The two-year training course for ANMs is carried out in close cooperation with the government. The entrance requirements (which are somewhat lower than those for entrance to general nursing), the selection process of new students and the curriculum are all those stipulated by the government.

The preparation of ANMs is geared largely to work in rural areas where they will assist community medical assistants in clinic work, MCH clinics and deliveries. They receive clinical exposure in the hospital but also spend time in the rural area, working in MCH clinics and carrying out home deliveries under the supervision of a graduate nurse - midwife.

Apparently, upward mobility and opportunities for advanced training have not been part of the career structure for ANMs in Nepal. One of the demands made by the students recently has been for some kind of provision for career advancement in the system. A second problem area is again that of a diminishing number of positions open to ANM graduates, and this matter will require careful scrutiny in the near future.

3. Community Medical Assistant Training - The one-year training programme for CMAs is carried out in a separate facility in the town of Tansen. The male candidates for this training are admitted with educational qualifications high enough to allow them to move into higher levels of the health care system if they desire. Current programmes in the Institute of Medicine accept experienced CMAs for advanced training with the eventual possibility of qualification as doctors. This of course poses certain problems for planning in the area of rural health if this crucial category of worker is only transient and moving on to other levels within the profession. This will be an even greater problem if upward mobility is offered to ANAs and they too are only transient workers in the community. A long-range look at the coverage problem this poses is needed.

4. Community Health Programme - This begins with the MCH clinics which are carried out at the hospital and in the town of Tansen. These are combined with health education which is oriented to the needs of the families who attend. In the rural areas, the local CMA and ANM are supported by the visiting health team from the base in Tansen, including the medical social worker. A pilot project which involves village health workers and volunteers was also seen.

The Community Health Team tries to work with and assist the CMAs and Health Assistants working out of the government health posts in the rural areas. The experience here is very mixed, complicated by the transient posting of many government personnel and by certain structural problems in relating UMN staff to the government effort in this area. Again there is need for more thorough planning in cooperation with the government and finding ways of overcoming the problems of replacing the ad hoc type of cooperation with a real structural integration. The follow-up of tuberculosis patients who may come to Tansen from a considerable distance is also a matter of concern to the health team.

C. Okhaldhunga:

1. Dispensary - This is a "15-bed" dispensary and out-patient department which is run in a very simple style, comfortable for the local people. The staff make a conscious effort to keep the style simple and the costs down, and local income is just about adequate to cover the salary costs of the local staff. Occupancy averages 14 beds occupied with considerable seasonal fluctuation; the actual bed count is 20. There is an excellent approach to case-finding and follow-up of tuberculosis cases.

The five-year plan has some indication that this may be "up-graded" to a 25-bed hospital in the near future. While the patient attendance is steadily growing, both in the out-patient section and on the wards, such a move should receive very serious thought and study. It is the only facility offering complete medical care for this central portion of the east of Nepal.

2. Community Health Programme and Demonstration Area (Bigutar)- The community work is carried out with a nursing superintendent and six Nepali junior assistant health workers who have had the government six-week course for home visitors. Two additional UMN staff will be assigned to this work in the near future. There is growing attendance at the MCH clinics in 8 locations, with home visiting in 8 panchyets. The TB and leprosy follow-up is vigorous and effective and there is good BCG coverage. The CHP staff are able to cooperate with the staff of two government health posts, and their health education efforts get into the schools as well.

Village and household surveys have been carried out in two parts of the demonstration area. Two water systems have been installed and two more are planned. The activities seek to involve a maximum amount of participation and work on the part of the local people. Work in these villages has extended to animal care and reforestation and plans call for more extensive development work with the new staff in 1980.

D. Gorkha District/Amp Pipal:

1. Amp Pipal Hospital - This is a 25-bed hospital carrying out a very busy programme in a very remote area. The average bed occupancy is 32-33 patients at any one time; with the seasonal fluctuations, this makes for rather crowded conditions at some periods. The presence of a surgeon makes possible a full range of medical services. The out-patient work is heavy with government cooperation in the MCH and FP clinic. Here too the tuberculosis clinic and follow-up is very effectively organized. Some discussions are beginning to look at possibilities for some minor structural re-organization to ease congestion at some points in the building. Some local political unrest has created certain difficulties for the Christian community in the area.

2. Community Health Programme - This is a very active group with a staff of 4 UMNers (a nurse/midwife who is the head of the department, a doctor, a nurse and a social worker - the latter 3 live out in the villages), 2 ANMs, 2 CMAs, 3 JAHWs and 3 junior helpers. The programme operates through fixed MCH clinics, school work, "mobile" team visits to other villages, work with women's groups, teaching panchayat leaders and training local volunteers. Nutrition receives much emphasis and the use of the multi-mix "pitho" is a major part of this effort. Development efforts include the establishment of 8 new water systems for various villages and there are plans to install another 8 when the village preparation is complete and staff is available. Attempts have been made to cooperate with the government services in the area but this has not been very successful.

FOCUS ON THE QUESTIONS WHICH HAVE EMERGED:

A. General

Certain facts were shared with the CMC team that have a real bearing on the present review. It has been found, for instance, that only 5 - 10% of the population in any given area avail themselves of "modern" medical services. It was also reported that half of the 400 Nepali doctors live in the Kathmandu Valley, an area where only about 5% of the country's population resides. It has also been discovered that among those that do seek medical care, over 60% of the patients come from a distance of less than 4 hours walk. At a time when international health planners are seriously questioning the role of curative services in affecting the health of populations, the facts just cited offer additional sobering evidence of the severe limitations of health care services provided by highly trained and qualified medical professionals, and the institutions in which one generally finds them. In the light of the declared goals of the UMN plan, goals which speak strongly about wanting to contribute to the health and well-being of the people served, looking for ways to reduce the incidence of many of the serious diseases the people face, these kinds of facts can help to guide the review of priorities in the UMN Health Programme.

It has also been said that there seems to have been little change in the morbidity and mortality of the people living in the areas that have been served by the UMN for some 25 years. There is even some evidence to suggest that, on the whole, the health of Nepali citizens has become worse in that period of time. During the Workshop on 21 November a number of factors were mentioned that may account for some of this.

1. The population of Nepal has grown rapidly in the past 25 years. The control of malaria in the Terai (a big killer in the past) has contributed to this. The customary early marriage and the high fecundity (average of 7 live births per married woman) is another large factor.
2. The expanding population has pushed habitations and farms out farther and up higher to less fertile areas. The need for firewood and building wood and for cleared land for planting has led to extensive deforestation, progressive erosion, land slides, poor water-holding capacity to the land, and an apparent drop in the fertility of the farmland.
3. Many of these factors cited above contribute as well to what seems to be greater poverty among the hill people, and a generally poorer nutritional state. This is not helped by the fact that the agriculturally richer Terai, for reasons of easier transportation and marketing, and undoubtedly better prices, exports much of its produce to India.
4. There is a real resistance to change in the area of sanitation in the homes and communities of Nepal, even in Kathmandu.
5. There is a beginning trend in the cities to adopting the foods of the West, including the bottle feeding of babies.
6. The government has not been able, for a number of reasons, to provide very much in the way of health care services in the hill regions of the country.

On the other side of the ledger, it has been observed that, at least in the Kathmandu Valley, there is an increased awareness of the need for good nutrition and a greater demand for good medical care.

1980 will bring to the UMN certain crucial decision-demanding moments, to be sure. At this moment, the mission is half a year away from the expiry date of the Letters of Exchange under which it carries responsibility for health care in certain institutions and areas. The prospect of joint boards and the details of any new agreements leave many unanswered questions. The new year will also bring major political changes with the panchayat elections and the national referendum. Planning will call for wisdom and caution.

B. Institutional Forms of Care:

A number of points already raised speak directly to the question of the role of institutions and the size and nature of the UMN commitment to them in the immediate future. There are, of course, commitments to the government and to the communities which must be honoured, and no suggestion is being made about hastily backing out of existing forms of institutional services. At the same time, it may be useful to raise a question about how much the Mission will yield to the "natural expansion" of the existing institutions. The pressures of natural growth are being felt in all the institutions in terms of bed occupancy, out-patient crowds, space and staff loads. The experience of other programmes has shown that many of the obvious, "natural" responses to these pressures are not, in the long run, very helpful. Adding ward space or new staff simply postpones the problem briefly until it returns again. The natural drift into intensive types of care and specialty care benefits fewer and fewer and makes progressive demands on higher technology and highly paid staff. This, in the history of other programmes, has often pre-empted the possibilities of moving into a broader application of community health efforts by absorbing resources and personnel to an excessive degree. The attractiveness of expanding private care is equally illusory; it is more costly and usually eats up most or all of the added income that is hoped will help support operational costs. Institutional growth of any sort pushes the cost of care upward. This has its effect on the upward creep of patient fees and excludes more and more of those for whom the church has a biblically-based and historical bias - the poor. This may be the time to ask the question whether the UMN should call a moratorium on the expansion of its health institutions and on the complexity of the care offered in them.

In addition to what has already been said, there may other reasons to ask this question at this time. A mid-stage review of the five-year plan will show that the goals itemized on page 3 of the document clearly place the highest priority on efforts that must be based in the communities and villages if those goals are to be realized. On page 4, "high priority" is invested in the effort to achieve community involvement in their own health care, recognizing that **here** is where much can be achieved to prevent disease. The itemized impact objectives for morbidity reduction require an overall strategy that expresses **this** belief, and that allocates resources accordingly.

C. Training and Utilization of Staff:

Training activity is recognized by all staff to be of crucial importance, and this is clearly stated in the five-year plan. At this point, it may be helpful to look at a number of aspects of training that could be highlighted. It will become apparent that what is being suggested is a very thoroughly applied commitment to the Nepali people to put the programmes into their hands. This begins with an honest recognition of the wisdom that the Nepali people bring in their participation in the work of the Mission. It implies a willingness to trust and to entrust responsibility even though it may mean a change in the style and patterns that were begun by the expatriate staff. It demands a determination to delegate every possible task to those whose skills and training make them capable of doing that task. It asks that all training have this delegation in mind and that new types of training to accomplish this may need to be considered, both of a formal and an informal nature. The following groupings can be considered:

- 1 - at the village level: The question can be raised whether any task should be carried out in the villages without the presence of some village person chosen and designated to take part and be trained to ultimately take over partial or complete responsibility for that task. At the same time, the natural and appointed leaders of the village can be drawn in to assume responsibilities for programme activities in an ongoing way with the help of the health team.

- 2 - at the health post and dispensary level: The continuing training of all staff should be so arranged that each task in the health post can be delegated to the least prepared person who is capable of assuming responsibility for that task. This approach has many implications for training, continuing in-service education, supervision and support. The possibility can be raised whether more attention can be paid to the creative use of volunteers and JAHWs to shift more and more of the crucial activities to village themselves, and to provide a stable base of work in the light of the transitory nature of CMA and ANM - staffing.
- 3 - in the hospitals: It can be asked whether more of the routine work can be delegated to categories of the staff who are able to assume it, from ward or surgical procedures to screening in the out-patient department to administrative and management tasks. This would free the more highly skilled and trained staff for supervisory and training responsibilities.
- 4 - formal training programmes in the UMN hospitals and at the Institute of Medicine: Participation in these government training programmes offers unique opportunities for creating the trained staff Nepal will need in ever growing numbers and also to contribute to policy planning for the future. The future of nurses and ANM training as well as CMA training need a careful study to rationally determine future needs and the implications for the educational programmes.

Consideration might well be given to looking into the possibility of introducing into the selection process for ANM and CMA training the opportunity for unserved villages to select candidates of their own choice and from their own area to go for training. This will have a considerable benefit in reducing the geographic mobility and in increasing local understanding and involvement and trust, if experience from other lands can offer insight. The whole question of career options for the ANMs will need further examination, as mentioned earlier, and this will have to be viewed in the light of the priority needs of the remote and rural areas.

- 5 - scholarship training offered by UMN: A possibility that the UMN could consider would be a vigorous approach to looking for opportunities to have Nepali personnel trained in appropriate institutions both inside and outside of Nepal for positions of leadership in the various project areas of the mission. This type of training could be explored for positions of a very technical nature (medicine, laboratory, public and community health, and tutorial posts) as well as those of administrative nature for institutional and project management. This type of scholarship programme could be combined with a bonding agreement that could be meshed with plans for the governmental turnover of the project in question.

D. Community Health Work and Human Development:

The concept of demonstration areas is a useful one and the goals and objectives for the activities centred in these projects are devoted to meeting some of the most urgent needs of the rural people. At this time of re-examination of the programme of the UMN, it may be useful to ask whether, in the allocation of resources available, both in terms of personnel, time and funding, enough emphasis is being placed in this area. The experiences of the demonstration areas should be made available as swiftly as possible so that a broad application of these efforts can be focussed on all the villages the staff can reach. This becomes a reasonable devotion of energy when one admits that it is those changes that take place in the homes and villages of Nepal that will make a change in the health and quality of life of the Nepali people. This kind of commitment will have many implications and opens up a number of possibilities. It may mean that rural water development will have a prior claim on an engineer's time over an institutional building project. It may mean that more staff have to spend more time in the villages engaged in dialogue that constitutes the social

preparation and motivational process that fuels human development work. It may mean that health teams on a circuit will have to spend two or three days at a village (instead of half a day) to have meaningful contact with all the key leaders, to conscientiously have the "felt needs" emerge, and to move into a new style of health education around the evening fires. It may give a new push to an effective approach to tuberculosis case-finding, treatment and follow-up, all of which are best done in the village. It will increase the effectiveness of nutritional efforts to move all of it right into the homes of the people.

Recent events associated with the present health care system appear to indicate that the time has come for a very clear rethinking of the UMN health programme. There is no doubt of the value of the work that has been done by the UMN up to now. Evidences of this were seen in all the visits paid. This makes it even more imperative that this worthwhile contribution should not be lost. This is the crucial moment for the UMN to devote its energies to the discussions and decisions necessary to meet the new challenges which are emerging.

ACKNOWLEDGEMENTS:

We want to express our sincere thanks to the UMN for inviting the CMC to take part in this stimulating and challenging review process. We have learned much from you and have caught some of the excitement of the particular challenges you face. We are grateful to all the staff for the very open and frank discussions we were able to have and the generous way in which they gave their time to our visit.

We must also express our appreciation to staff and to the staff wives for the warm and generous hospitality extended to us; we felt very welcome in all of your homes. These thanks go in a special way to those who escorted us on our treks and spent many hours waiting with us (and for us) in the airports.

Finally, we much acknowledge our gratitude to Rev. Carl Johansson, Dr. Carl Friedericks and Ms. Audrey Maw for the painstaking attention given to all the preparations for our visit and our itineraries, and for your commitment to this evaluation process. We look forward to sharing in this process in the 1980s. We extend our very best wishes for the coming decade!

R. Nita Barrow
Stuart J. Kingma
Christian Medical Commission
2 January 1980

REVISION OF PROPOSED AMENDMENT TO THE UMN BYE-LAWS
as recommended by the Economic Development Board
(EDB-7/80, a) and Coordinating Committee (CC-114/80)
February and April, 1980

(Original proposed amendment, EC(2)-59/79, is
printed overleaf).

i) Bye-Law VII, E, 11 to read:

"To propose an agenda for meetings of the particular
Functional Board, and circulate it to Board members and
all Board Appointees under that Board at least four
weeks before the meeting."

ii) Bye-law VII, E, new 12 to read:

"To compile relevant materials for meetings of the particular
Functional Board, and, insofar as possible, circulate
them to the members at least one week in advance."

iii) Bye-law H, :

Delete, and re-number the remaining items in Para H.

PROPOSED AMENDMENT TO THE UNITED MISSION
BYE-LAWS

Ref. EC(2)-59/79:

"It was RESOLVED to recommend to the Board the following amendment:

i) Bye-law VII, E, 11 to read: "To propose an agenda for meetings of the particular Functional Board, and circulate it to all workers serving under that Board."

ii) Bye-law VII, E, new 12 to read:

"To compile relevant materials for meetings of the particular Functional Board, and, along with the agenda, circulate them to members at least two weeks before the meeting".

Re-number the remaining items in Para E.

iii) Bye-law VII, H, 2: Delete, and re-number the remaining items in Para H.

"It was RESOLVED to recommend that the following suggested amendment, forwarded by the Health Services Board and Coordinating Committee, not be approved:

Bye-law XV, A, 5 to read: "Up to four non-voting members will represent each United Mission health services institution or project, and will include the Project Director and/or Medical Superintendent, and the Director of the Community Health Program."

WJ

Hospitals?
CH Programmes?

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BANKING POLICIES AS RELATED TO SOUTH AFRICAN HUMAN RIGHTS

As requested by the Board of Directors, we corresponded with the following agencies regarding their experiences with business relationships of Union Bank of Switzerland and Chase Manhattan Bank, NA in South Africa:

Finnish Missionary Society
Lutheran Church of America
United Presbyterian Church, USA
United Methodist Church, USA
Gossner Mission
Committee for Service Overseas

The consensus of replies is as follows:

UNION BANK OF SWITZERLAND:

For international money transfer in Europe, there is no other alternative but to use big banks like UBS. The World Council of Churches deals mainly with UBS, et al.

In March 1980 we received a letter from Kurt Kaiser, Dienste in Ubersee, Stuttgart, enclosing an excerpt from a report, Bank Loans to South Africa 1972 - 1980, published by Centre Against Apartheid, a special committee of the Dept of Political and Security Council Affairs, United Nations. The excerpt indicated that UBS stood in 7th position among the top 20 banks INVOLVED in loans to South Africa. As was pointed out in a footnote of the report, however, it is incorrect to assume that UBS actually provided the total amount, since financial institutions frequently form syndicates to float large loans. Details of amounts of loans and their recipients reveal that approximately 45% of the UBS total involvement was probably for the South African Government organizations.

There were no complaints about UBS.

CHASE MANHATTAN BANK, NA:

We were referred to CM's policy of making loans to S Africa, adopted in 1977 and updated in April 1978, as being "one of the more enlightened policies of any of the US banking institutions on loans to SA" (Lutheran Church of America). We received no complaints about Chase's activities.

Neither of these banks appears in the list of top 20 lenders to SA in United Nations' Special Report on Apartheid.

It is hoped that the above responses to our enquiries will satisfy the Board that our policy of banking with UBS and CM is in the best interest of the UMN with minimum risk of compromising human rights concepts.

J Woodward
4 April 1980

JW/NLG/AEP

ECONOMIC DEVELOPMENT BOARD

REPORTING, SHARING, AND RELEVANT DISCUSSION

BUTWAL, February 22, 1980

UNITED MISSION TO NEPAL
KATHMANDU
NEPAL

We share



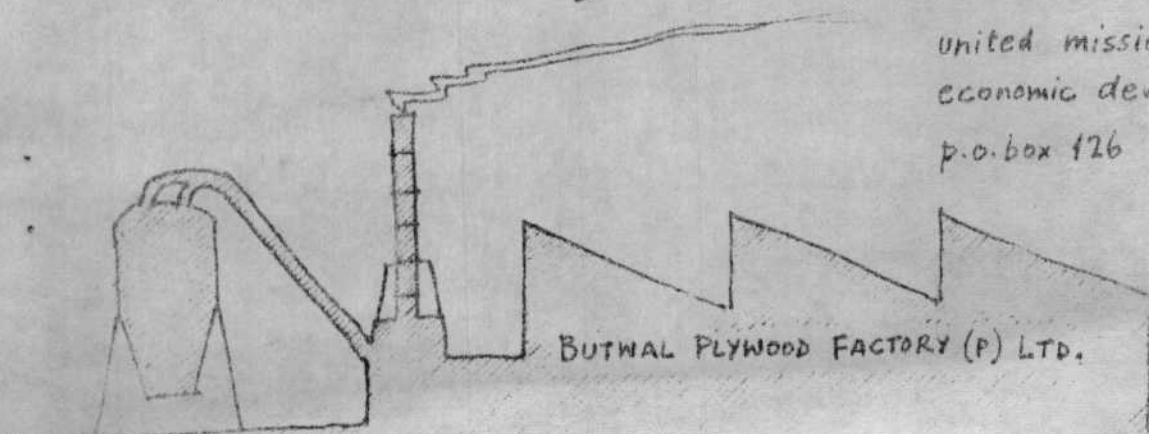
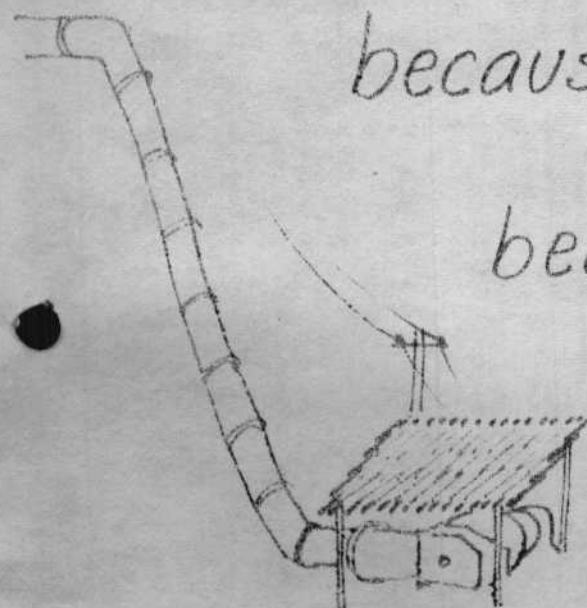
B.T.I
Training

because we care,

because we have
something to give,

because development
brings.....

..... Hope!



BUTWAL PLYWOOD FACTORY (P) LTD.

united mission to nepal
economic development board
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phone: 15573
14457

EDB Feb. 1980
Appendix I

ECONOMIC DEVELOPMENT BOARD
REPORTING, SHARING, AND RELEVANT DISCUSSION
BUTWAL, February 27, 1980

We Share --- Because We care
Because We have Something to Give
Because Development Brings
..... H O P E

Noted/Compiled
by:
AL SCHLORHOLTZ

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1. Introduction

People-oriented programs are not limited to village situations; Board Meetings are not limited to voting members. This was strikingly apparent during the first day of the Economic Development Board meeting at Butwal, February 27-29, 1980, as the senior management personnel in EDB-related companies/organizations, Butwal-assigned UMN personnel, and members of the Board enthusiastically participated in Reporting, Sharing, and Relevant Discussion.

This report attempts to record the highlights and summarized presentations. It is hoped that this panorama of persons, activities, and functions will add to the range of understanding of what economic development effort by the United Mission to Nepal actually is, and to the scope of those involved in terms of achievement and projection of on-going work.

With thirty-two speakers on the list and eight hours of meetings there could have been ample opportunity for tangents and boredom, but quite the opposite happened. Lively presentations, searching questions, and competent answers helped each one to concentrate and participate at a high level of effort throughout the day. The Executive Director's winsome and humorous encouragement, plus the encyclopedic store of background and direction from the Economic Development Secretary, made the time pass quickly and most profitably.

Review with us, then, the essence of the Economic Development Board's programme at its Information Sharing Meeting.

2. What is EDB?

Functions of EDB - O. Hoftun

EDB relates to the United Mission to Nepal as a part of its organizations and is made up of UMN personnel recruited from many lands.

Its function is to be a tool for handling economic development projects.

Administratively, EDB deals with Projects in planning, funding, recruitment, assigning positions, receiving reports, evaluating, seeking to fulfill UMN's aims and purposes which relate to the policies and philosophy consistent with Nepal's development needs and objectives.

Together with the Health Services and Education Boards, EDB functions independently in its socio-economic up-lift program, and also inter-relatedly by seconding builders, maintenance men, agriculture resources persons, and other expertise into UMN work under the other Boards.

In the Integrated Rural Development Committee, the three Boards combine their input and leadership in reviewing plans, assigning responsibilities to various Boards/Programs, and evaluating results.

Administrative sub-divisions under EDB are the Development and Consulting Services and the Rural Development Division, with provision for a third division which would deal with the development extension of BTI-type apprenticeship training into a new area, possibly Surkhet.

Rural Development Division - A. Schlorholtz

The Rural Development Division was set up to distribute the administrative load in EDB. It was felt that with the increasing participation in rural/agricultural development and the increasing number of personnel available for such work, such a functional arrangement should be made which helps to differentiate the rural/agricultural from Industrial/Engineering development efforts.

In actual practice, this is an EDB 'internal integrative approach' within the Board and its programme of implementation.

RDD is concerned with the rural/agricultural aspects which include agro-industry, marketing, cooperatives, forestry, development centers for training/orientation, community motivation, socio-economic surveys, extension work, and the like which contribute to rural welfare and improvement in the quality of life.

EDB Service Office and EDB Liaison Service - S.J. Bull and K.S. Joshi

Located in Jyathatole, the EDB SO offers technical, accounting, clerical, and consultancy assistance to the Economic Development Secretary, EDB-related Companies and Organizations, DCS, and UMN. Within its buildings are offices for the EDS, Technical Assistant to EDS, BPF, Himal Hydro, Gobar Gas Company, BWI, Consultants' Room, a Guest Room, and Clerical Offices.

The EDB Liaison Officer, Mr. K.S. Joshi, has his office in the EDB SO from which he actively engages in problem-solving, assists in contacting government offices, departments, helps in the work of negotiations, Agreements, Ordering items, for the Companies, arranges Company Board meetings, acts as a 'go-between' between EDB-UMN-HMG.

These operations are financially self-supporting with assistance from the Working Capital Fund interest income where needed. The move to Jyathatole from UMN-H.Q., is a sign of growth and consolidation of services, helping to solve space problems.

3. Butwal Technical Institute (BTI) and Related Companies
Training and Industrial District - D.P. Upadhyay

In 1963 what is now BTI had its beginning as the Institute of Technology and Industrial Development (ITID) with a wider concept than the present BTI, even though the seeds of what has evolved were there at

the start, Institute of Technology, Training, and Power.

The BTI concept is apprenticeship trainees mastering technical, vocational skills in the midst of production with supplementary theoretical instruction given, but at the minimum required level.

BTI is a center for Industrial Development in the area: training is only one aspect, an important facet (Training cum Production), but BTI represents a mature, self-sustaining center for industrial development. It is hoped that it will be able to carry on its basic purposes.

Seventy trainees live eight to a hostel which is attached to homes of senior personnel acting as 'parents advisers'. These trainees work under the Factory Act and put in 48 hours of work per week, get a stipend, 10 hours of theoretical lessons which are free and compulsory, work at mastering a trade, such as Mechanics, Electrical, Auto Repair, Wood Working, Office Work, and Building. They also share in the fellowship of recreation and a common life.

The setting for this work is the Industrial District which provides working, training facilities. The Butwal Engineering Works and Butwal Wood Industry are owned by BTI and rents the land, buildings, equipment and pays interest on capital. This provides the financial support for BTI. Trainees also work in DCS projects and other EDB related organizations.

This Model of Apprenticeship Training could be replicated all over Nepal by factories. The Labour Department is working on this and HMG is showing more and more interest in this approach.

Foreman Training - G. Phillips

To meet the needs of lower-level management in the Butwal Industrial District, neighbouring factories, BTI graduates working in industry who are skilled tradesmen but need supervisory skills, BTI is establishing this training facility. In the preparation of Syllabus and teaching materials, initial concentration will be given to the Butwal companies and their needs, but the general needs of Nepali factories and their management problems will also be included.

Courses will be in the form of case studies of industrial work, notes, discussions in an interplay of imparting managerial training and listening to what trained foremen are talking about. Scheduling these sessions may be on a day-to-day, short or extended periods most suited to the situation. Continued liaison with others engaged in this work will be necessary to learn from management and related organizations and as a basis of sharing.

Problem of Handing BTI over to HMG - D.P. Upadhyay

According to the 1963 Agreement, BTI was to be handed over to HMG in November 1978. Prior to that date, the UMN had requested by letter that HMG assume responsibility from that date suggesting that HMG set up an independent and autonomous Board under the Nepal Development Board Act, to take over and operate BTI and its related industrial companies, Relating ^{HMG} to through the Department Cottage Industries, UMN expected BTI to be under the Ministry of Industry.

However, at Cabinet level a decision was reached in December 1978 that BTI was to be under the Ministry of Education. In continued discussions and study of this matter, while the UMN re-affirmed its intention to hand over BTI to HMG, a reconsideration of the matter has been in evidence. There are indications that BTI may be placed under the Ministry of Industry by Cabinet decision, but a final decision is awaited.

Butwal Engineering Works Production Shops - R.P. Sharma

On the production side, BEW seeks to fill orders for turbines, penstocks, suspension bridges, gohar gas holders, and other items as needed. Sixty contract workers and forty-one trainees are engaged in BEW. Mr. C.K. Shahi is manager of this production-training factory. Mr. Sharma is in charge of the Structural Division.

A good amount of production is in process, but machines are getting older, deliveries are delayed because of late steel arrival, and the inferior quality of steel sheets. Investment should be made for 1 or 2 lakhs, a new welding unit, but the sand-blasting machine has arrived and is being installed.

The challenge to balance adequate time for trainees in the learning process and obtaining the optimum output in production from their work is constantly under review. With the pressure on production side, there is a tendency to assign trainees to what they can best do, which limits a fuller, well-rounded training.

BEW is interested in foremen and supervisor training and would welcome help in this managerial skills area.

Butwal Engineering Works Auto and Electric Repair Shops - D.R. Rana

In these shops trainees receive much needed repairing experience. There are fifteen workers who seek to fill many orders and jobs. Here, too, there may be too much emphasis on production, but this aspect is being studied and attempts at rotating trainees for a fuller experience are made. The problems of drivers wanting a commission for giving the vehicle for work was noted. It was stated that these shops under BEW are self-financing.

BEW Turbine Development - R. Metzler

Six products are being developed at present: turbines electricity generating units (15-100 kW), a heat generator for drying ginger, etc., a huller-separator, solar heaters, and various sizes of penstocks.

A full programme of testing and quality control is being done, with facilities to make possible testing under realistic conditions.

The 50th turbine is under construction, with 25 installed or in process. These are mainly for powering mills. At the Mini Hydel Conference at Kathmandu, BEW exhibited a turbine and it was discovered that of the countries represented, only two had successful turbines; China and Nepal (Butwal). In this time of energy crisis, all are working hard to solve the problem of how to develop efficient, inexpensive, and locally produced alternatives of power-producing units. We need to share what we have done and also to continue learning from others.

The heat generator attached to a turbine is being tested here in Butwal to increase its efficiency and to experiment how ginger may be dried more readily. Our aim is to produce a machine that can dry 2.5 tons of ginger per week. The first ginger dryer has been ordered by the Buling/ Arkhala Project where it will be installed and tested for a year at site before being sold to the farmers who may operate it on a cooperative basis.

BEW Tooling/Maintenance - R. Reeves

BEW maintains a program of Critical Maintenance (something breaks down and you have to fix it) and Preventative Maintenance (where there is regular lubrication and adjustments, etc.) Charts have been prepared for timings and review. Also Mr. Reeves is engaged in the preparation of tool dies for production operation. One in operation at present makes washers from waste materials by punching out a hole and cutting the outside edge. This makes possible a significant saving over selling scraps.

Butwal Wood Industries (BWI) - F. Gaus

As a newly-formed Company in the situation of intense competition and difficult conditions, BWI is experiencing financial difficulties. With six Tradesmen who teach the 9 trainees, while all are engaged in production of furniture, BWI is seeking to re-organize, train management, explore potential orders and markets, and provide carpentry skills to these trainees.

It was noted that woodworking in Nepal is considered low caste work and that Nepalis hesitate to buy costly furniture. In addition to this, training is expensive and the best tradesmen are needed for teaching. How does one impart the best training and produce sufficient products to make a profit after paying our costs? High transportation cost of finished products add

to our operating expenses. These factors indicate BWI's need for Foreman Training, assistance in marketing and business matters, and sufficient personnel to procure orders and promote sales. The attitude of staff, tradesmen, and trainees is dependent on these aspects being dealt with soon and adequately.

Butwal Plywood Factory (BPF) - J. Woodward for K.P. Choudhary

BPF has just concluded a successful year of production and sales. In spite of machinery breakdowns, forestry problems, delayed supply of glue orders, and poorer quality of timber, BPF supplies 30% of the plywood needed in Kathmandu Valley. Management is coping with the situation and the reforestation programme of replacing trees being cut down is in process.

Increased efforts will have to be made in marketing, in working with the dealers to maintain honest, reliable relationships and business practices, and in procuring sufficient supplies of wood.

4. Development and Consulting Services (DCS)

DCS Purposes and Activities - T. Mogedal

At present DCS and BTI are cooperating in the common aim of promoting industrial and economic development in the Butwal area and in the country as a whole. Sharing this base means use of facilities with mutual understanding and agreement. After the transfer of ownership of BTI to HMG, DCS will continue on the basis of terms and conditions agreed upon as defined in their Contract which provides a framework for cooperation between the two in the future.

DCS is also a home base for UMN personnel: for new people to gain experience, to learn what has been tried in the past (avoiding needless duplication), for reaching out in extension and demonstration of appropriate technology, for returning **after** completion of a Project before going out again, for trying out new ideas, approaches, and methods. Consultants are engaged in specific development efforts and general development of the area. Activities flow from these basic purposes and needs. The Engineering and Design Office is a pool of competent persons contributing to consulting and practical services as requested.

DCS has been referred to as a mid-wife for new projects, such as Himal Hydro and possibly Small Turbines next. Proto-type development provides a proving ground for new products to meet new needs.

DCS Administration - R.B. Chhettri

The Business Office provides for all DCS projects accounting, secretarial assistance, and planning services. It is financed by interest earned on loans from the Working Capital Fund. The WCF also in the same way provides the recurring budget needs for the EDB Service Office and

Consultants. At present DCS cannot keep Fixed Deposits and is studying how to maintain the maximum amount available for interest-earning potential through investments of capital when not loaned out to EDB organizations. This past year no funds were requested from UMN because the income from Working Capital Fund proved sufficient.

Accounting service for DCS, Companies, Organizations, Butwal Area, Guest House, Food for Work, and Buling/Arkhalah Project has meant heavy work for this self-supporting service.

DCS Service Department (PCF) - K. Prasad

This Service Department provides Purchasing, Clearing, and Forwarding help. One Trainee is receiving training. The work is self-supporting through service-charges for obtaining tickets, permits, food supplies for the Food for Work programme and arranging transport, clearing customs on items ordered in Nepal or abroad, and other work requested.

Butwal Area Service Officer - Anneliese Metzler

Being the ASO means being ready for anything to happen, or not to work. The ASO is responsible for renting houses, maintenance and repair, fighting off attacks of white ants, coping with rising rents and costs, negotiating leases, and recording leaves, etc. With rising costs of housing and little done by landlords to fix things.

DCS Engineering and Design Office Serving UMN - C. Eaton

On receiving a request for design work, we have to take stock of available manpower; if sufficient, to assign the work. Early indications of work would help in planning and work load. There is a great fluctuation in work load, which makes it difficult to administrate the programme. Several employees are on loan to the Buling/Arkhalah Project and Food for Work.

Work has been done for the Pokhara Boys School Assembly Hall and Library, the A. N. M. School, the new workshop for the Butwal Wood Industry, Tansen Hospital, Jumla Technical School, and Store houses and housing plans for Buling/Arkhalah Project.

DCS Engineering and Design Office- serving HMG - M. Francis

Preliminary survey has been conducted in Khandbari, in eastern Nepal for a project similar to Baglung. The design work involved is to up-grade the existing two kilometer canal and to a 260 kW power plant. Basic studies have been made, drawings completed and submitted with the Small Hydel Board. We would prefer not only to do the Design work but also have Himal Hydro do the construction as well

In the future, we hope to be heavily involved in the Andhikhola Project with the design of the power plant and other facilities.

5. DCS Development Projects

Gobar Gas: Research and Development - D. Fulford

Objectives:-

The basic aim is to provide support to make bio-gas, an alternative, receivable energy resource (replacing wood and kerosene) available to more people in Nepal, especially to poorer farmers and to people living in the hilly areas of Nepal.

Objectives include the following:

Expanding the programme of constructing bio-gas plants, training people in their use, maintenance, and construction.

Expanding Our programme of research and development in the design of bio-gas plants and equipment that are more appropriate to the needs of the people of Nepal.

Expanding manufacturing facilities for equipment related to bio-gas.

Training extension workers to teach farmers to use go-bar gas plants, gas, and slurry.

Developing the concept of community plants, based on detailed socio-economic studies of the possible constraints on such plants.

Making the benefits of bio-gas available to a wider range of people, for instance, lower income groups, communities or poor farmers, people living in the hills of Nepal, and women as a group.

Relating particularly to research and development, we hope to improve the bio-gas production efficiency, make plants cheaper to build, make bio-gas plants which will work in colder areas, at higher altitudes, make plants more reliable and easy to maintain, and find commercial uses for bio-gas.

Technical Problems - J. Finlay

Various improvements have been made on the original Indian design. Gas holders made of steel sheets are very expensive and rust out. We now are improving the gas holder by sandblasting the steel sheet and then applying the right paint in the right manner, taking care not to put too much thinner in Bitumen paint which kills the resins and causes cracks.

Although the modified Chinese Model is 30% lower in cost than the Indian design, there are problems with variable and high gas pressure. Also, earthquakes at 3 points of the Rictter scale could crack it. A newly designed leak-proof tap, and improved pressure regulator, and a gauge to measure the gas in the holder were displayed and demonstrated.

The Cornell 'Plug' design, which is a horizontal tube, costs 40% less than the Indian design, needs no mixer, has a lined wall. The mixture flows along the tube and does not need as much water added as the other models. It does also have the disadvantage of variable gas pressure, but promises to be another step in the process of reaching our aims and objectives.

Gobar Gas Company Report - N.R. Vaidya

Although the Gobar Gas Company is not a part of DCS, the General Manager was requested to share because of the long association of this work with UMN personnel and because UMN is a major shareholder. He reported that although the target had been 400 plants installed last year, due to the non-availability of materials (mostly cement and steel), only 126 plants were installed. This newly formed Company has financial problems: with a target of 400 plants, the break-even point is 270.

The Agricultural Development Bank makes loans to farmers buying a plant at 6% interest with the principle to be paid by installment over 7 years. There is need for cost analysis, higher efficiency, means whereby transport costs of materials and finished plants can be reduced in spite of the long distances and remote places served.

Agricultural equipment is also being manufactured and sold at the Sales and Service Centres, such as double lift water pumps, grain and water storage tanks made of ferrocement, saw dust burning stoves. Much is being done in the demonstration of products and promotion of sales.

UMN has and is playing a supportive role in this work, which is much appreciated and we hope this will continue until we grow up and stand on our own. We hope to set realistic targets and do all we can to reach them.

Gobar Gas and the Farmer - A. Schlorholtz

Our Gobar Gas Survey showed that there is a difference in how farmers in Nepal take care of their plants. The efficient plants were well-painted, the gobar was mixed properly with water, and the equipment for cooking and lighting was in order. The most valuable part of the process is the slurry which is expelled from the plant after digestion. Farmers need help in understanding how to obtain the maximum benefit from the use of this slurry on their fields.

With the increased costs of wood and kerosene, gobar gas appears to be the most available alternative fuel. Lower cost for the plants will greatly help poorer farmers to buy a plant. The most enthusiastic are the women who cook with gas, finding it clean, fast, cooler in the Summer, healthful for the eyes and lungs, and saves hours scouring the cooking pans.

Rural Equipment Development - L. Wiebe

Five pieces of equipment are in varying stages of work in this project which seeks to invent or modify existing models. The Hand Huller unit is being revised, especially the rubber part so that when worn it can be more easily replaced in villages. It is being turned over to the Gobar Gas and Agricultural Equipment Company for manufacture and sales. The Bangla Deshi Hand Pump is being adapted to Nepal materials. It is light and inexpensive, but variation of the plastic tube diameters is causing problems. This tube may have to be imported and leather seals are not available locally either. Sital, who had worked with Willard Unruh and Wally Ormiston on many of these things, is working extremely well in the shop on a Hand Corn Huller. As part of the Nepalization he is being taught how to think and work creatively in developing equipment. Also being developed is the centrifugal machine Rice Huller. Since the Indian model is too large, it is being reduced in size and experimentation with glass throwers is in process. Attached to the Rice Huller is a Separator unit which separates the hulled from the unhulled dhan. These machines are at present on display at the Butal Ramailo Mela. After further improvements are made, these units will be tried out in a local mill.

Alternate Technology/Materials - Martin Anhorn

Working on Solar Heaters can be trying, especially when first the tin is not available; then, the soldering does not stick; and an inexpensive unit is wanted. This work is done in cooperation with BEW which is paying for the research, materials, and labour. But there are working models being tested which are 2/5th the cost of those made in Kathmandu. Hotels, restaurants, and even Jumla Project need such units. More working space and facilities would be appreciated. Should a research and production unit be started?

We are also experimenting with making cement from rice husk ash. This sounds simple, but there are problems here too. We are finding out more about this from India and Kathmandu offices. What is needed is a Feasibility Study for Butwal, expert help, and an established site possibly near the Gobar Gas Company. Rice Husk cement is not as strong as Portland cement, but is much cheaper.

Village Water Supplies - Delos McCauley

This is the most important job! All the Hill people say so. It is hard to find water in the hills of Nepal. Supply lines of polythene vary in length from 400 metres to 5-6 kilometers. Work on survey for new systems have to be done during the dry season, because the wet season abounds with false promises. We follow a procedure on survey, permission, Agreement of what part the village will assume in transport of materials, digging the

pipe in, maintaining, repairing, and the general use. The pipe has to come from Kathmandu, being transported to the nearest point to the village, and then carried in.

We usually furnish a foreman and mason to supervise and weld the pipe fittings. There are problems of inter-panchayat sharing of systems. A firm decision needs to be reached before starting the project. We are encouraging a tree planting programme to test how earnest the people are. These trees planted along spring sources are very beneficial. Through the Palpa Community Health Programme, 8 systems have been installed and 40 surveyed.

Small Turbine/Mills - Leiv Boyum

A goal for this last year of 14 mills installed was set; to date 11 have been installed. Usually three accessories are added to the water-powered turbine: a flour grinder, rice huller, and an oil expeller. Soon a heat generator will be available, even a saw mill. Mills are lighted by adding a car generator and bulbs.

A full time man is needed for development work in improving the machines and to explore the possibilities of additional equipment, such as orange Juice pressing, transport to market, and the market pricing. This person could also help in answering the many questions raised by people who are interested.

Delivery problems are great. Customers delay as long as 8 months before installation. This means a lot of capital tied up. There is need for a higher down payment which would motivate people to cut down the waiting period. We have 4 teams installing and repairing units which are widely scattered in the hills. More Nepali personnel is needed in this work. In all, 25 mills have been installed, with 10 in hand.

Rural Electrification - Lionel Mackay

This has been a year of sorting and clearing out. Since electricity is a means, not an end in itself and development is not instant, we have tried to consolidate our work and plans.

On the technical side, we are working toward electricity that is cheaper and available. Socially and economically electricity is a positive element in villages. The starting point is the water turbine and accessories for it.

Development problems now are focussed on controlling the speed of a turbine to deal with fluctuation of load and the uses of electricity in villages which are safe and economical. Not much progress to report on the storage cooker yet, but we are working on it. With the depletion of firewood and the rising cost of kerosene, the use of electricity in homes is imperative.

Rural Electrification Field Work - Dale Nafziger

Dale Nafziger reported on the application from Purtighat, a Newer bazaar with 150 families. 28 of these families have sent an application for electricity to be installed. They want a turbine and electricity generator to be used there. In September 1979, a 10 day visit was made to the site to observe the situation and to learn how they plan to manage the plant. It was found that they desire to set up a cooperative. An Agreement in Nepali was sent and a reply is awaited.

Many other requests are coming in for the electrification of villages. A policy paper has been prepared and is available for those who would like to follow up these requests.

6. Hydro Power -

Tinau and Butwal Power Company - B. Pradhan

The Tinau Project involved the building of a power plant on the Tinau River just above Butwal. This work was completed in 1978 and the plant produces 1,000 kW. This has brought electricity for the first time to that area. Over one thousand customers are in Butwal, plus nearly a hundred industrial plants are powered by this Power Company. The landslide which occurred during the monsoon of 1979 damaged the intake, but this has been fully repaired from our own assets.

The plan is to hand over the Butwal Power Company to HMG from 1st of Baishak. Negotiations have been completed under agreed upon terms. It is hoped that this turn-over will be completed on schedule. After this handover, the Manager will devote his time to planning and preparation of the Andhihola Hydel and Rural Electrification Project.

A request was made for the provision of more Nepali engineers in the Consultancy Pool. This was acknowledged as agreeable and beneficial. It was further noted that though attempts have been made to employ Nepali engineers, recruitment is difficult.

Himal Hydro Company - K. Brookes

This Company is a continuation of the organization which did the Tinau Project from the construction aspect. This is the means by which the trained workers, technology, and equipment could be made available for the construction of hydro electric power plants in Nepal. The Company bids for contracts on tender to do construction projects. We are in search of Nepali engineers and trained workmen. At present the Baglung Project is nearing completion, and we are bidding on a tunnelling project at Doti.

Baglung Hydel Project - E. Kramer

In answer to a request by Baglung about three years ago, we have been working to bring power into this town of about 4,000. A canal has been

constructed to bring the water to the turbine which has been installed and produces 175 kW in the first stage. The civil engineering work has been completed; but the large generator is in Bhairawa, too large for the Hydel Department to deliver - even by helicopter!

A number of problems have had to be faced in the project: farmers demand more irrigation water, the erection of high tension line poles meant official help in placing them, people want to hook directly to the lines without arrangement with the Electricity Department, sorting things out with officials takes a lot of time. But in April 1980, there were electric lights in the bazaar for the first time. We feel that Himel Hydro has gained lots of experience in this project and we look forward to more work.

Baglung Electrification - Peder Ericsson

Peder Ericsson reported on his work of testing a BEW made turbine driven a 30 kW generator. A big problems was to test the load, and also to regulate the speed without use of an hydraulic governor. We improvised these and used a hand-operated controls. In the testing process, 30 heating elements were used to make sufficient load, because there were not enough houses hooked up. Now there are street lights in Baglung and about 100 houses have the wiring, but the permission for them to use the electricity is still being worked out by the local officials and the Small Hydel Board. There are some things that arise which surprize you no matter how well one has planned.

Andhikhola Project - Ken Brookes

The full name is the Andhikhola Hydel and Rural Electrification Project (AHREP). This project is primarily related to the generation and distribution of electric power, but it is in reality part of a multi-purpose district development programme which will serve Palpa and Syangya Districts.

People in the area think in terms of irrigation, drinking water supplies, employment, electrical power. With 4-5 years needed for construction of the tunnel, shaft, and power plant a good deal of employment will be provided. Since the construction site chosen is on marginal land, there will be little ~~encroachment~~ on farming operations. The area is densely populated and preliminary studies show many needs to be filled. Some of the BTI trainees will work on site to gain first-hand experience.

As part of the feasibility reporting, studies are in process for the precise location of the tunnel, in an attempt to make the optimum potential for irrigation water from the tail race and the optimum provision for head. You will be hearing much more about this project in the future.

7. Integrated Development

Within UMN: Jumla Project - Larry Asher

At present negotiations and planning for the Jumla Project are

continuing. Jumla is a place of great need for education and training. In 1979, only 1 student could pass the SLC! The General Lower Secondary and Secondary Schools are set aside at this stage because full emphasis is being placed on the Trade School. We are also planning to send teachers into the local schools as part of this programme.

The Jumla Technical Secondary School is a new kind being developed in Nepal. Vocational Schools have been a failure, because they were too academic-oriented. There is a great need for Agriculture Extension workers, progressive farmers, builders, and health workers. The National Education Commission is planning for 9 such Trade Schools at present and hope to have 16 eventually. There will be Urban as well as Rural Trade Schools. In the Rural Schools, A.H.W., J.T.A., and J.O.S. people will be trained.

Applicants must have passed the 7th class. They will spend 3 years in training, plus 1 year of apprenticeship internship. They will receive a Technical SLC. 80% of the training is to be technical and 20% academic.

Part of the Project's purpose is to train Staff, develop teaching materials, and engage in Community Development. Involvement in the Health Sector will center in the local hospital and outreach into local area. The Agriculture Sector will be centered around Government Farms, Agricultural development programs, and also on the School Farm for food production. There is also a concern about the use of trees in construction of the School and for fuel. It is proposed that all used will be replaced and protected. A new tool for the Karnali Zone is the Saw Mill which was assembled in Butwal by Bob Buckner and will be turbine-driven.

The training philosophy will be as non-institutional as possible, with the emphasis on practical learning and practice while learning.

Irrigation, Tree Planting, Agriculture - Working with People- A. Schlorholtz

Engineers see the technical aspects of development in their work, but increasingly there is seen in development efforts the full scope of socio-economic aspects as well. The Andhikhola Project planners are concerned about more than power production; they also see the need for providing water for irrigation, but also the need for integrating efforts that include the use of irrigation water, fertilizers, improved seeds, crop improvement, animal care, training programs for the home, the community.

Tree planting programs sound simple until one begins to work with people in the selection of trees, planting, protecting, using them wisely and cooperatively. This is where community motivation comes into focus. People-oriented programs are harder to get started, but the results last longer. People working in Community Health Programs, in Schools, at the site for building -- can build concern for the wise use of firewood, the

replenishing of forests, erosion control, growing better and more food, managing a mill cooperatively, or setting up a Community owned and operated Gobar Gas plant.

There is a challenge before us to integrate the work within EDB, between projects of EDB, and with the other two Functional Boards in their projects and programs.

Buling/Arkhal Project, Food for Work - J. Williamson

This area has a history of over 11 years of work by Community Health workers who saw that curative and preventive medical work was not enough. People had to be helped toward self-sufficiency in food production and cash income, taught how to grow vegetable, care for their animals, learn cloth weaving as well. In spite of these things, a drought came and the corn crop failed. People in that area were in trouble. We investigated the food shortage and a Food for Work Program was set up under the Integrated Rural Development Committee. Plans were given official HMG approval and work began in December 1979 with the objective to help the people get more food and increase their incomes.

UMN gave advice, food, and trained Nepali personnel, but from the very beginning local people were involved in all parts of decision making and planning the actual operational guidelines of their own development. At present 1,500 people are working on 12 irrigation canals and 1 water power canal. Foot paths are being built and fruit ~~trees~~ are being planted. Bhum Bahadur and I have shared the direction. There have been problems of using money too fast for its availability from UMN. Over 100,000 rupees were spent on food alone per week. The diesel shortage and rising grain prices added to our costs. Great cooperation was received from the Design Office, Himat Hydro, DCS Purchasing, DCS Director and DCS Business Manager. The Extension Staff members from Butwal have done an excellent job and performed with integrity and courtesy. They understood how to work with villagers: Don't tell them, ask questions! Then they can make decisions!" The local people are cooperative and responsible. Martin Dietz is working on ginger production, processing, and marketing. Samples are being sent to London and to India. The Ginger Dryer is being tested in Butwal now. Angelica Dietz is assisting in the work to check on nutrition and health needs.

8. Dinner was served by the Guest House for the whole group. This gave us an opportunity of getting to know each other better as we visited and continued discussion on matters that had arisen during our sharing time.

9. Closing Session

Afterwards, we saw slides on Reforestation and Erosion Control, produced by World Neighbours. These slides are in colour and have both

Nepali and English scripts. It is oriented for Nepali audiences and is a valuable communication tool which should be used widely. Larry Asher made the presentation.

Ethics in Business and Industry - O. Hoftun

The findings of the Seminar held at BTI on this subject were shared. Jonathan Lindell had prepared these notes which are to be used to provide ethical guidelines for trainees, managers, and for all of us. These notes are available and will become the base for Courses of Instruction.

Unity in Diversity - C. Johansson

Our day together has been a remarkable demonstration of unity in diversity.

- There has been diversity in various forms of technology
 - But there is unity in having one purpose-appropriate in scope
- There has been diversity in various forms of training
 - But there has been unity in the need for non-formal education, apprenticeship like in nature
- There has been diversity in the varying forms of the targets of assistance
 - But there has been one purpose: reach the poor.
- There has been diversity in the varying sizes: from a rice huller to the Jumla opportunity
 - But there is but one purpose; the opportunity for new beginnings.
- There has been diversity in the varying forms of relationship to government, persons and villages
 - But one unifying purpose: that it be person centered
- There has been diversity in varying types of policy
 - But one purpose: the strengthening of families in Nepal
- There has been the diversity made possible by varying experiences of different people from all over the world and all over Nepal
 - But our unity has been shown and shared in a Good to know, the Bible; a Person to love, Jesus Christ; And a community to serve, the villages of Nepal.

ECONOMIC DEVELOPMENT BOARD

<u>DCS (Services)</u>	<u>DCS (Development Projects)</u>	<u>EDB Service Office</u>	<u>BTI & Related Companies</u>	<u>Hydro Power</u>	<u>Rural/Agriculture Development</u>
Administration	Gobar Gas Research & Development	EDB Liaison Office	Training & Industrial District	Tinau Project Butwal Power Co.	Irrigation
Service Department	Gobar Gas Company & Agric. Equipt.	Consultants	Foreman Training		Agriculture
Civil Engineering & Design	Rural Equipment Development Alternative Technology/Materials Village Water Supplies Small Turbine/Mills Rural Electrification Electric Ropeways	Maintenance Program	Butwal Engineering Works: Production Shops Auto Repair Shop Electrical Repair Shop Turbine Development Butwal Wood Industry Butwal Plywood Factly. Dhankuta/Surkhet Technical Centre	Himal Hydro Co. Baglung Doti? Andhikhola Project	Agro Industry Marketing Cooperatives Tree Planting/Forestry Development Centres Social-Economic Surveys <u>Assisting in IRD</u> Builders/Maint. Food For Work Buling/Arkhalah Project Community Health Jumla Project Non-formal Educat. Regional Planning