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Aktenzeichen

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Titel

UMN - United Mission to Nepal. Protokolle Board Meetings

Band

1

Laufzeit

1977 - 1979

Enthält

Unterlagen der UMN-Board Meetings 1977-1979, Protokolle; Berichte, Jahresberichte für 1976-1978; Listen der Mitgliedsorganisationen von UMN und Namen der Vertreter, Stand 1977 und 1979; General Conference 1979; Planungen, Prioritäten usw.; Finanzen

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P. Friederich

UNITED MISSION TO NEPAL
GENERAL CONFERENCE

APRIL 1979

KATHMANDU
NEPAL

April, 1979

1-95
201-213List of DelegatesA) Representatives of UMN Member Bodies:

Assemblies of God	Mr. Ron Peck
Baptist Missionary Society, UK	Mr. Stanley Mudd Mr. Geoffrey Grose Mrs. Elsie Grose
Bible & Medical Missionary Fellowship	Mr. Michael Roemmele Mrs. Betty Roemmele Dr. Raymond Windsor Miss Hester Quirk Miss Margaret Jones Miss Althea Clezy
Christian Church (Disciples)	Rev. Eric Gass Dr. Telfer Mook
Church Missionary Society, UK	Mr. Malcolm Warner
Church Missionary Society, Australia	Miss Ruth Judd
Church of North India	Rt. Rev. Ramchandra Bhandare
Committee for Service Overseas, Germany	Mr. Kurt Kaiser Mr. Georg Pfafflin
Darjeeling Diocesan Council and Church of Scotland	Rev. William Murison
Free Church of Finland	Rev. Veikko Korhonen
Finnish Missionary Society	Mr. Alpo Hukka Mrs. Leena Hukka
Gossner Mission	Miss Dorothea Friederici Mr. Hans Vogeli Dr. Paul Singh Mrs. Paul Singh
Japan Overseas Cooperative Service	Mr. Tsunegoro Nara
Lutheran Church of America	Dr. Fred Neudoerffer Mr. Samuel Isaac Dr. Chandran Devanesan
Mennonite Board of Missions & Charities	Mr. Wilbert Shenk Mrs. Wilbert Shenk Rev. Paul Kniss
Mennonite Central Committee	Mr. Bert Lobe Mr. Paul Myers
Methodist Church, UK	Rev. Gordon Shaw
Orebro Mission, Sweden	Mr. Jean Malm Mr. Ingemar Ringsvag Mr. Evert Eriksson Mrs. Svea Eriksson
Presbyterian Church in Canada	Rev. Earle Roberts Mrs. Earle Roberts Mr. Clarence McMullen
Regions Beyond Missionary Union	Rev. Geoffrey Larcombe Mrs. Deirdre Larcombe Dr. Margaret Owen Miss Gwen Coventry

Swedish Free Mission

Mr. Anders Kammensjo
Mrs. Birgit Kammensjo
Rev. Erik Andreasson
Rev. Per-Ake Enstrom

Swiss Friends for Missions in India
& Nepal

-

United Church of Canada

Rev. Frank Carey
Mrs. Jean Carey

United Methodist Church, USA

Mr. Jiro Mizuno
Mr. John Bischoff
Mrs. John Bischoff

United Presbyterian Church, USA

Dr. Fred Wilson
Mrs. Sarah Farver
Dr. Ron Seaton
Mrs. Edith Seaton

Wesleyan Church of America

Rev. Wayne Wright
Mrs. Wayne Wright
Miss Rebecca Bibbee

World Mission Prayer League, Norway

Mr. Johs Kristiansen
Mrs. Metta Kristiansen
Mr. Herbrand Berget
Mr. Arne Bjoroy
Mr. Asbjorn Voreland

World Mission Prayer League, USA

Rev. Alvin Berg
Mrs. Vallie Berg
Mr. Theodore Manaen
Mrs. Arun Manaen

Leprosy Mission (Associate Member)

Dr. R. H. Thangaraj

B) Representatives of Nepal Christian Fellowship:

Pastor Robert Karthak
Dr. Rajendra Rongong
Mr. Daftan Sada
Mr. Nicanor Tamang
Mr. Lokhnath Manaen
Mr. Bir Bahadur Khawas
Mr. Sanahang Sodemba

C) Invited Observers:

American Lutheran Church

-

Presbyterian Church in Ireland

Rev. Cyril Young

World Concern, USA

Rev. Art Beals

American Baptist Church

Rev. K. Imotemjen Aier

British Council of Churches

Miss Ruth Anstey

Christian Conference of Asia

Dr. Yap Kim Hao

Church World Service

Mr. Kirk Alliman

International Nepal Fellowship

Mr. Peter Hitchin

National Christian Council of India

Rev. M. A. Zarine Rolston

Former Executive Secretary

Mr. Ernest Oliver

D) Speakers:

Bishop Lesslie Newbigin
Mrs. Helen Newbigin
Dr. Kosuke Koyama

E) UMN Ex-officio Personnel:

Executive Secretary
Treasurer
Economic Development Secretary
Education Secretary
Health Services Secretary
Personnel Secretary
Economic Development Board
representative
Education Board representative
Health Services Board representative
Workers Conference representative
Executive Secretary-elect

Rev. Gordon Ruff
Mr. Frank Clarkson
Mr. Odd Hoftun
Mr. Jonathan Lindell
Dr. Carl Friedericks
Miss Betty Young
Mr. Tor Mogedal
Miss Margaret McCombe
Miss Fran Swenson
Mr. Paul Spivey
Rev. Carl Johansson
Mrs. Alice Johansson

F) UMN Project Representatives:

Butwal Projects

Gorkha Project

Kathmandu "Others"
Okhaldhunga Project
Pokhara Project
Shanta Bhawan Project

Tansen Project

Mr. Willard Unruh
Mr. Andrew Bulmer
Miss Margaret McCombe
Miss Wendy Moore
Miss Ruth Angove
Miss Anna-Liisa Jokinen
Mr. Tom Haggerty
Dr. Mary Eldridge
Dr. Sigrun Mogedal
Miss Ingeborg Skjervheim
Miss Sue Fry

UMN GENERAL CONFERENCE

1st - 4th April, 1979

at Blue Star Hotel, Kathmandu

Speakers: Bible Studies - Dr. Kosuke Koyama
Presentations - Bishop Lesslie Newbigin

S C H E D U L E

Sunday, 1st April:

7.30 p.m. - 9.00 p.m. Briefing Presentation.
Chairman: Mr. Gordon Ruff

Monday, 2nd April:

9.00 a.m. Tour to Shanta Bhawan Hospital, Patan Hospital
Project and Patan city;
OR
Tour to Mahendra Bhawan School, EDB offices
and Kathmandu city.

2.30 p.m. - 5.00 p.m. 25th Anniversary Tea.
Chairman: Mr. Michael Roemmele

7.45 p.m. - 9.00 p.m. Bible Study I, Dr. Kosuke Koyama
Chairman: Mr. Michael Roemmele

Tuesday, 3rd April:

8.45 a.m. - 10.00 a.m. Presentation I, Bishop Lesslie Newbigin
Chairman: Mr. Michael Roemmele

10.00 a.m. - 10.15 a.m. Rejoinder by UMN Representative

10.15 a.m. - 10.45 a.m. Coffee fellowship

10.45 a.m. - 12.00 noon Discussion groups

12.30 p.m. *11.00 From Adam*
12.00 Mr. Nepali Lunch at hotel

1.45 p.m. - 3.00 p.m. Presentation II, Bishop Lesslie Newbigin
Chairman: Mr. Jiro Mizuno

3.00 p.m. - 3.15 p.m. Rejoinder by UMN Representative

3.15 p.m. - 3.45 p.m. Coffee fellowship

3.45 p.m. - 5.00 p.m. Discussion groups

7.45 p.m. - 9.00 p.m. *17.00 - Spivak*
Bible Study II, Dr. Kosuke Koyama
Chairman: Mr. Alvin Berg

Wednesday, 4th April:

8.45 a.m. - 10.00 a.m. Presentation III, Bishop Lesslie Newbigin
Chairman: Miss Dorothea Friederici

10.00 a.m. - 10.15 a.m. Rejoinder by UMN Representative

10.15 a.m. - 10.45 a.m. Coffee fellowship

10.45 a.m. - 12.00 noon Discussion groups

12.30 p.m. *Lasuni* Lunch at hotel

1.45 p.m. - 3.15 p.m. Plenary Session on Presentations I and II
Chairman: Mr. Michael Roemmele

3.15 p.m. - 3.45 p.m. Coffee fellowship

3.45 p.m. - 5.00 p.m. Plenary Session on Presentation III & Summary

7.45 p.m. - 9.00 p.m. Bible Study III, Dr. Kosuke Koyama
Chairman: Dr. Fred Wilson

UMN GENERAL CONFERENCE

DISCUSSION GROUPS

GROUP 1 : ANNAPURNA

		<u>Country</u>	<u>Mission</u>	<u>Total</u>	
Leader	Mr. Fred Wilson	USA	UPC	Male	12
Recorder	Mr. Carl Johansson	USA	UMN	Female	<u>6</u>
	Dr. Ray Windsor	NZ	BMMF		18
	Miss Ruth Judd	Aus	CMS,A.	Countries:	
	Dr. Margaret Owen	UK	RBMU	Ind	1
	Mr. Anders Kammensjo	Swed	SFM	USA	4
	Mrs. Birgit Kammensjo	Swed	SFM	NZ	2
	Miss Rebecca Bibbee	USA	WCA	UK	3
	Mr. Ron Peck	USA	AG	Aus	1
	Mrs. Leena Hukka	Fin	FMS	Swed	2
	Mr. Georg Pfafflin	Ger	CSO	Fin	2
	Mr. Cyril Young	UK	PCI	Ger	1
	Mr. Chandran			Nor	1
	Devanesan	Ind	LCA	Nep	<u>1</u>
	Mr. Rajendra Rongong	Nep	NCF		18
	Mr. Alpo Hukka	Fin	FMS	Missions:	
	Mr. Frank Clarkson	NZ	UMN	UPC	1
	Mr. Tor Mogedal	Nor	UMN	BMMF	1
	Miss Margaret McCombe	UK	UMN	CMS	1
				RBMU	1
				SFM	2
				WCA	1
				FMS	2
				AG	1
				PCI	1
				LCA	1
				CSO	1
				NCF	1
				UMN	<u>4</u>

GROUP 2 : DHAULAGIRI

		<u>Country</u>	<u>Mission</u>	<u>Total</u>	
Leader	Mr. Bert Lobe	Can	MCC	Male	12
Recorder	Mr. Asbjorn Voreland	Nor	UMN	Female	<u>5</u>
	Mr. Geoff Larcombe	UK	RBMU		17
	Miss Margaret Jones	UK	BMMF	Countries:	
	Mrs. Wilbert Shenk	USA	MBMC	Can	1
	Mrs. Wayne Wright	USA	WCA	UK	5
	Mrs. Edith Seaton	USA	UPC	USA	6
	Mr. Al Berg	USA	WMPL,US	Swed	1
	Mr. Gordon Shaw	UK	MC,UK	Ind	1
	Mr. Geoffrey Grose	UK	BMS	Nor	2
	Mr. Erik Andreasson	Swed	SFM	Nep	<u>1</u>
	Mr. William Murison	UK	Ch.Sc.		17
	Mr. Samuel Isaac	Ind	LCA	Missions:	
	Mr. Art Beals	USA	WC	MCC	1
	Mr. Lokhnath Manaen	Nep	NCF	RBMU	1
	Dr. Carl Friedericks	USA	UMN	BMMF	1
	Miss Ingeborg			MBMC	1
	Skjervheim	Nor	UMN	WCA	1
				UPC	1
				WMPL,US	1
				BMS	1
				SFM	1
				Ch.Sc.	1
				LCA	1
				W.C.	1
				MC,UK	1
				NCF	1
				UMN	<u>3</u>
					17

GROUP 3 : EVEREST

		<u>Country</u>	<u>Mission</u>	<u>Total</u>	
Leader	Bishop Ramchandra Bhandare	Ind	CNI	Male 11 Female <u>7</u>	18
Recorder	Miss Ruth Angove	UK	UMN		
	Mr. Clarence McMullen	Ind	PCC	Countries:	
	Miss Alethe Clezy	UK	BMMF	Swed 1	
	Mrs. Jean Carey	Can	UCC	Ind 3	
	Mrs. John Bischoff	USA	UMC	UK 3	
	Mrs. Johs Kristiansen	Nor.	WMPL, Nor.	Can 1	
	Mr. Stanley Mudd	UK	BMS	US 4	
	Mr. Kurt Kaiser	Ger	CSO	Nor 2	
	Dr. R. Thangaraj	Ind	LM	Ger 1	
	Mr. Kirk Alliman	USA	CWS	Sing 1	
	Dr. Yap, Kim Hao	Sing.	CCA	Aus 1	
	Mr. Evert Eriksson	Swed.	OM	Nep <u>1</u>	18
	Mr. Johs Kristiansen	Nor	WMPL, Nor.		
	Mr. Bir Bahadur Khawas	Nep	NCF	Missions:	
	Mr. Jonathan Lindell	USA	UMN	OM 1	
	Miss Sue Fry	Aus	UMN	CMI 1	
	Mrs. Alice Johansson	USA	UMN	PCC 1	
				BMMF 1	
				UCC 1	
				UMC 1	
				WMPL, N. 2	
				BMS 1	
				CSO 1	
				LM 1	
				CWS 1	
				CCA 1	
				NCF 1	
				UMN <u>4</u>	18

GROUP 4 : HIMAL CHULI

		<u>Country</u>	<u>Mission</u>	<u>Total</u>	
Leader	Miss Hester Quirk	UK	BMMF	Male	12
Recorder	Mr. Odd Hoftun	Nor	UMN	Female	<u>6</u>
	Dr. Ron Seaton	USA	UPC		18
	Dr. Paul Singh	Ind	GM	Countries:	
	Mrs. Paul Singh	Ind	GM	Swed	1
	Mrs. Deirdre Larcombe	UK	RBMU	UK	4
	Mrs. Svea Eriksson	Swed.	OM	Ind	3
	Mr. Tsunegoro Nara	Jap	JOCS	USA	4
	Mr. Earle Roberts	Can	PCC	Jap	1
	Mr. Telfer Mook	USA	CC	Can	1
	Mr. Arne Bjoroy	Nor	WMPL, Nor.	Nor	2
	Ind Theodore Manaen	Ind	WMPL, USA	Fin	1
	Mr. Paul Kniss	USA	MBMC	Nep	<u>1</u>
	Mr. Peter Hitchin	UK	INF		18
	Mr. Wayne Wright	USA	WCA	Missions:	
	Mr. Sanahang Sodemba	Nep	NCF	WCA	1
	Miss Anna-Liisa Jokinen	Fin	UMN	OM	1
	Dr. Mary Eldridge	UK	UMN	BMMF	1
				GM	2
				RBMU	1
				WMPL	1
				JOCS	1
				PCC	1
				UPC	1
				CC	1
				WMPL, N.	1
				MBMC	1
				INF	1
				NCF	1
				UMN	<u>3</u>
					18

405

GROUP 5 ; LANGTANG

		<u>Country</u>	<u>Mission</u>	<u>Total</u>
Leader	Mr. Wilbert Shenk	USA	MBMC	Male 12
Recorder	Dr. Sigrun Mogedal	Nor	UMN	Female <u>6</u>
	Mr. Ernest Oliver	UK	ForES	18
	Miss Dorothea Friederici	Ger	GM	Countries:
	Mrs. Betty Roemmele	UK	BMMF	Nor 2
	Miss Gwen Coventry	Aus	RBMU	USA 4
	Mrs. Arun Manaen	Ind	WMPL,USA	Ger 1
	Mr. Mike Roemmele	UK	BMMF	Can 2
	Mr. Frank Carey	Can	UCC	Aus 1
	Mr. Per-Ake Enstrom	Swed.	SFM	Ind 2
	Mr. John Bischoff	USA	UMC	UK 3
	Mr. Veikko Korhonen	Fin	FCF	Swed 1
	Mr. K. Imotemjen Aier	Ind	ABC	Fin 1
	Mrs. Sarah Farver	USA	UPC	Nep <u>1</u>
	Mr. Herbrand Berget	Nor	WMPL,Nor.	18
	Mr. Robert Karthak	Nep	NCF	Missions:
	Mr. Tom Haggerty	Can	UMN	WMPL,N. 1
	Mr. Willard Unruh	USA	UMN	MBMC 1
				GM 1
				RBMU 1
				WMPL,USA 1
				BMMF 2
				UCC 1
				SFM 1
				UMC 1
				FCF 1
				ABC 1
				ForES 1
				UPC 1
				NCF 1
				UMN <u>3</u>
				18

GROUP 6 : MANASALU

		<u>Country</u>	<u>Mission</u>	<u>Total</u>
Leader	Mr. Jean Malm	Swed.	OM	Male 12
Recorder	Mr. Paul Spivey	UK	UMN	Female <u>6</u> 18
	Mr. Jiro Mizuno	USA	UMC	
	Mrs. Elsie Grose	UK	BMS	Countries: Swed 2
	Mrs. Earle Roberts	Can	PCC	USA 6
	Mrs. Vallie Berg	USA	WMPL, USA	UK 4
	Miss Ruth Anstey	UK	BCC	Can 1
	Mr. Eric Gass	USA	CC	Ger 1
	Mr. Paul Myers	USA	MCC	Ind 1
	Mr. Ingemar Ringsvag	Swed	OM	Aus 1
	Mr. Fred Neudoerffer	USA	LCA	Nep <u>2</u> 18
	Mr. Hans Vogeli	Ger	GM	Missions: OM 2
	Mr. Zarine Rolston	Ind	NCC	UMC 1
	Mr. Daftan Sada	Nep	NCF	BMS 1
	Mr. Nicanor Tamang	Nep	NCF	PCC 1
	Miss Fran Swenson	USA	UMN	BCC 1
	Mr. Andrew Bulmer	 UK	UMN	CC 1
	Miss Wendy Moore	Aus	UMN	MCC 1
				LCA 1
				GM 1
				NCC 1
				WMPL, U 1
				NCF 2
				UMN <u>4</u> 18

UMN PUBLICITY MATERIALS CURRENTLY AVAILABLE.

FILMS, 16mm:

NEPAL ON THE POTTER'S WHEEL
LIVING WATER FOR NEPAL
ROAD TO PROGRESS

30 minutes each, in colour. Copies available from:

Colour Film Services Ltd.,
London, W1, U.K.

Price - US\$ 400/- per copy.

SLIDES:

MANY GIFTS - ONE SPIRIT. A set of 46 colour slides with accompanying text. Price in Nepal: Rs. 275/- per set.

CHARTS:

Two black and white charts illustrating the UMN Five Year Plan and the conditions in Nepal.

BOOKS:

NEPAL AND THE GOSPEL OF GOD by Jonathan Lindell. 274 pages, illustrated with drawings by a Nepali artist Hem Poudyal, 4 appendices, 4-colour jacket, bound in hard covers. Price in Nepal: Rs.80/-.

BOOKLETS:

GREETINGS FROM NEPAL. A collection of information about Nepal and particularly about UMN, its background, structure, projects and work.

NEPAL ON THE POTTER'S WHEEL. More detailed story of the UMN as well as the Church in Nepal. With black and white pictures, cover in colour. (An up-dated edition of this popular booklet is being prepared).

I SAT NEAR THE DRIVER'S SEAT. Information about the running of the UMN and the expansion of its work.

PAGE 117. Tells about the kinds of personnel needed in the UMN.

MAKING BOYS INTO MEN. An illustrated booklet on how the Pokhara Boys' Boarding School meets its challenge.

SERVING, TEACHING, TRAINING. Tells the story of the Palpa Project.

NOTELETS:

A set of 4 notelets plus one printed before. Rs. 1/- each. (A new set of 4 will be available soon).

PICTURES:

Black and white prints supplied according to the individual orders from the library of negatives.

TO: DELEGATES TO THE UMN GENERAL CONFERENCE

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

Enclosed you will find a schedule of meetings for the General Conference. 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, particularly those participating in the Conference.

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, and be careful not to stand talking in the aisles and so hold up other people from moving forward.

NEPALI CURRENCY. Travellers cheques may be cashed legally at the Blue Star Hotel office.

MAIL. Outgoing mail may be posted at the Blue Star Hotel. Aerograms and stamps may be obtained from the hotel office, or from your hostess. Incoming mail and cables will be brought to the conference 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.35/- per day, applicable during the period 26th March to 8th 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.50/- per day per person. This is the normal rate, and the reduced amount only applies to the period of the General Conference and other executive meetings scheduled during these two weeks.

On Tuesday 3rd and Wednesday 4th April, lunch will be provided at midday at the Blue Star Hotel. The cost of this, at Rs.35/- per head per day, will be covered by General Conference Funds, but if any delegates wish to contribute towards this, it will be appreciated though not requested. Such contributions may be given directly to Mr. Frank Clarkson, UMN Treasurer.

PRACTICAL MATTERS. If you have questions about practical matters or things you wish to do, particularly during the actual time of the Conference, please ask Asbjorn Voreland, who will either help you or refer you to the correct person who can give assistance.

J U B I L A T E

and Thanksgiving

To bring a splendid dream to birth,
And then to see it grow
With willing workers helping
In every way they know;

To be allowed to aid and serve
A people in their need,
And share a better way of life
Is privilege indeed.

To quicken learning's progress,
To teach and, too, to heal
Some of the wounds men must endure
And sorrows that they feel.

To dwell amid earth's beauty
And daily to behold
The glories of creation
Is gladness manifold.

And, oh, the greatest joy of all -
To watch the Good News spread
Slowly and softly through a land
Like leavening in bread.

Yes, giving thanks for blessings known
In five years past the score,
The UMN looks forward now,
In faith, to many more.

Connie Sutcliffe



To Miss D. Friederici,

*The President of the Board of Directors of the
United Mission To Nepal*

*is very pleased to invite you to attend an informal program
followed by tea to celebrate*

*The 25th Anniversary of the Mission
to be held at the Blue Gardenia Hall of the
Blue Star Hotel, Monday, April 2, 1979, 2.30 p.m.*

*Regrets only
Phone: 15573*

*United Mission to Nepal
1/29 Thapathali, Kathmandu*



THE UNITED MISSION TO NEPAL

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

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

27th February, 1979

To Members of the UMN General Conference
and Board of Directors, April 1979

Dear Friends,

Gordon Ruff is at present out of town in Butwal and Tansen, attending meetings of the Functional Boards, and in his absence I am forwarding to you further materials for the meetings to be held during the first week of April. We trust that you will find time to read through these and be familiar with an outline of the happenings within the United Mission during the past year. Please be sure to bring this file with you to Nepal, and to the meetings, particularly those who are voting members of the Board.

Some of you have already let us know your proposed itinerary, but we still do not have details from many of you. May we please have this information at the earliest possible date, as the planning of housing and accommodation will depend on this to some extent. If you have an arrival time, please let us have that too.

When you arrive at the airport, please come by taxi to the UMN Headquarters office, and there will be people assigned to receive you there, and to guide you concerning planned accommodation. If you can get a metered taxi, that is best. However, many of the taxi drivers cover their meters at the airport, and are often obliged to pay higher prices than the normal cost for the inward journey. In this case, you should agree on a rate with the driver before you come, which should be Rs.15/- to Rs.25/-, if possible. If the driver does not know the UMN offices, tell him to enter Thapathali on the Maternity Hospital road, and then keep left at all forks and bends till you see our sign on the gatepost, right at the end of the paved part of the road.

We also need to know, as soon as possible, what outward booking you need; whether you want us to purchase tickets, or to confirm bookings which you are making in your own countries. Bookings on flights are not easily obtainable at short notice, and need to be checked ahead of time. So please be sure to let us have this information in good time in order to avoid unnecessary disappointment in your planned itinerary from Nepal.

A few people are planning to travel within Nepal and visit projects before or after the meetings. If this is your plan, that also must be organised ahead of time and proper bookings made, projects informed of accommodation needs, etc., or it may prove to be impossible after arrival.

Thank you for all your good cooperation in this side of the preparations. A very brief outline of the program is: Sunday, 1st, afternoon or evening - a special and unusual presentation of the UMN, which we hope all will be able to attend. Monday, 2nd, morning - tours to UMN projects and the local surroundings. Monday afternoon and evening, and all day Tuesday and Wednesday - General Conference. All day Thursday and Friday - Board of Directors, for those involved. There are over 100 delegates booked for the General Conference, and we look forward to welcoming you, and to this time of sharing and participation. Continue with us in prayer that it may be richly blessed by God and used for the furtherance of His Kingdom in this land.



THE UNITED MISSION TO NEPAL

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

1) J. Bolin
2) 23.2.79
Telephone: 12179 or 14580
Telegrams: UMNNEPAL
Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

31 January 1979

Eingegangen

15. FEB. 1979

Erledigt:

To UMN Member Bodies
and Invited Observers
in UMN General Conference

Miss Dorothea Friederici
Gossner Mission

Dear Dorothea:

Our Committee Planning for the General Conference has a proposal to make to you. The first Nepali hymnal was published about eleven years ago and although this was for the church in Nepal, UMN had a part in the production. The book has gone through three reprints and now is out of stock. There is a pressing need for a new hymnal to be widely used throughout the churches in Nepal.

A Committee of the Nepal Christian Fellowship, with assistance from United Mission to Nepal and a sister organization, International Nepal Fellowship, have worked for the past two months to produce a new hymnal which will not be a revision. The same man, Ron Byatt, who did most of the work for the first hymnal, has been in Nepal for the last couple of months as a volunteer working hard to produce a new hymnal. There will be about 500 hymns and 34 choruses. All of the old hymns were carefully evaluated and the best chosen. Then some 150 new songs and hymns gathered from the Nepali Christian community were carefully evaluated and selected for the new book. I would emphasize, this is done by the Nepal Christian Fellowship with assistance from UMN and INF.

The UMN Communications Committee is very interested in this, recognizing a great need for a good, up to date Nepali hymnal. This Committee, not an official UMN committee but one in which we are all very much personally interested, wants to help in the printing and distributing of the new hymnal. A decision has been made to print a strongly bound book with hard cloth covers without music, about 10,000 copies. There will be a supplementary copy with music for those who wish to buy that.

A good printer in Kathmandu has offered to print 10,000 copies at Rs. 12 per copy. This comes to about Rs. 120,000 or U.S. \$10,000. There are additional expenses, but this is a basic need at present in order to give the work to this printer.

At the recent meeting of the UMN Workers' Conference, an offering was taken and Rs. 6,200 were received, designated toward printing the new Nepali hymnal. The Communications Committee has money of its own and is designating up to Rs. 10,000 for the book. Beyond these two sources, there is nothing else in sight toward the approximately \$10,000 required.

The Committee Planning for the General Conference to be held in April has suggested that we approach each member body of UMN and each invited observer to see if from these sources there could be enough money promised to reach up to U.S. \$10,000 to be announced as a gift during the General Conference meeting in April. We would call this "25th Anniversary gift to the Nepali Church for the New Hymnal Project."

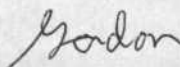
On behalf of the Committee and with my own strong personal endorsement, I am asking each of you to see if you can approach your organization and seek commitment of whatever you feel is a share of the \$10,000 required. There are 28 member bodies, one associate member body, three invited observers which will become member bodies at the Board of Directors meeting in April, and five other invited observers representing their own organizations.

I shall be very grateful if you will kindly take this as an urgent request for what the Committee Planning for the General Conference sees as an appropriate gift to the Nepali church at the time of observing 25 years of UMN work in Nepal. Next to the Bible, the Nepali hymnal is the most valuable tool for strengthening Christian work in this land.

If you wish to respond to me by letter before you come, please do so, but may I ask that each of you be prepared to respond with either the money or the announcement of a gift at the time of the General Conference.

Thanking you in advance for your consideration and concern in this matter, I am

Cordially yours,



Gordon M. Ruff
Executive Secretary

GMR:sh

P.S. Although the sum of \$10,000 will meet the total cost of the book, the intention is that the book actually be sold to individuals at a subsidized rate. As sales are made, the money would be returned to the Communications Committee, and this will be used for further work that it carries out in an unofficial way throughout the country. We can give more details about this if you wish when you are here in person.

5 - 6 April, 1979
Kathmandu, NepalAnnual MeetingBOARD OF DIRECTORSA G E N D A

1. ✓ Opening devotions. (Nalm)

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 31 is 16).

3. ✓ Suggested schedule: Thursday: 9.00 - 12.00; 1.30 - 5.30. 10¹⁵ Tea or
Friday: 9.00 - 12.00; 1.30 - 5.30. 3¹⁵ coffee

4. ✓ Announcements.

5. ✓ Adoption of the Agenda, with possible additions.

6. ✓ Confirmation of the Minutes of the meeting held 17-18 April, 1978.

7. ✓ Applications for membership:

- a) ✓ American Lutheran Church
- b) ✓ Presbyterian Church in Ireland
- c) ✓ World Concern, USA

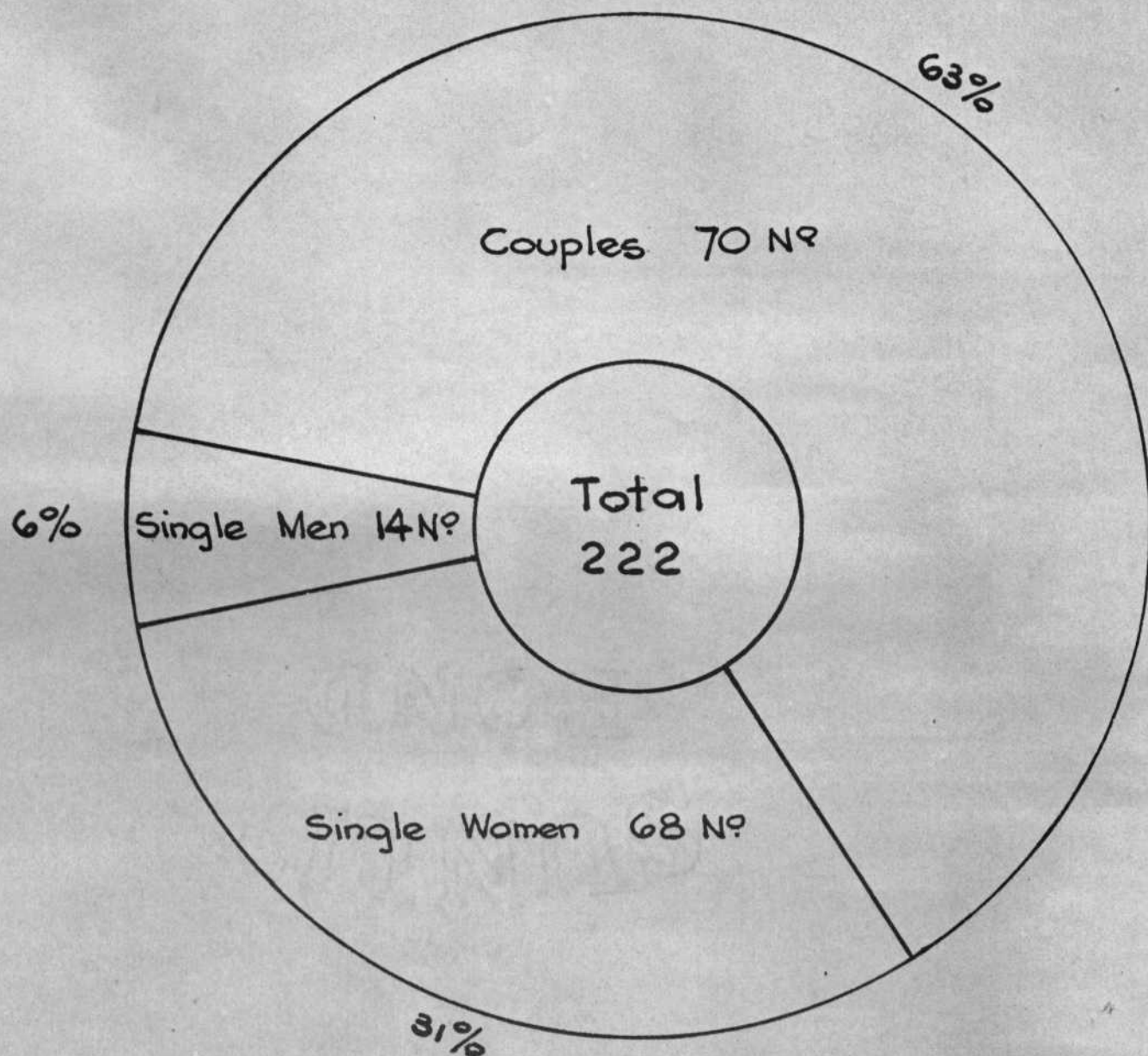
8. ✓ Appointment of Nominating Committee. Dr. Owen, B. Lobe, F. Schwenker

9. Annual Reports and Financial Statements of the projects, forwarded by the Finance and Executive Committees, for the year 1978:

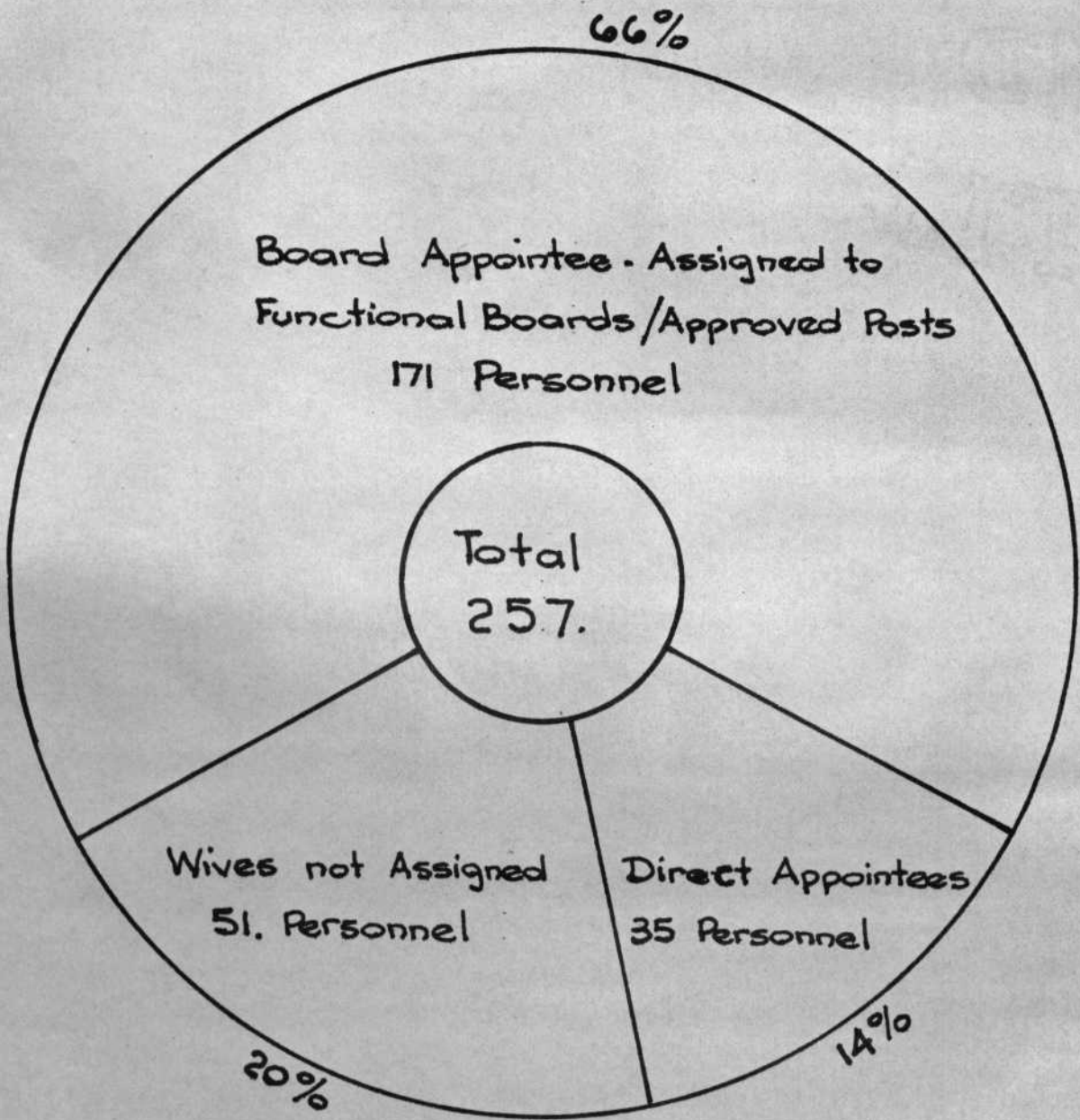
	<u>Page</u>
✓ Executive Secretary.....	1
✓ UMN Headquarters.....	5
✓ Education Board Projects:	
✓ Education Secretary.....	6
✓ Pokhara Project.....	7
✓ Gorkha District.....	10
✓ Mahendra Bhawan Girls' School.....	12
✓ Scholarship Program.....	13
✓ Language and Orientation Program.....	16
✓ Jumla Project.....	17
✓ Student Financial Assistance Program.....	18
✓ Materials Development Program.....	19
✓ Health Services Projects:	
✓ Health Services Secretary.....	20
✓ Palpa Project	22
✓ Gorkha Project.....	33

	<u>Page</u>
✓ Shanta Bhawan Project.....	39
✓ Patan Hospital Project.....	47
✓ Okhaldhunga Project.....	48
✓ Community Health Office.....	51
✓ Statistics for Health Services Projects.....	52
✓ Economic Development Board Projects:	
✓ Economic Development Secretary.....	54
✓ EDS Service Office.....	56
✓ Butwal Area.....	58
✓ Development & Consulting Services.....	59
✓ EDB-related Projects under separate Managing Boards.....	62
✓ Proposed EDB-related Projects.....	65
✓ UMN Maintenance Program.....	66
UMN Treasurer.....	201
14. ✓ Nepal Christian Fellowship Report.	
15. Workers' Conference Report.....	67
16. Appointment of Treasurer and Acting Treasurer. Ref. EC(2)-42/78 and EC(2)-43/78.	
17. ✓ Recommendations from General Conference.	
18. ✓ Review of Five Year Plan	75
19. ✓ Philosophy paper. BD-9/78.	
20. ✓ Potential growth of UMN.....	85
21. Mahendra Bhawan former students evaluation, BD-10/78.....	87
22. ✓ Patan Hospital Project.	
23. ✓ Jumla Project, BD-11/78.....	
24. ✓ Integrated Rural Development and Buling-Arakhala Project.....	89
25. ✓ Andhikhola Project, BD-13/78.....	93
26. ✓ UMN Regional Conference in Australia, BD-17/78.....	73
27. ✓ UMN History Book, BD-19/78.	
28. ✓ Nepali Hymnal.	
29. ✓ Nepal field representatives of member bodies	
30. ✓ Amendments proposed to UMN Constitution and Bye-laws, BD-20/78.	
31. Medical care of UMN workers.	
32. Election of Executive Committee and Finance Committee.	
33. Suggested dates for next meetings:	
Finance Committee: November 13-14, 1979	
Executive Committee: November 15-16, 1979	
Finance Committee: April 14-15, 1980	
Executive Committee: April 16-17, 1980	
Board of Directors: April 18-19, 1980.	

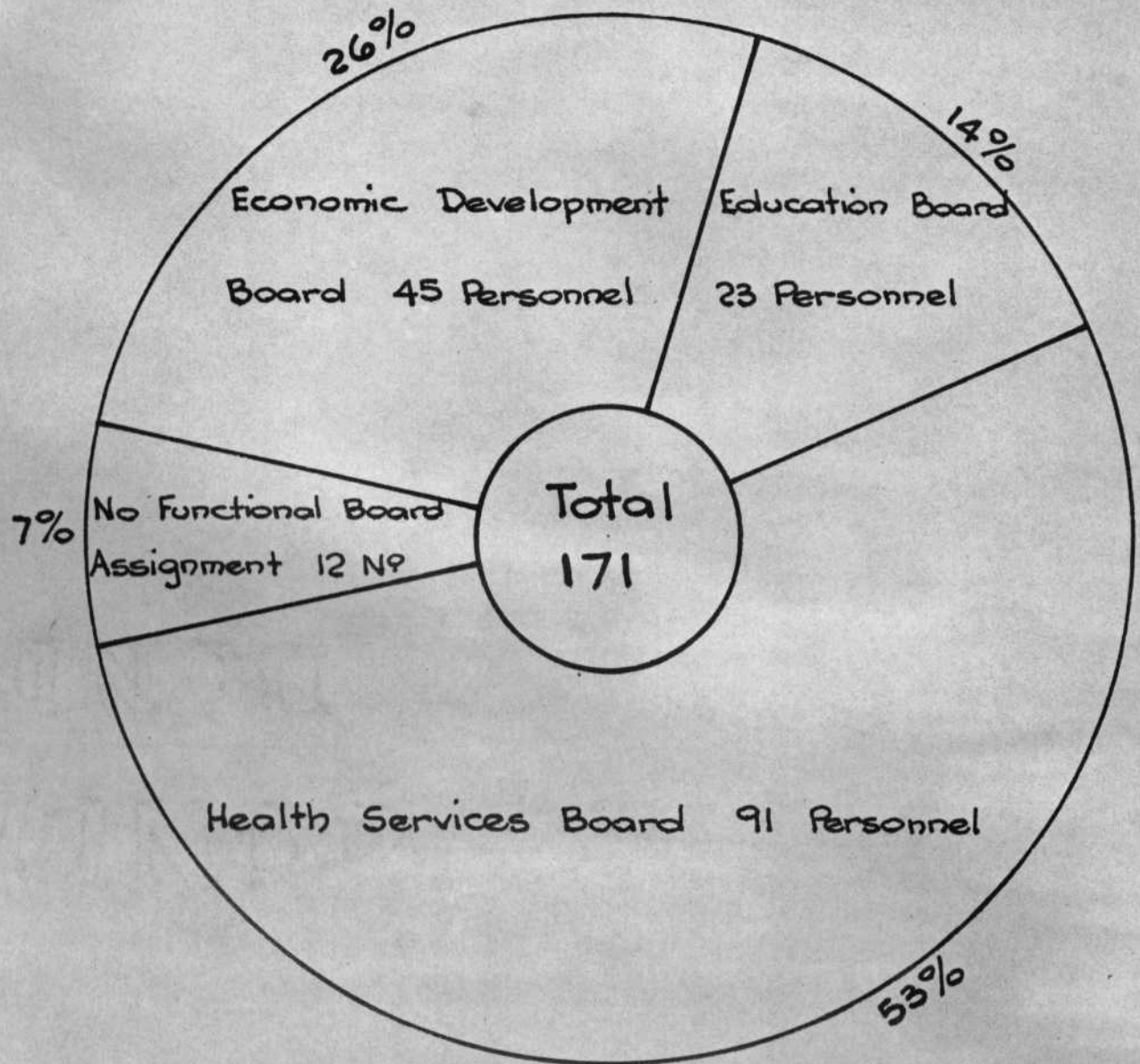
PROFILE
of
U.M.N. PERSONNEL
March 1979



Board Appointees Working in
UNITED MISSION TO NEPAL



Total Personnel Working in
UNITED MISSION TO NEPAL



Board Appointees Assigned to
Functional Boards/Approved Posts

50

0

0

0

0

0

A.G.

B.M.M.F.

B.M.S.

Christ. Ch.

C.M.S. (Aus)

C.M.S. (U.K.)

Ch of S.

C.S.O.

F.C.F.

F.M.S.

Gossner Mis.

J.O.C.S.

L.C.A.

M.B.M.C.

M.C.C.

M.C. U.K.

Orebro Mis.

P.C.C.

P.C.I.

R.B.M.U.

S.F.M.

U.C.C.

U.M.C.

U.P.C.

W.C.A.

W.M.P.L. (Norway)

W.M.P.L. (U.S.A.)

49

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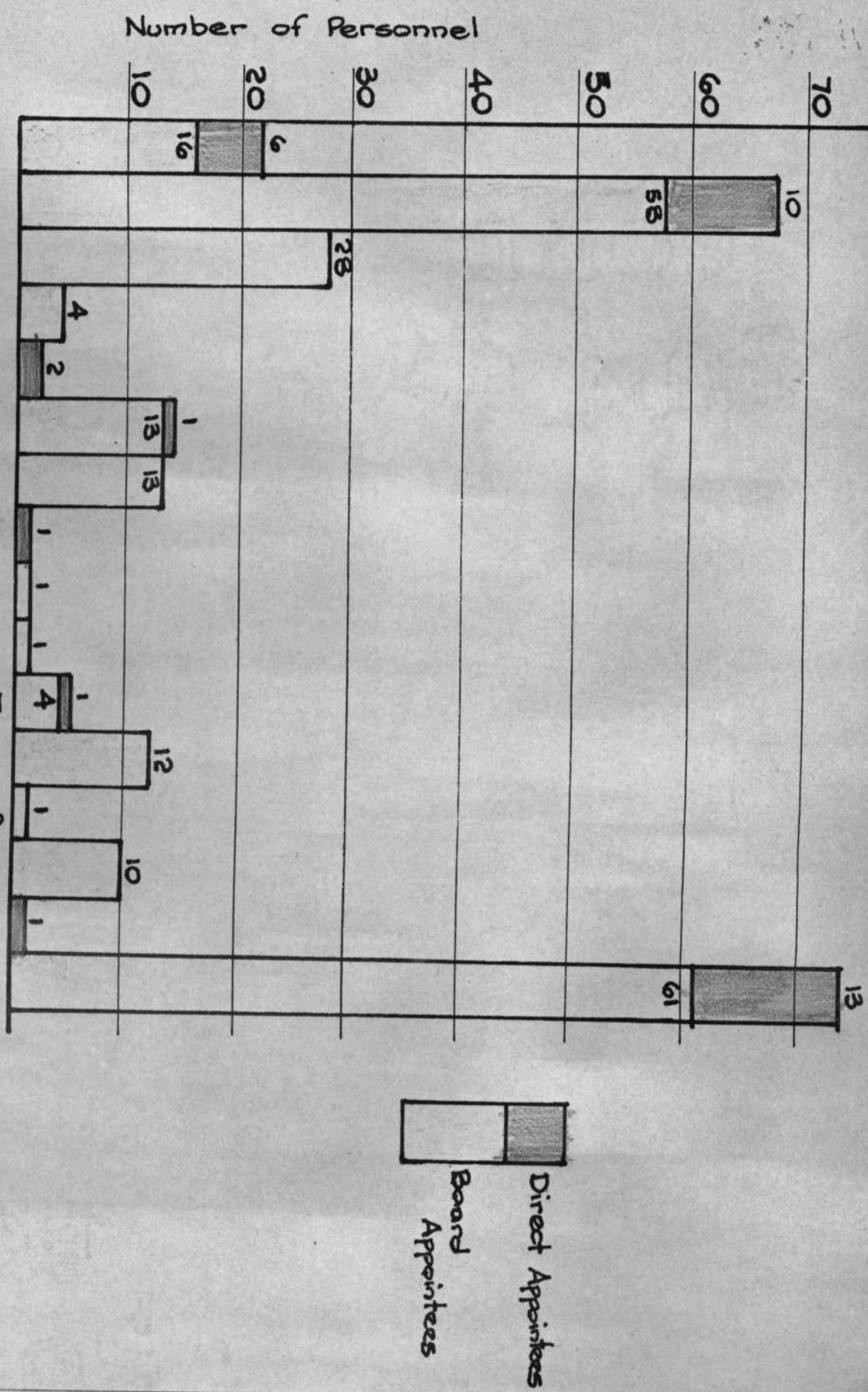
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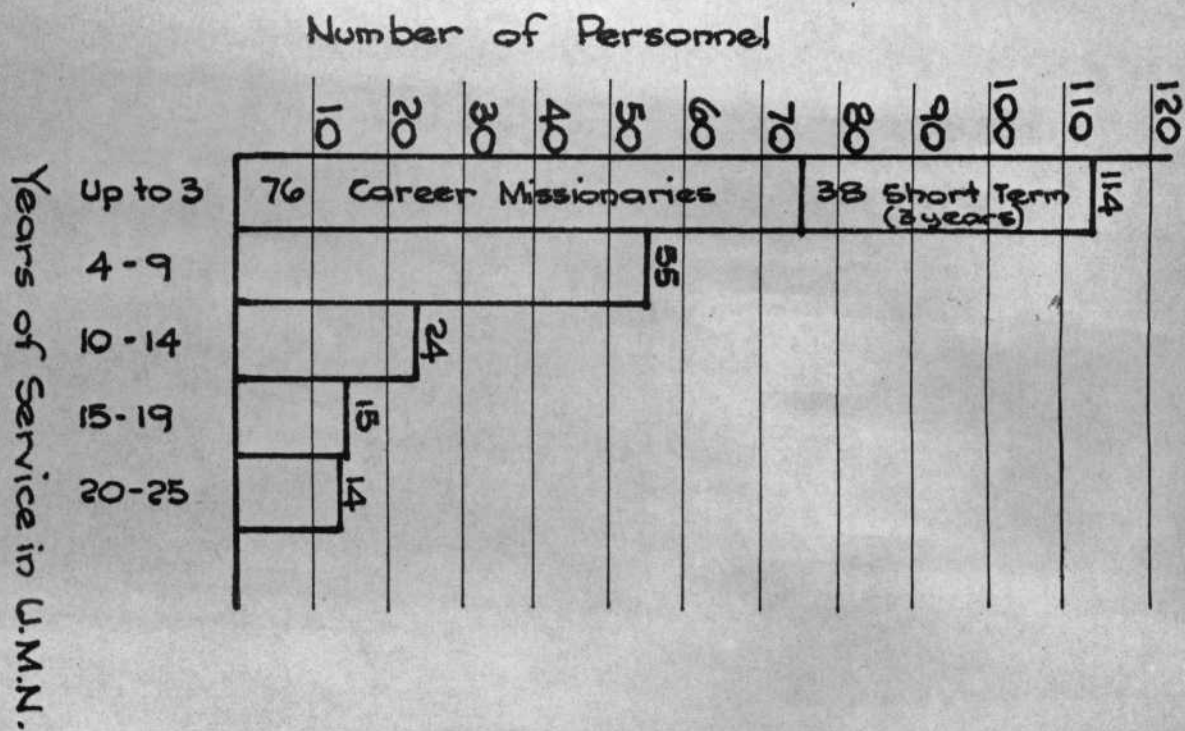
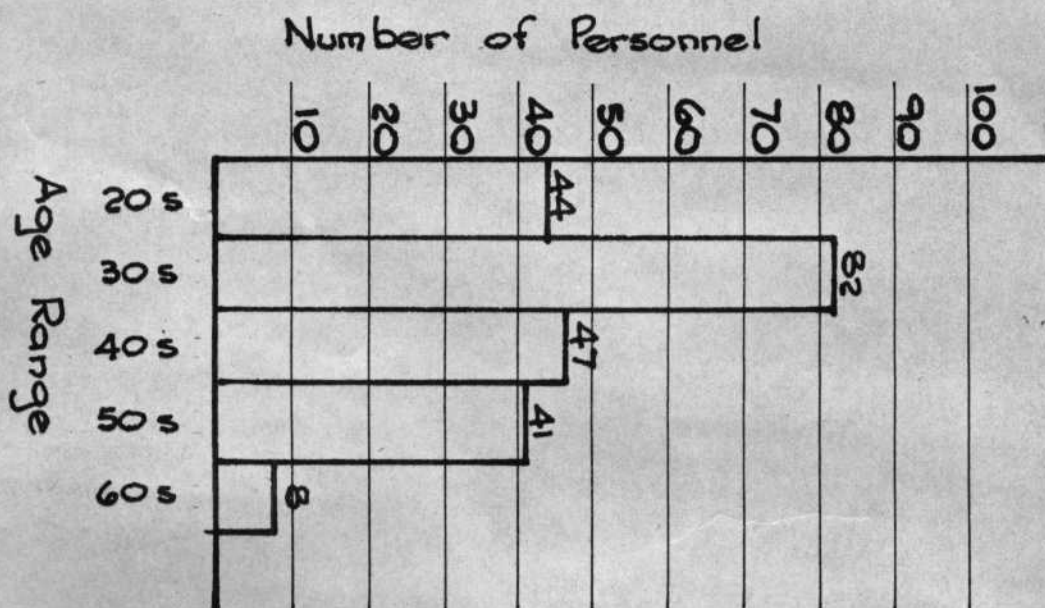
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U.M.N. Board Appointees' MISSION BOARDS

Nationalities of U.M.N. Personnel.



Age and Service Statistics of U.M.N. BOARD APPOINTEES



Photokop.: Herr Runge
"Vogel"
31.10.78

UMN GENERAL CONFERENCE, 1979
(Planning Report, April 1978)

Dates: Monday, 2nd April - Wednesday, 4th April, 1979.

Attendance: Approx. 42 representatives of member bodies from outside Nepal
2 Nepali Church members: Rev.R.Karthak & Dr.R.Rongong
9 Ex-officio members of UMN Executive and Board
7 UMN Board Appointees sent as delegates from projects

Total 60 approximately

Purpose: To discuss the future course of the UMN in the light of past history and present conditions, with emphasis on thoughtful discussion, not decision.

Speakers:

For Bible Studies: Dr. Kosuke Koyama, ordained Minister of the United Church of Christ in Japan. Lecturer in theological schools in Thailand and South East Asia; presently Senior Lecturer in Religious Studies, University of Otago, New Zealand.

For Presentations: Bishop Lesslie Newbigin, many years missionary in India with Church of Scotland; Bishop of The Church of South India; presently lecturer at Selly Oak Bible College, England.

Preparatory materials and briefing:

1. To be sent out to delegates ahead of time:
Mr. J. Lindell's book on the history of the UMN
UMN Five Year Plan, in condensed form
UMN 1978 Annual Report, in a condensed form
Explanatory papers on certain features of the UMN, such as:
 - its relation to the Church;
 - its relation to the government, handing over of institutions, etc;
 - its relation to Nepali people, active participation in project work and administration, etc.
2. Briefing session on Sunday evening, 1st April, for representatives from outside Nepal, on UMN, the country, the Church, etc.
3. Visits to projects in Kathmandu Valley on Monday morning, 2nd April.

Program:

Monday afternoon, 2nd April:

- 25th Birthday celebration, with HMG and other officials invited.
- Historical talk on UMN, by Mr. J. Lindell
 - Talks by one or two Nepali officials
 - Tea, followed by informal conversation.

Monday evening, 2nd April:

BIBLE STUDY I

Tuesday morning, 3rd April:

PRESENTATION I (1 hour)
Rejoinder by UMN representative (15 minutes)
Coffee break
Discussion groups on topic, led by UMN representative.

Tuesday afternoon, 3rd April:

PRESENTATION II. (1 hour)
Rejoinder by UMN representative (15 minutes)
Coffee/tea break
Discussion groups on topic, led by UMN representative

Tuesday evening, 3rd April:

BIBLE STUDY II

Wednesday morning, 4th April:

PRESENTATION III (1 hour)
Rejoinder by UMN representative (15 minutes)
Coffee break
Discussion groups on topic, led by UMN representative

Wednesday afternoon, 4th April:

Plenary session

Wednesday evening, 4th April:

BIBLE STUDY III

Theme: "Christian Mission Presence in Nepal".

Bible Studies: Based on Col.3:17: "Whatever you do, in word or deed, do everything in the name of the Lord Jesus".

Presentations: In view of the dominant fact of nation building going on in Nepal Today:

- I. What is the Christian theology in relation to natural resources? (environment, ecology, wealth).
- II. What is the Christian Mission theology in relation to development projects and programs? (such as the many in which UMN is involved).
- III. What is the Christian and Mission relation to the human resources? (people, their condition and possibility of change, character, ethics, etc.).

SCHEDULE OF MEMBERSHIP

A) MEMBER BODIES and their appointed representatives:

American Lutheran Church: None
Assemblies of God: Mr. Ron Peck
Baptist Missionary Society: Mr. S. Mudd, Rev. G. Grose
Bible & Medical Missionary Fellowship: Mr. M. Roemmele, Miss H. Quirk
Christian Church (Disciples): Rev. E. Gass
Church Missionary Society, Australia: Miss R. Judd
Church Missionary Society, UK: Mr. M. Warner
Church of North India: Rt. Rev. R. Bhandare
Committee for Service Overseas: Mr. K. Kaiser, Mr. G. Pfafflin
Darjeeling Diocesan Council and Church of Scotland: Rev. W. Murison
Finnish Missionary Society: Mr. A. Hukka, Mrs. L. Hukka
Free Church of Finland: ^{Mr.} Rev. V. Korhonen
Gossner Mission: Miss D. Friederici, Mr. H. Vogeli
Japan Overseas Cooperative Service: Mr. T. Nara
Lutheran Church of America: Dr. F. Neudoerffer, Mr. S. Isaac
Mennonite Board of Missions & Charities: Mr. W. Shenk, Rev. P. Kniss
Mennonite Central Committee: Mr. B. Lobe, Mr. P. Myers
Methodist Church, UK: Rev. G. Shaw
Orebro Mission, Sweden: Mr. J. Malm, Mrs. S. Eriksson
Presbyterian Church in Canada: Rev. E. Roberts, Mr. C. McMullen
Presbyterian Church in Ireland: Rev. C. Young
Regions Beyond Missionary Union: Rev. G. Larcombe, Dr. M. Owen
Swedish Free Mission: Rev. E. Andreasson
Swiss Friends for Missions in India & Nepal: None
United Church of Canada: Rev. F. Carey
United Methodist Church, USA: ^{Rev.} Mr. J. Mizuno, Mr. J. Bischoff
United Presbyterian Church, USA: Dr. F. Wilson, Dr. R. Seaton
Wesleyan Church, ^{USA} of America: Rev. W. Wright
World Concern, USA: Rev. A. Beals
World Mission Prayer League, Norway: Mr. J. Kristiansen, Mr. A. Bjoroy
World Mission Prayer League, USA: Rev. A. Berg, Mr. T. Manaen

B) Representatives of the Nepal Christian Fellowship

Mr. M. S. Rana, Mr. S. Sodemba

C) Co-opted members.

Christian Church (Disciples): Dr. T. Mook

Gossner Mission: Dr. P. Singh

Leprosy Mission: ~~Dr. R. Thangaraj~~

Wesleyan Church of America: Miss R. Bibbee

Church World Service: Mr. K. Alliman

World Mission Prayer League, Norway: Mr. A. Voreland

Former Acting Health Services Secretary: Mr. P. Spivey

TEAR - Fund UK, Ernest Oliver

D) Ex-officio members:

Rev. G. Ruff, Executive Secretary

Mr. F. Clarkson, Treasurer

Mr. O. Hoftun, Economic Development Secretary

Mr. J. Lindell, Acting Education Secretary

Dr. C. Friedericks, Health Services Secretary

Mr. T. Mogedal, Economic Development Board representative

Miss M. McCombe, Education Board representative

Miss F. Swenson, Health Services Board representative

Mr. D. McConkey, Workers' Conference representative

E) Observer.

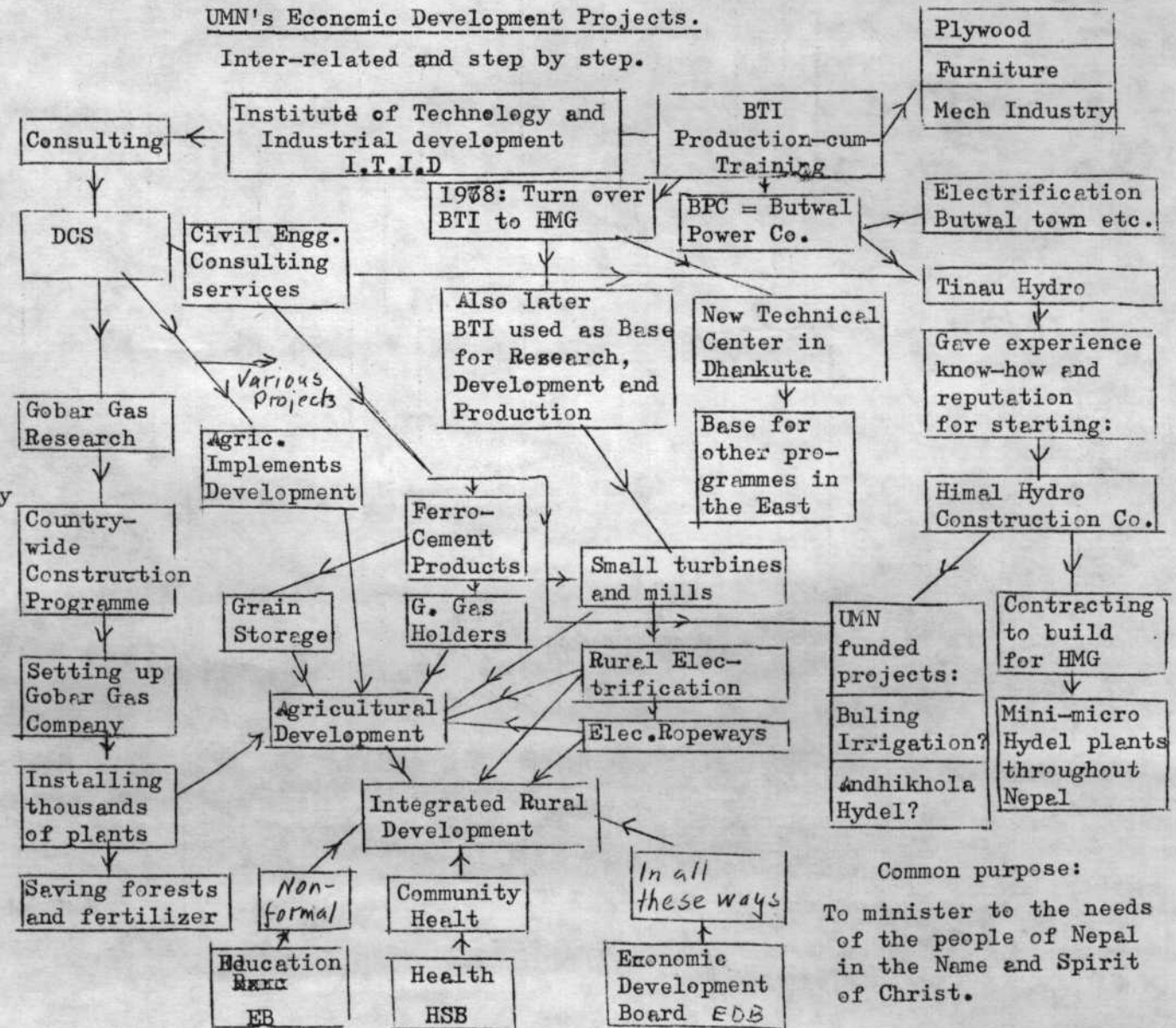
Rev. C. Johansson, Executive Secretary-elect

Mr. Kaunmang

UMN's Economic Development Projects.

Inter-related and step by step.

- | Problem: | Answer: |
|--------------------------------|----------------------------------|
| 1. Lack of skills | Training - on-the-job |
| 2. Unemployment | Industrial Development |
| 3. No infra-structure | Transport-Power |
| 4. No know-how | Appropriate technology |
| 5. Inefficient farming | Agro-industry Better tools |
| 6. Imbalance hill/terai | Planned Regional Development |
| 7. Deforestation, soil erosion | New fuel & energy sources |
| 8. Unbalanced development | Integrated community development |



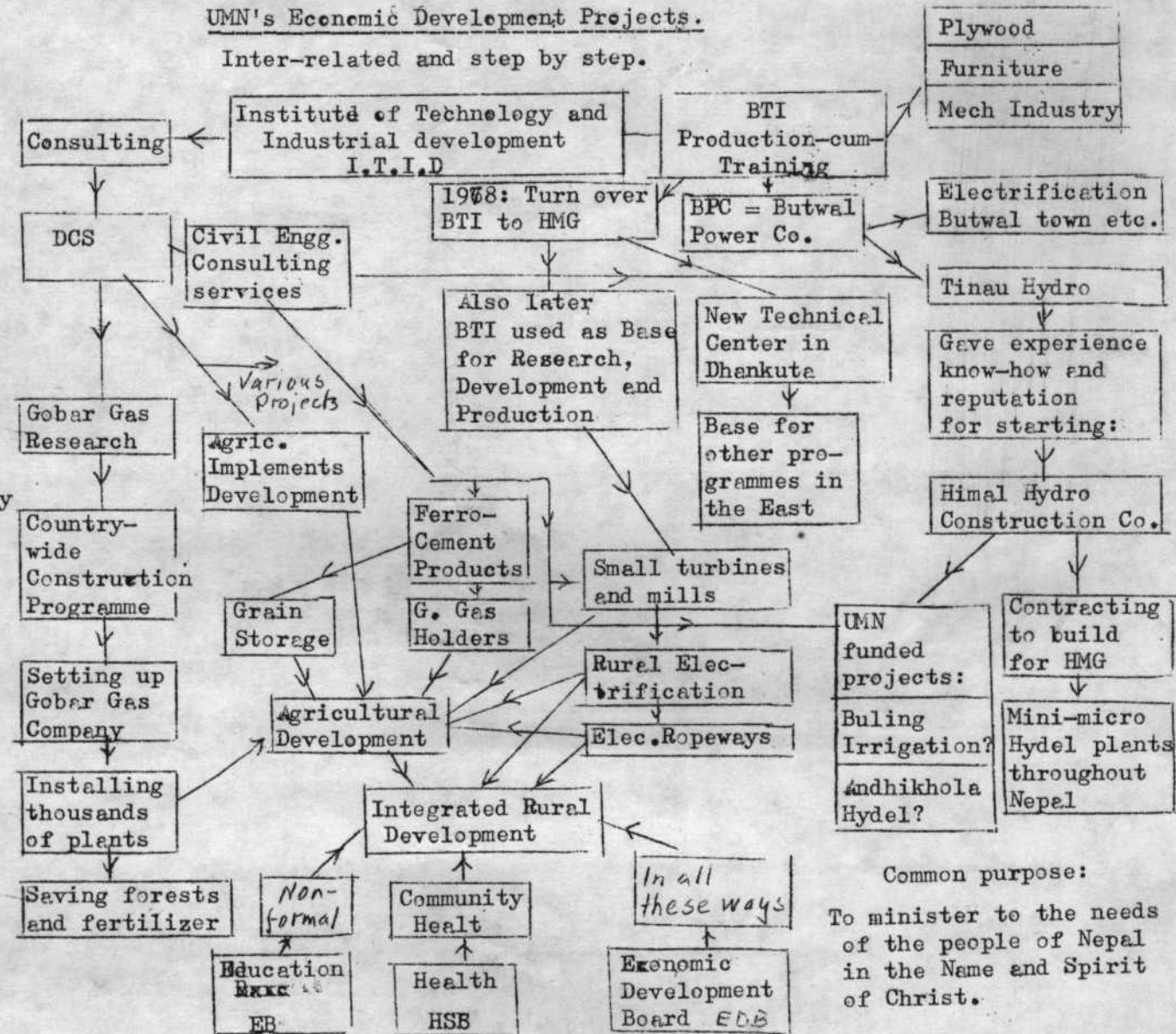
Common purpose:
To minister to the needs of the people of Nepal in the Name and Spirit of Christ.

Dec.1978

UMN's Economic Development Projects.

Inter-related and step by step.

- | Problem: | Answer: |
|--------------------------------|----------------------------------|
| 1. Lack of skills | Training - on-the-job |
| 2. Unemployment | Industrial Development |
| 3. No infrastructure | Transport-Power |
| 4. No know-how | Appropriate technology |
| 5. Inefficient farming | Agro-industry Better tools |
| 6. Imbalance hill/terai | Planned Regional Development |
| 7. Deforestation, soil erosion | New fuel & energy sources |
| 8. Unbalanced development | Integrated community development |

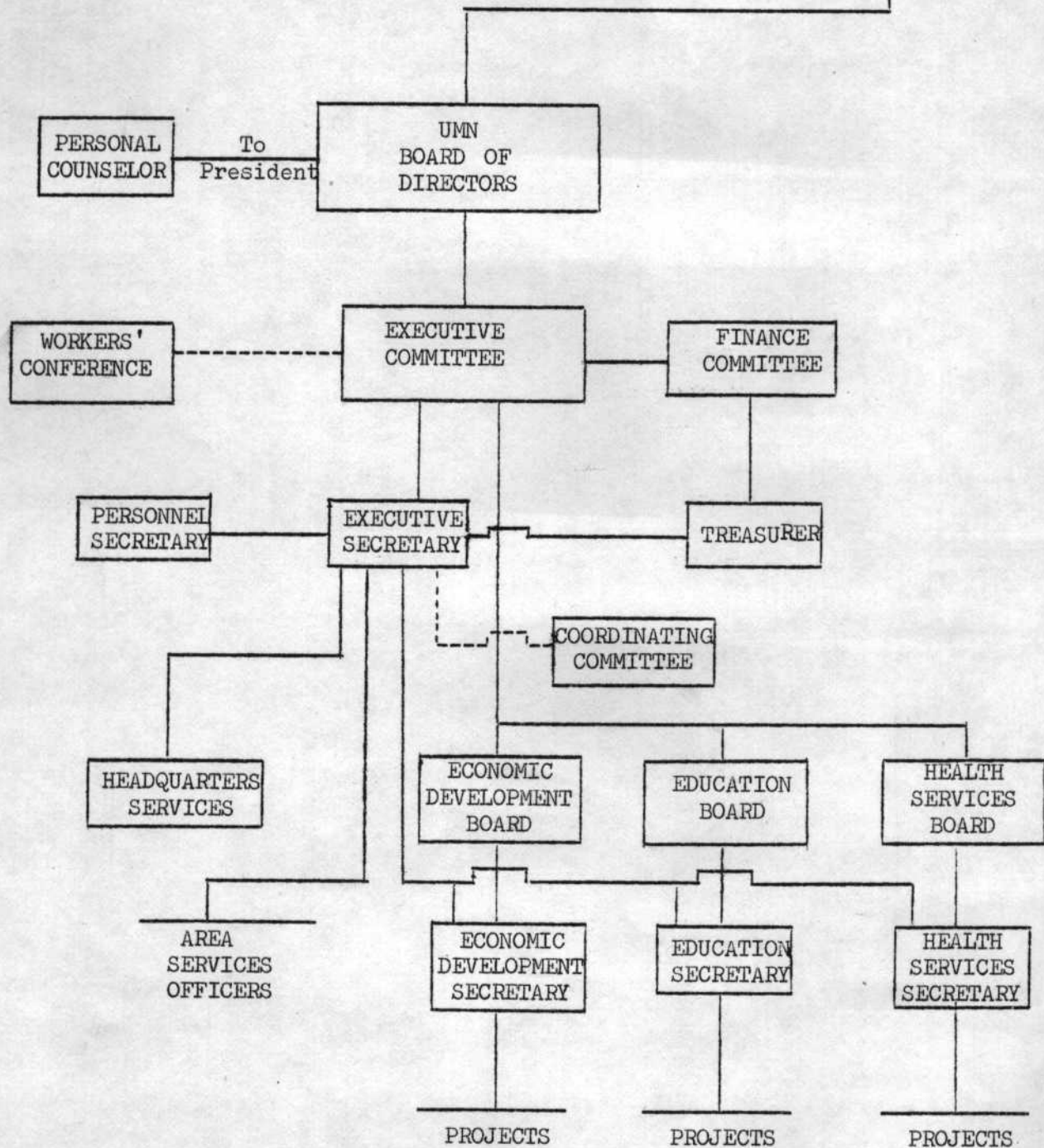


Common purpose:
To minister to the needs of the people of Nepal in the Name and Spirit of Christ.

Dec.1978

ORGANIZATIONAL STRUCTURE
of
THE UNITED MISSION TO NEPAL

TWENTY-NINE OVERSEAS MEMBER BODIES SEND REPRESENTATIVES TO



DRAFT RESOLUTION FROM THE GENERAL CONFERENCE

- A. We acknowledge, with thankfulness and praise to God, the way in which He has brought the United Mission into being and used it these 25 years, and for the wide variety of activities into which He has led it.
- B. We encourage the Mission to continue in pursuit of its defined purposes in such ways as it is able in the Nepal situation.
- C. We advise the Mission within its total activities, to give continuing priority attention to the following:
1. Active concern for the underprivileged, because God does.
 2. Acknowledged respect for the freedom and responsibility of every person to seek what is good.
 3. Practice of the Biblical teaching of the 'responsible society' in covenant with God and with one another, in all areas of society where the Mission has its presence, and seeking to develop leadership having this viewpoint and practice, and "remember that you were once slaves in Egypt".
 4. To act, and be seen to act, as stewards of God, living in vocation for Him in all of life.
 5. To assist in developing national leadership in mission activities, in church and in society.
 6. To seek to understand and to speak the prophetic word of God into the situations where the Mission is present.
 7. To trust the Holy Spirit to make people into new creations in the Kingdom of God and to recognize one's personal responsibility to maintain one's loyalty to Christ, loyalty to each other and a readiness to give an account of one's faith.
 8. As individuals, to actively participate in local Christian fellowships and encourage one another to do so.
 9. To give continuing study and definition to what happens to UMN activities when UMN terminates.
 10. Seek increased participation in UMN by non-European members.

REPORT OF PLENARY SESSION OF GENERAL CONFERENCE, 4TH APRIL, 1979.

- C7 1. Recognising the dichotomy of being recognised as a development agency and also as a Christian Mission, the UMN should continue with all dedication and good conscience to do its best for nation-building here in the faith that this is part of God's purpose for Nepal. This involves:

- a) Complete faithfulness to Christ;
- b) Loyalty, respect and support for each other;
- c) Readiness to give an account of our faith when asked.

This is our part; to convert souls is the Holy Spirit's part.

- C1-4 2. The UMN endorses the following Biblical criteria as the basis for Christian development programs:

- a) Concern for the most underdeveloped;
- b) Respect for the individual's freedom to seek good or reject it;
- c) Aim for the responsible society;
- d) Becoming obedient servants/stewards, not masters.

The UMN affirms a definite urgency to be constantly reminded to focus on the areas of those in most need - the poor who are getting poorer; and the validity of ministry to all sections of the community: a ministry which will encourage them to minister to others, including the poor. The UMN should continue to seek consultation and advice from Church leaders concerning work and programs.

- C10 3. Recognising the limitations of Westerners in an Asian setting, and in relating to Nepali culture, the UMN would welcome more Asian personnel and expertise, supported financially either by their own Churches or by Western Churches.

- C5 4. The UMN should plan to continue to train Nepalis, Christian and non-Christian, for leadership in UMN programs, and also for government and other forms of nation-building.

- C8 5. The UMN should not seek any formal link with the Church, but individual members of UMN should be encouraged to take a more active and greater share in the life of the local Church group and seek identification and ministry in the fellowship, bearing in mind the fact that they are under the law and pledged to keep it. Member bodies should be encouraged to support training of Nepalis for Church leadership on a private basis and in response to requests from NCF, praying that God will call out more such potential Nepali leaders.

Ron Seaton,
Margaret Owen,
Betty Young.



THE UNITED MISSION TO NEPAL

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

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

30 January 1979

To UMN Member Bodies and Invited Observers
in UMN General Conference

Miss Dorothea Friederici
Gossner Mission
West Germany

Dear Dorothea:

Many of you have sent the names of the persons who are to be official delegates at the meeting of the UMN Board of Directors in April as well as such people and observers whom you are appointing to attend the UMN General Conference meeting in April. We appreciate the fine, early response to our requests.

There are still a few organizations from whom we are expecting to hear.

Enclosed is our list of participants expected as of January 22nd. Will you please look at this and let us know if it is correct as far as your organization is concerned. We are trying to be as accurate as we can well in advance in order to make certain that arrangements for these meetings will be carried out as smoothly as possible.

You will note the large number of people who are planning to attend. Your response has been overwhelming but certainly most encouraging.

We are hard at work now seeking proper accommodation for the large numbers of you who are planning to attend. Some of you will be housed in our two Headquarters guesthouses, some will be in guest rooms of some of our personnel in Kathmandu Valley, and some will be in the Blue Star Hotel, because that is the nearest place to Headquarters that will handle this many people.

We request that you continue in prayer for these meetings that God will use them not only to rejoice in His faithfulness over the past 25 years of UMN's brief history, but also to point the way for the next number of years in the future.

We shall appreciate word from you if it is convenient, either confirming what we have included as to your participants or suggesting changes, or giving us the names where no name now appears.

Thanking you in advance for your courtesy, I remain

Cordially yours,

Gordon M. Ruff
Executive Secretary

GMR:sh

Encl.



UMN GENERAL CONFERENCE

APRIL 1-4, 1979

Participants expected as of 22 Jan. 1979

<u>MEMBER BODY</u>	<u>OFFICIAL DELEGATES</u> (Board Members)		<u>OBSERVERS</u>
	<u>Overseas</u>	<u>Others</u>	
Assemblies of God		R. Peck	
Baptist Missionary Socy.	S. Mudd	G. Grose	
Bible & Medical Miss.Fell.	R. Windsor	* M. Roemmele	H.Quirk, M.Jones, A.Clezy, B.Gould, M.Gould.
Christian Church(Disciples)	T. Mook	E. Gass	
Church Missy.Society, UK	(M.Warner, Board meeting only)		
Church Missy.Socy,Australia			
Church of North India		R. Bhandare	
Committee for Service Overseas (2)			
Darjeeling Diocesan Council & Church of Scotland	W. Murison		
Free Church of Finland	V. Korhonen		
Finnish Missionary Society	A. Hukka		
Gossner Mission	Mrs. L.Hukka D. Friederici H. Vogeli		P. Singh U. Runge
Japan Overseas Coop.Service (2)			
Lutheran Church of America	F. Neudoerffer S. Isaac		
Mennonite Board of Missions	W. Shenk	** P. Kniss ** B. Lobe (1 other)	
Mennonite Central Committee			
Methodist Church, UK	G. Shaw		
Orebro Mission	J. Malm	** S. Ericksson	B. Johnsson
Presbyterian Ch.in Canada	E. Roberts	** C. McMullen	Mrs.E.Roberts
Regions Beyond Miss.Union	G. Larcombe	** M. Owen	Mrs.G.Larcombe, G. Lazenby (1)
Swedish Free Mission (1)			
Swiss Friends for India and Nepal	W. Gossweiler		
United Church of Canada	F. Carey		Mrs. F.Carey
United Methodist Church,USA (2)			
United Presbyterian Ch,USA	F. Wilson	* R. Seaton	Mrs.R.Seaton, (1 other)
Wesleyan Church	W. Wright		Mrs. W.Wright
World Mission Prayer League, Norway	J. Kristiansen	** A. Bjoroy	H.Berget, Mrs.J. Kristiansen, A.Voreland
World Mission Prayer Lge,USA.	A. Berg T. Manaen		Mrs. A. Berg Mrs. T. Manaen
Nepal Christian Fellowship(2)			(? 2)
Associate member body - Leprosy Mission		R. Thangaraj	
	<u>Total: 30</u>	<u>Total: 16</u>	<u>contd.</u>

++ Expected to be accepted as member bodies April 5th.

* Member of Finance and Executive Committees

** Member of Executive Committee

OBSERVERSInvited Observers:

++American Lutheran Church
 ++Presbyterian Church in Ireland
 ++World Concern, USA
 International Nepal Fellowship
 National Chn. Council of India
 American Baptist Church
 Christian Conference of Asia
 British Council of Churches

S. Harman
 C. Young
 A. Beals
 (1)
 M.A.Z. Rolston
 K. Aier
 (1)
 R. Anstey
 Bishop & Mrs. L.
 Newbigin
 K. Koyama

Speakers:

Total: 34

UMN PERSONNELEx-officio:

Coordinating Committee: F. Clarkson
 C. Friedericks
 O. Hoftun
 J. Lindell
 G. Ruff
 B. Young (secretary)
 EB representative: R. Clark
 EDB representative: T. Mogedal
 HSB representative: F. Swenson
 Workers Conf. rep.: P. Spivey

C. & A. Johansson

Total: 12

Project representatives:

Butwal (2):

Tansen (2):

Pokhara (1):

Gorkha (2):

Okhaldhunga (1):

Shanta Bhawan (2):

Kath. Others (1):

Total: 11

TOTAL: Official delegates from overseas -	30
" " " India/Nepal -	16
Observers	34
UMN ex-officio -	12
UMN Project representatives -	11
	<u>103</u>

EVALUATION OF MAHENDRA BHAWAN STUDENTS

The UMN Board, in its April 1978 meeting (BD-10/78), requested that a survey be made of former students of Mahendra Bhawan Girls' High School. The Education Board arranged for such a survey to be made by the assistance of staff members with the following results:

<u>Year</u>	<u>S.L.C. Results</u>		<u>Total</u>	<u>Percent</u>
	<u>Passed</u>	<u>Failed</u>		
2025 ('68)	12		12	100%
2026 ('69)	15	3	18	83.33%
2027 ('70)	33	1	34	94.1%
2028 ('71)	24	2	26	92.3%
2029 ('72)	24		24	100. %
2030 ('73)	38	3	41	92.7 %
2031 ('74)	23	17	40	57.5%
2032 ('75)	47	5	52	90.4 %
2033 ('76)	34	8	42	81. %
2034 ('77)	40	1	41	97.6 %

In the 10 years total students were 330, with 290 passed, average pass 88%. The drop in percent of passes in 1975 was when the New System was introduced.

The following chart shows the results of a questionnaire sent out to about 500 students who have graduated or left the school during high school. Close to 200 replies were received which offer the following findings:-

<u>Number in the category</u>	<u>Married</u>	<u>Single</u>	<u>Occupation at present (1979)</u>
1	1		Studying for B. Sc.
2	1	1	<u>Doctors</u> . At Bir Hospital. <u>No job</u> .
25	10	15	<u>Teachers in Schools</u>
6	4	2	<u>Lecturers at the University</u>
9	3	6	<u>Jobs in private sector</u>
2	1	1	<u>HMG employment</u>
30	30		<u>No employment</u> . Home-makers
2	1	1	<u>Air hostess</u>
6	2	4	<u>Medical tutors, nurses, medical work</u>
112		112	<u>In further study</u>
195	53	142	

31 unbeschäftigt (16%) 15%

113 Studentinnen (58%) 60%

51 berufstätig (26%) 25%

22A -

UMN GENERAL CONFERENCE, 1979
(Planning Report, April 1978)

Dates: Monday, 2nd April - Wednesday, 4th April, 1979.

Attendance: Approx. 42 representatives of member bodies from outside Nepal
2 Nepali Church members: Rev.R.Karthak & Dr.R.Rongong
9 Ex-officio members of UMN Executive and Board
7 UMN Board Appointees sent as delegates from projects

Total 60 approximately

Purpose: To discuss the future course of the UMN in the light of past history and present conditions, with emphasis on thoughtful discussion, not decision.

Speakers:

For Bible Studies: Dr. Kosuke Koyama, ordained Minister of the United Church of Christ in Japan. Lecturer in theological schools in Thailand and South East Asia; presently Senior Lecturer in Religious Studies, University of Otago, New Zealand.

For Presentations: Bishop Lesslie Newbigin, many years missionary in India with Church of Scotland; Bishop of The Church of South India; presently lecturer at Selly Oak Bible College, England.

Preparatory materials and briefing:

1. To be sent out to delegates ahead of time:
Mr. J. Lindell's book on the history of the UMN
UMN Five Year Plan, in condensed form
UMN 1978 Annual Report, in a condensed form
Explanatory papers on certain features of the UMN, such as:
 - its relation to the Church;
 - its relation to the government, handing over of institutions, etc;
 - its relation to Nepali people, active participation in project work and administration, etc.
2. Briefing session on Sunday evening, 1st April, for representatives from outside Nepal, on UMN, the country, the Church, etc.
3. Visits to projects in Kathmandu Valley on Monday morning, 2nd April.

Program:

Monday afternoon, 2nd April:

- 25th Birthday celebration, with HMG and other officials invited.
- Historical talk on UMN, by Mr. J. Lindell
 - Talks by one or two Nepali officials
 - Tea, followed by informal conversation.

Monday evening, 2nd April:

BIBLE STUDY I

Tuesday morning, 3rd April:

PRESENTATION I (1 hour)
Rejoinder by UMN representative (15 minutes)
Coffee break
Discussion groups on topic, led by UMN representative.

Tuesday afternoon, 3rd April:

PRESENTATION II. (1 hour)
Rejoinder by UMN representative (15 minutes)
Coffee/tea break
Discussion groups on topic, led by UMN representative

Tuesday evening, 3rd April:

BIBLE STUDY II

Wednesday morning, 4th April:

PRESENTATION III (1 hour)
Rejoinder by UMN representative (15 minutes)
Coffee break
Discussion groups on topic, led by UMN representative

Wednesday afternoon, 4th April:

Plenary session

Wednesday evening, 4th April:

BIBLE STUDY III

Theme: "Christian Mission Presence in Nepal".

Bible Studies: Based on Col.3:17: "Whatever you do, in word or deed, do everything in the name of the Lord Jesus".

Presentations: In view of the dominant fact of nation building going on in Nepal Today:

- I. What is the Christian theology in relation to natural resources? (environment, ecology, wealth).
- II. What is the Christian Mission theology in relation to development projects and programs? (such as the many in which UMN is involved).
- III. What is the Christian and Mission relation to the human resources? (people, their condition and possibility of change, character, ethics, etc.).

UNITED MISSION TO NEPAL PHILOSOPHY, PLANNING, PRIORITIES,
PROGRAM BALANCE

Response to Board of Directors Action No. BD-9/78.

A. Nepal Situation, 1954.

When Nepal was opened to outside influences and the United Mission to Nepal entered in the early 1950s, the country was still more or less a medieval kingdom. It was primitive, isolated and stagnant. For all practical purposes, development did not exist. There were exceedingly few trained people of any kind with skills, such as teachers, nurses, electricians, doctors, mechanics, builders, secretaries, government administrators. Any who were in the country were mostly temporarily imported from India. The great mass of people lived on a subsistence level, illiterate, using local handicrafts, with little trade and little cash.

B. UMN Enters Nepal.

As the government began to look around to seek assistance for a speedy development as was possible, it welcomed assistance from the United Mission to Nepal to help begin basic health services in Tansen and Kathmandu Valley.

C. UMN Philosophy of Mission.

From the beginning, the United Mission to Nepal had a stated purpose for working in development programs in Nepal. Although the wording at present has been slightly revised through three Constitutions, the central purpose, the philosophy of mission, remains the same:

- " I. To minister to the needs of the people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life, thereby strengthening the total Church in its universal ministry.
- II. In doing so it will be the purpose of the United Mission to undertake the proper care and treatment of the sick, the prevention of disease, the education of children and adults, the development of agriculture and industry, and such other activities as are conducive to the fulfilment of the purposes of the United Mission.
- III. It will be a fundamental principle of the United Mission to train the people of Nepal in professional skills and leadership."

The phrase "to minister to the needs of people" implies the basic spiritual quality which is the underlying purpose for United Mission to Nepal involvement in this country.

D. UMN/HMG Agreements.

From the time of initial entry into the country, there has been a signed agreement between the United Mission to Nepal and His Majesty's Government. At present we are nearing the end of the fourth such agreement. From these it is clear that:

- I. UMN works within the general framework of His Majesty's Government planning;
- II. Each project has a separate agreement with the relevant Department or Ministry of His Majesty's Government; and
- III. UMN personnel confine their activities to the scope of those projects to which they have been assigned.

E. UMN Policy Guidelines.

As the UMN gained experience in working with government, and as there were opportunities for expanding from its original work of just two health services projects, considerable study was given as to how the UMN should function and what should be its basic style. As a result of this study, the UMN Board of Directors in April 1970 approved an important paper entitled "Policy Guidelines". This still is in effect, and, along with the UMN Constitution and the UMN/HMG Agreement, forms the way in which the Mission participates in Nepal's development. (A copy of the "Policy Guidelines of 1970" is attached herewith.)

Under God, guided by UMN's purpose, directed by the Policy Guidelines, and within the terms of successive Agreements with His Majesty's Government, UMN's growth and influence in Nepal has come largely through initiative and perseverance of individuals who had the right vision at the right time. The Mission has from its start been dependent upon the vision of the Board of Directors and upon personnel offered by member bodies within the policies of the UMN. But through the personnel offered to and accepted by the UMN Board during its 25 years of history, "living water" has continued to flow abundantly into the many streams of activities in Nepal.

Some present projects, begun very simply up to 25 years ago and in an almost vacuum of national development, have become strong and useful institutions, both small and large (by Nepal's standards). This growth followed the UMN's philosophy of mission embodied in its Constitution, Board actions and "Policy Guidelines".

F. UMN and Participation of the People.

The first 25 years of its history have seen both traditional forms of mission work and new ideas ("institutions" and "development"); initiative from HMG and UMN; living and working with different levels of society; engaging in projects in isolated and rural areas and in urban centers. All of these resulted from seeking God's will as to what it meant at any one time to work "in the Name and Spirit of Christ".

From the inception of its work in this country, UMN has involved the participation of people in its plans. It has sought to uplift the poorest sections of society, not always with exclusive emphasis, but with the aim of helping some Nepalis to be better able to help others. It has emphasised appropriate technology. It has sought to discern the signs of the times and to adjust its programs to the more urgent needs which it felt capable to address. More recently there has been an increasing emphasis and priority on matters concerning energy and rural development. Although people's participation is essential to such programs, there may be situations in which local or regional authorities may initiate developmental processes in which people participate in a meaningful manner.

G. Principles of HMG Planning.

HMG's Sixth Plan (July 1979 - July 1984), emphasises several principles, among which are:

1. Priorities include transportation facilities, minimum needs and services to people in remote and backward regions, increased employment opportunities for lower income groups, conserving and utilising natural resources, raising standards of people who are below the poverty line.
2. Maximum local participation in national development processes.

3. Full trust placed in Pradhan Panchas (locally elected village leaders).
4. Pradhan Panchas representing the local leadership have important roles in initiating and implementing development plans at village and district levels, conforming to overall national development goals.
5. Pradhan Panchas have to identify developmental priorities at village and district levels.
6. Formulation of village and district level development plans will be made more simple.
7. Major share of local tax revenue will be retained to implement local development plans.
8. Projects of regional and national importance requiring higher level technology will be formulated by the Central Government.

H. UMN Priorities.

UMN's purposes have proven to be compatible with these principles as the Mission has cooperated with Government representatives at all levels through the years, and as current negotiations are carried on.

From among the many possible involvements in Nepal, priorities, which are not of inflexible chronological importance, have been set in the UMN Five Year Plan. They are reviewed annually by the appropriate committees, boards, and Board of Directors. But fixing firm priorities for UMN is difficult for some of the following reasons among others:

1. Cooperation with His Majesty's Government, according to the terms of our Agreement, requires flexibility. Each of the three Functional Boards deals with this at least three times a year in seeking to understand the short and long term goals of the relevant department or Ministry.
2. UMN is dependent upon personnel and funds which are given from abroad by its member bodies, and can undertake programs only when such resources are available.
3. The UMN commitment to training, clearly stated in both its Constitution and its Agreement with Government, sometimes may mean continuing work in an institution because of the important values of training Nepali staff.
4. The UMN seeks to honour its present commitments in projects undertaken in agreement with the Government until the point is reached when such a project may be turned over. This is somewhat indefinite and is not entirely within the responsibility of UMN. It would be irresponsible to pull out precipitously from any one project. Frequently there has been a hiatus between our agreements with Government, but that did not mean that the total work of the UMN ground to a halt.

I. UMN Program Balance.

To maintain an inter-disciplinary balance and to seek to ensure that priorities of the Functional Boards are compatible, there are at least seven components of UMN organisation and planning:

1. Functional Boards have members from other than their own defined functional interests; that is, there is a cross-fertilization among the members of each Functional Board.
2. The Functional Secretaries frequently sit as consultants to the other Functional Boards.
3. The Advisory Committee on Integrated Rural Development is composed of

members representing the three Functional Boards.

4. The Executive Secretary is Chairman of all three Functional Boards.
5. All programs are reviewed annually by the Workers Conference, which involves between one half and two thirds of the total UMN personnel.
6. The Coordinating Committee, on which sit the three Functional Secretaries, the Personnel Secretary, the Treasurer and the Executive Secretary, continually reviews the activities throughout the entire Mission.
7. The Executive Committee reviews and approves the plans presented by the Functional Boards through the Coordinating Committee.

J. Summary of UMN Involvement.

Looking back on 25 years of UMN involvement in Nepal, one can confidently affirm God's gracious hand upon this unique Mission:

1. From eight member bodies and four personnel in 1954, it has grown to 32 member bodies and 257 personnel in 1979.
2. From two projects it has grown to 44 projects (list attached).
3. There have been continuing and increasing maintenance grants from member bodies.
4. There have been continuing capital and time-bound program grants from donor agencies.
5. The UMN has a high credibility with His Majesty's Government.
6. There has been improvement of the way of life for large numbers of people, impossible to assess accurately, as well as the unfolding of people's potential to realize God's promises.
7. There has been a constant and steady growth of the Christian community across the mountains and valleys and plains of the nation.

K. Plans for the Future.

In a country which urgently requires development at every level, we believe that God has given to UMN a variety of ministries in institutions, rural programs, training opportunities, non-formal education and personal witness. The current plan for the future includes the following:

1. To continue present programs and projects until the right time comes to hand them over;
2. To open new programs in under-developed areas where appropriate;
3. To emphasize training of Nepalis and high ethical standards;
4. To seek further involvement in rural development, and community health;
5. To second UMN personnel into Government programs.

Detailed planning for all of this is contained in the UMN Five Year Plan, and in supplementary plans for new projects as approved from year to year by the Board of Directors.

March 1979

PROJECTS OF WORK OF THE UNITED MISSION TO NEPAL, 1979

In the area of Economic Development:

- Butwal Technical Institute
- Development and Consulting Services
- Hydro Power Plants
- Turbine-operated Mills and Rural Electrification
- Gobar Gas Research and Development
- Consultants in several specialised areas
- Economic Development Board Service Office, Kathmandu
- Involvement in the following share Companies:
 - Butwal Power Company
 - Butwal Plywood Factory
 - Himal Hydro Construction Company
 - Gobar Gas and Agricultural Equipment Company
 - Butwal Engineering Works
 - Butwal Wood Industries

In the area of Education:

- Assistance in Mahendra Bhawan Girls' High School, Kathmandu
- Assistance in Gandaki Boarding School (Boys' High School), Pokhara
- Seconded teachers in secondary day schools of Gorkha District
- Seconded teachers in Institutes of Tribhuvan University
- Rural Youth Training Program
- Scholarship and In-Service Training programs
- Student Financial Assistance Program
- Educational Materials Development Program

In the area of Health Services:

- Shanta Bhawan Hospital, Lalitpur, Kathmandu
- Mission Hospital, Amp Pipal, Gorkha District
- Mission Hospital, Tansen, Palpa District
- Mission Dispensary, Okhaldhunga
- Patan Hospital construction project
- Community Health programs, based on the hospitals in:
 - Lalitpur District
 - Okhaldhunga District
 - Gorkha District
 - Palpa District
- Community Health Office, Kathmandu
- Nurses' Training School, Kathmandu
- Assistance in Assistant Nurse/Midwives' School, Tansen
- Assistance in Community Medicine Auxiliary School, Tansen

In the area of Headquarters Administration:

- Administrative offices
- Treasurer's office
- Central Services Department
- Language and Orientation Center
- Guesthouses in Kathmandu and in projects

New Projects under Study:

- Dhankuta Technical Center
- Small Community Development Project in Buling/Arakhala, Nawal Parasi Dist.
- Jumla Project, including a High School, Trade School, teachers seconded to day schools, community development, and medical workers in the district hospital.
- Andhi Khola hydro power project.

UNITED MISSION TO NEPAL

P O L I C Y G U I D E L I N E S

As approved by the UMN Board of
Directors, April 1970

BACKGROUND

For over 180 years, during Nepal's period of closed door policy, no Nepali known to be a Christian was allowed to live in the country; hence there was no church. Further, no foreign Christian mission was permitted to work in the country. Occasional Indian itinerant preachers entered the country, but were generally expelled.

This situation changed considerably in 1951 with the change of regime. The policy of exclusion ceased, although laws continued which forbid religious change and conversion. During this new period Christians from India have entered Nepal, finding different kinds of employment. Most of them have been domiciled Nepalis, returning to the land of their forefathers. There have also been active Christians in several of the foreign Aid Missions and Embassies which have undertaken to work in Nepal. In these times foreign Christian missions also have entered the country, obtaining residence status for their people, generally on the basis of contracts and agreements, to engage in forms of service which are consonant with the national aims of development. Christians, whatever their origin or connection, have gathered together in small groups and congregations, engaging in their various forms of worship, witness and work. These groups are widely scattered in perhaps 30 places. Christians may number about 500 of foreign nationality, and 200 of Nepali nationality (estimate, 1970).

The United Mission to Nepal was formed in 1954. It entered the country on the basis of an Agreement permitting it to undertake medical work in Kathmandu and Tansen for a period of five years. During this first period the Mission negotiated additional agreements to expand these two hospitals, to develop clinics in the capital valley, to build Bhatgaon Hospital, to open the Girls' High School in Kathmandu, and the Community Service Program in Gorkha District. At the end of the five years, the Mission received an extension of its General Agreement for another ten years, under a new set of terms. During this second period the Mission continued to seek agreements to expand existing projects and to start new ones. In this way it opened the Okhaldhunga Project, work in Dandeldhura which later closed, the Butwal Technical Institute, and became a cooperating member in the Pokhara Boys' School. Some of its requests for work were turned down, and some were granted. Through these years the Mission experienced very rapid growth in every way. In order to administer this large organisation the Mission developed its Headquarters office and home in Kathmandu.

In these beginning years, as each agreement was signed for undertaking some project, it was understood by both the Government and the Mission that this meant that the Mission would go ahead on its own to plan, build, finance, staff and manage each project. There were practically no professionally trained people in the country in the beginning. There were no national plans and structures of development into which the work of the Mission could fit. There was little or nothing to relate to. Government had no money to assist such work. The only thing to do was to strike out, in prayer for God's leading, and create the works of the Mission. Places were chosen; land was leased or bought; buildings were rented and remodelled, or new ones built; foreign staff and foreign money were used; mission administration was developed; nationals were employed, and in-service and academic training was begun.

The Mission is a private, voluntary service agency in the country. In 1954 it began with nothing, and has built up its Mission-owned and managed projects and institutions. It has followed the general rules of the related Government Departments in its work, and has given reports of its work to concerned offices. It has sought to consult with officials and to work in cooperation with Government programs, as they have developed. The Mission has taken the attitude that it will press on and develop its work as widely and as strongly as it can in the circumstances, and so long as there is opportunity.

During these 15 years, while the Mission has grown and undertaken its work as described above, the Government and society have been evolving and growing at a very rapid pace. Today Government programs and structures are active in most of the country. Academic and professional education of all kinds is growing by leaps and bounds. Ideas about the place and relation of all kinds of foreign people and organizations to the country are changing. These factors press upon the Mission, through local society and through Government, and speak to the Mission about development. There are great differences between now and 15 years ago. We "roll with the ship" in the "current of time" in order that we might continue to carry out our aims and purposes as fruitfully as possible.

At the end of 1968 our second Agreement came to an end. During all of 1969 we lived without an agreement, while we waited and negotiated for an extension. This has now been granted, and we may continue the work of the Mission for another five years, to the end of 1974. During the last few years we have seen changing of Government attitudes toward foreign Christian missions, including ours. The first indication was a high-level policy decision that no more mission schools should be opened. This refers to mission-owned and managed schools. Other indications have come with refusals for some new projects. Out of our conversations about the new Agreement we have received a growing conviction that Government has approved of the Mission continuing its present activities and projects for the time being, but it does not want us to begin any new projects; it prefers that the work of foreign agencies should be applied as cooperative assistance to Government programs, under its officers.

These rapid developments press us to give careful attention to questions of how we should plan our presence, our projects, and our work in the future. The following policy guidelines are an attempt at some answers.

POLICY GUIDELINES FOR THE FUTURE PLANNING OF THE
UNITED MISSION TO NEPAL

April 1970

I. The United Mission and the Church in Nepal.

The church in Nepal is independent, indigenous, developing its own faith and order. The United Mission has no organisational connections with the church, and at this stage does not plan for any. It does not see itself as either creating the church, or evolving into the church. One of its purposes, as given in its Constitution, is to help to "strengthen the universal Church in its total ministry"; this includes the church in Nepal. In the present circumstances the United Mission undertakes this purpose when its members join in the life of the church as individuals. In the changing times in the country, the Mission may continue as it is, or it may modify its forms and undertakings, or it may cease to exist.

II. The Mission serves the people of Nepal.

The UMN Constitution states that one purpose of the Mission is to "minister to the needs of the people of Nepal in the Name and Spirit of Christ". This means that the Mission seeks to minister to needs of people regardless of race, creed, caste or nationality. Christians should not expect preferential treatment in receiving the services of the Mission. This "ministering to the people" should be distinguished from staffing of its projects. Staff are appointed with a concern to fulfilling the purposes of the Mission in its several projects.

III. The Mission will work in terms of the Nepal situation.

The United Mission has developed its character and work to a considerable extent in relation to strong factors in the Nepal situation. Some of these are: (a) The very young and relatively small presence of church and Christian missions in Nepal. (b) The absence of foreign or western presence and domination in the last century, which means a friendly and open attitude towards foreigners in the country. (c) The independence of the church from the UMN. (d) The religious laws which seek to hold intact the Hindu society. (e) The measure of restriction on evangelistic work. (f) The footing of the United Mission in the country in a General Agreement with Government for engaging in forms of Christian social service to the people. (g) The limits on the Mission's work in terms of time, kind, place and relation to Government. (h) The present favourable opportunity for Christian missions in the country.

In the planning of its future course the UMN will seek to benefit from the experience and thinking of the wider missionary movement, but may not necessarily follow policies pursued in other countries. It will try to keep alive to its purposes, and to the factors of its situation, and plan its course accordingly.

IV. The Mission plans to continue a flexible presence.

The Mission realises that the position for foreign missions in Nepal is changing and the future unpredictable. This situation calls for flexibility in the planning and execution of the work of the mission. The Mission must adjust to changing situations. It will, therefore, be the policy of the Mission to continually review and reconsider the place, nature, content, structure, administration and future of its various activities in Nepal, and plan accordingly.

V. The Mission will administer its work in different ways.

Undertakings which we have received in the course of the past year indicate that Government favours the continuation of some Mission-owned institutions, seeks the closure of some, and is planning more and more for the close integration of all foreign assistance into the Government's development programs and structures.

In the years of the current Agreement, the Mission purposes to administer its works along the following lines:

- A. To continue to conduct its existing Mission-owned projects as it has been doing. It may seek agreements to begin other new similar projects if this seems desirable and possible. The Mission will continue to manage these projects in close consultation with Government Departments concerned.
- B. To undertake projects which from the very beginning, or at least at the earliest possible stage, have a defined status in relation to Government, and which are developed in response to Government planning, but which for a certain period of time are owned and managed by the Mission.
- C. To contribute assistance of different kinds, with differing types of relations, to Government programs or to other Nepali organisations or agencies.

VI. UMN Projects will evolve into Nepali ownership.

The presence of the Mission in the country in the future is uncertain. However, it is felt that in most cases the institutions begun by the Mission are worthy of continuing in their communities, even if the UMN disappears. It is therefore of the utmost importance that these projects which are intended to continue be planned and managed in such ways that in due course they will be able to carry on smoothly without the aid and presence of the Mission. This means that each project must seek to decrease its dependence on foreign personnel and on financial subsidy from the United Mission, and to adapt its standards and methods to fit the economy and other conditions of the country.

It is the policy of the Mission to plan that future ownership and management of its institutions will evolve into indigenous hands, either that of Government, or semi-Government, or private organisations. The Mission must give high priority to this planning. It is the policy of the Mission to instruct each project in its long-range planning to annually define, review, and in its management seek to reach its goal with regard to indigenous ownership and management of the project.

VII. The Mission will build up Nepali leadership.

Throughout the activities of the Mission, it will be the policy to build up a competent and dedicated Nepali leadership which will, in a planned way, gradually replace the foreign personnel. In the selection and appointment of such national workers, their qualifications for fulfilling the defined purposes of the Mission and of the project concerned will be taken into consideration. In order to carry out this policy each project of the Mission will, as an integral part of its annual plans and budgets, present a long-term projection of personnel needs which will show how the project plans to build up a Nepali staff capable of replacing foreign personnel. These personnel projections, as a part of the annual planning material, will be reviewed each year to note progress made.

The purpose of this replacement of personnel is to move toward institutions which are entirely indigenous in ownership, management and

staff. In the historical perspective the foreign mission has entered the country, and helped to found institutions of Christian character and values which aim to meet needs in society, and then to seek their perpetuation, not by the foreign mission, but by indigenous resources as they can be found, developed and applied.

The replacement of the foreign personnel of the Mission does not necessarily mean their removal from the country. Such replacement personnel in the policy of the Mission, would be appointed to other places of work in the country.

VIII. The Mission is ready to develop new work.

Since its beginning it has been the attitude of the Mission that it is ready to consider and undertake new forms and ways of carrying out its defined purposes. There really is no end to possibilities here. We are not bound to traditional expressions and forms of the Christian mission in the world. We want to be open to any spontaneous vision, inspiration and enabling which God's Spirit raises up among us. There are areas of need in society which are not being met in any way, and which Christian compassion may be able to serve through the channels open to us.

Our organisation does not exist to do anything and everything. We have a distinct nature and character; we are a certain kind of people; we have particular purposes. These are all defined in our Constitution. These give us our fences within which to operate, and the tracks on which we may run. To these we must be true. But within these terms of reference we propose, by the measure of faith and means which God gives us, to work in all ways and means and places which open to us.

IX. The Mission desires to continue.

The Mission believes that in these times in which we live the Lord has opened a door of opportunity for His church and mission to be present and active in Nepal. We believe that God has formed the United Mission to work in Nepal at present and into the foreseeable future. There are many more opportunities open to us than we are entering upon. Our view of our present situation and future prospects is that we want to continue to grow and work at our calling, to move on into new places and new work. Our policy is to plan to continue in the country as permitted to do so. We therefore call on our member bodies and friends to continue in partnership with us in God's mission in this land.

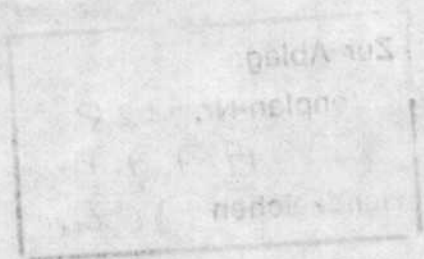
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Gossner
Mission

Berliner Missionswerk

Handjerystr. 19/20 1000 Berlin 41

Tel.: 030 / 851 30 61

The Country.

By mid-1976 Nepal had a population estimated at over 13 million people with a growth rate of 2.2%. The larger towns and cities continued to have increasing numbers of people attracted to them. In the hills as well there is pressure of population expansion. Thus there is a continuing serious problem for food supplies and cutting of forests.

There was a marked improvement in Nepal's economic situation in 1976. Food grain production rose significantly, except for maize. The Food Corporation has taken steps to build up stocks of food grains for emergencies, which ought to help prevent severe shortages that have occurred in the past, following a bad harvest. On the industrial front, production of various manufactures increased significantly. Now that production of cement and cotton textiles has started, the outlook for production in the industrial sphere for the coming years appears more favourable.

Exports rose considerably in 1976. Tourism continues to be a major earner of export receipts, and efforts being made to expand this segment of Nepal foreign exchange earnings continue unabated.

The decrease in prices of food items was associated with an increase in food grain production. The Government seems resolved to continue to use all possible means to keep prices of food items under control. However, the increase in international prices of petrol, diesel and kerosene oil have exerted an inflationary impact on prices of a number of goods and services such as transport, communications, fuel and energy. This continues to be a grave concern to a non-oil-producing country such as Nepal. A growing amount of grants and concessional credit is being received from multi-lateral as well as bi-lateral sources overseas, and multi-lateral aid has been expanding substantially during the past year.

The Fourth Five-Year Plan (1970-75) placed emphasis on the preconditions for sustained and long-term economic growth: development of transport and communications, electricity and power, expansion and diversification of international trade, and stable prices. In some areas achievements were below the targets.

The development objectives of the Fifth Plan (1975-80) are stated to be: balanced regional development, establishment of an egalitarian society, and the participation of all citizens in the country's development. The Fifth Plan gives high priority to the development of agriculture. The Plan is also giving more attention to social services, particularly in the field of education.

The Mission.

As far as the United Mission to Nepal is concerned, the adoption of the new Constitution and Bye-Laws brought about major changes in the way in which its programs have been planned and carried out. After 22 years in which the Mission had been organised along geographical lines with a strong Executive Secretary post, the structure now is along functional lines. This development has occurred partly because there have been many improvements in communication facilities, relations with Departments of His Majesty's Government of Nepal, and growth and scope of UMN involvement in a multitude of projects readily identified as to functional nature. The new structure allows more shared responsibility with three full-time Functional Secretaries. The Economic Development Board has its own Secretary, as do the Education Board and the Health Services Board. By organising along functional lines there has been wider participation by a larger number of UMN workers in policy and decision-making processes. Also, more attention has been given, largely but not exclusively, by professionally qualified people in their areas of concern. This has made possible more responsive and responsible administration within the scope of each Functional Board. In addition, there has been less direct burden on the office of the Executive Secretary, which now has established procedures for sharing overall administration of the Mission with the three Functional Secretaries.

Experience gained during the last nine months of 1976 points to improvements that still need to be made by localising more decision-making authority in the Functional Boards and in the Coordinating Committee. This will relieve the heavy agendas that have become necessary for the Finance and Executive Committees. Study is going on with a view to proposing changes as more wisdom is gained.

A. Economic Development Board.

The overall agreement which forms the basis for most of the industrial and technical economic development projects of UMN had expired nearly two years ago. It was with great relief that the UMN/HMG Institute of Technology and Industrial Development Agreement was signed late in the year, with the Department of Cottage and Village Industries. It is valid until November, 1978, which is 15 years after the signing of the first agreement concerning the projects originating in Butwal. Very close cooperation with Government is essential to all the Economic Development activities of the UMN. There have been delays and difficulties from time to time, but relationships with Government authorities have been good on the whole. New doors are open and opportunities for services seem almost unlimited. The constraint is the professional and experienced UMN personnel who sense a calling to serve the people of Nepal in the Name and Spirit of Christ.

The Butwal Technical Institute continued its training of young Nepali men and at the end of the year there were 50 such trainees under various stages of instruction. The new Nepali management has taken hold and carried on the traditions from previous missionary leadership. In addition to the training program, there is a mechanical unit, the electric shop and the wood shop.

The Development and Consulting Services has continued to be the research and pioneer agency for UMN in economic development programs. There is a civil engineering consulting service which has been largely responsible for the Tinau Hydro Electric Plant. About half of the 800 meter long tail-race tunnel has been completed and offers the hope for nearly doubling the capacity to produce electricity.

The Gobar-Gas program made facilities available for the manufacture and installing of 95 bio-gas plants during the past year. This has brought cooking and lighting facilities to farmers in villages as well as allowed the manure to be used subsequently for fertilising the fields.

A Small Turbine Project gives hope of providing water powered turbines to be installed in various streams in the hilly villages. This would enable a farmer to power a rice-miller, a flour-mill or an oil-exPELLER. Later it may be possible to put in small generators for producing electric power in villages.

After the initial break-in years, the Butwal Plywood Factory has come almost to a profit-making organisation. It has worked out many of the initial difficulties and gives promise of producing high quality plywood to meet many needs in the country.

The Butwal Power Company had a successful year of growth in supplying electric power needs to Butwal town. There was an increase of 55% over the previous year's sales. Further production increases will be coming along as the third turbine is installed and the tail-race tunnel completed. The Company has supplied power to 824 domestic and 47 industrial users in the Butwal area.

B. Education Board.

In 1976 the Boys' Boarding School in Pokhara completed its fifth year of running under the management of the District Education Office, fully integrated into the National Education System Plan. The school has reached its goal of 300 boys in boarding and 50 day scholars with a total staff of 65 in all departments of the school. The building program has continued throughout the year and added service workers' quarters, a new classroom wing, a 50,000 gallon water tank and fencing of the entire campus. One senior teacher was away for five months for a field study program to improve his understanding of boarding school administration. Some members of staff went on a long

recruitment tour into remote regions and brought in 22 new students for the year. About 25% of the student body were aided financially in part or in full during the year.

In Mahendra Bhawan Girls' High School in Kathmandu, the enrolment increased to 540 students, of whom 156 were in the hostel. The major construction program, entered into by the Mission several years ago, was completed and the physical facilities are as fine as can be found in Kathmandu.

The Scholarship Program was active throughout the year and was blessed with a number of grants from several different overseas sources, as well as from within Nepal. At the end of the year 105 students were receiving scholarship assistance for their studies.

C. Health Services Board.

Throughout the year, we had anticipated the signing of a "Letter of Exchange" with the Ministry of Health, for our Health Services projects in Tansen, Amp Pipal, and Okhaldhunga. We have continued as before in each of these areas, but have been alert to the wide-ranging possibilities that would be present once these "Letters of Exchange" have been signed. Another general fact relating to all of the Health Services programs of the UMN were two seminars held in Kathmandu and Tansen, regarding community-based health care, with speakers being Dr. Hendratta from Indonesia and Dr. Kalyan Ram from India. They alerted our health services personnel to the exciting possibilities of changing from our present style of extension of health services to villages to real community-based health care, in which the people take the major responsibility for their own health. Results of these two seminars will certainly be reflected in the years ahead.

The health services ministry centred in the Dispensary/Hospital in Okhaldhunga continued about the same in 1976, but effective steps were taken to strengthen the missionary staff in this eastern, relatively isolated project of UMN. In spite of severe shortages, our personnel carried on cheerfully and reported fine results both in the hospital and in extension of health services into some of the villages.

In the UMN Hospital in Amp Pipal, Gorkha District, the year was one of treating more patients with fewer staff. Although strenuous attempts have been made to retain experienced Nepali medical staff, the result has been somewhat disappointing. The hospital building program came to completion when the new Maternal and Child Health Clinic, attached to the Hospital, was opened. Hospital staff cooperated in the Government training program for Auxilliary Health Workers. The Community Health Program continued in strength and had about one third increase in attendance at the various Maternal and Child Health clinics in the surrounding villages. A strong base has been laid for possible expansion of this kind of service, when the "Letter of Exchange" has been signed. Staff shortages plagued the community health program as well, and opportunities for expansion will depend a great deal on securing properly trained and experienced staff, both Nepali and expatriate.

In Tansen, the Hospital continued about the same and was able to utilize fully the newly completed addition. This brought the hospital bed strength up to 100 and in addition provided much needed space for several related services of hospital and community health. There has been increasing involvement and cooperation with local and central Government officials, which is laying a strong base for the signing of the "Letter of Exchange", to open many avenues of expanded services.

The Community Health Program has been active in a number of villages and has found ready acceptance. A real problem has been the lack of trained Nepali staff. A great deal of time has been given to training in field programs for Auxilliary Nurse Midwives and Auxilliary Health Worker students, but it has been disappointing that most of these students upon completion of training have not been assigned to our Tansen Project.

In the Auxilliary Nurse Midwives' School there has been an average of 61 students undergoing training throughout the year. The program of constructing the new Hostel

was well under way and great expectations have been raised for the following year when it will be occupied by the Auxilliary Nurse Midwife students and staff for their training program.

The Auxilliary Health Workers Field Training Program was able to take 190 students throughout the year for this specialised kind of training at the end of their academic study. During the year a curriculum outline for a new one-year course for high school pass students was prepared. This will result in a new program for General Medical Auxilliary Workers. Physical facilities were less than ideal, but there is expectation of using better quarters in the near future. Our personnel have been pioneers in most of this kind of training and now have valuable experience for developing and improving such training programs in the future.

In Shanta Bhawan Hospital the in-patient numbers and bed-occupancy as well as the out-patient numbers increased during the year. This put a greater strain on the inadequate numbers of senior staff for handling such patient-loads. The Nurse Campus continues its busy program of training nurses under the general direction of the Institute of Medicine, and again was greatly handicapped because of shortage of senior staff.

The Community Health Program sought to be flexible in the light of some political changes in Lalitpur District, resulting in curtailling or altering some of the planned programs. Attempts were also made to measure the impact of the community health program and not to be content simply with knowing the output.

The Patan Hospital Project took on new life during 1976 when the Government officially notified the UMN that land had been acquired and the money was paid to Government for compensating the owners and tenants of the land. The Building Committee got under way strenuously following that development. With the professional assistance of our own Design Consultant/Construction Engineer, a Nepal Architect, and a volunteer Hospital Planner from overseas, the plans for this long-delayed hospital took visible shape. Great encouragement came also from a donor agency in Europe regarding its willingness to bear up to 75% of the total cost as well as to seek other donor agencies in Europe for the remaining 25%

D. Mission-wide Concerns.

The annual Workers' Conference held in Kathmandu under the leadership of Bishop A.J. Dain of Sydney was an inspiring experience for all who were able to attend. Annually our missionary fellowship looks forward to spiritual uplift, fellowship and recreation during the six days of Workers' Conference. At the end of the year there were about 230 workers, including Board Appointees and Direct Appointees. Two Member Bodies of the UMN withdrew, International Christian University Church, Tokyo, and United Fellowship for Christian Service. The latter merged with another Member Body. On the other hand we welcomed a new Member Body, the Finnish Missionary Society. The new UMN Film, "Living Water for Nepal", was completed in Swedish, Norwegian and English versions and was eagerly sought by many organisations in various countries of the world. Also, a special film on economic development activities in Butwal, was completed in Norwegian language version.

- In every area of our work, UMN personnel are involved with training Nepali people:
- In formal academic teaching in schools, under the New Education System Plan,
 - In professional teaching of para-medical people under the Institute of Medicine,
 - In academic-cum-work programs for young tradesmen,
 - In providing in-service training to upgrade employed staff,
 - In acting as counter-parts for experienced Nepali staff,
 - In employing promising younger Nepalis and grooming them for responsible places of leadership,
 - In providing Scholarships for a number of students to enable them to continue their studies in various fields.

This has been and will continued to be a major emphasis of UMN, both to fulfill the terms of our Agreement with HMG/N and to comply with one of the articles of the UMN Constitution. The most precious resource of the Mission is its personnel, both Nepali

and expatriate. We thank God for providing such dedicated and talented people. We continually seek His will for the best assignment for each worker.

The Treasurer's report will tell again the wonderful story of God's gracious provision for financial needs for the UMN. At no time did we have any doubt that He would supply all of our needs, but we were graciously rewarded in our faith in His providence. Money for capital needs from several overseas Donor Agencies, Rs. 3,358,568.- was ample for the programs which had been planned. Resources for recurring or maintenance needs, Rs. 1,721,000.- were somewhat short of the planned budget, but the UMN General Reserve Fund was sufficient to make up that deficit. The Board of Directors approved an increase in the Per Capita Grant for workers supplied by Member Bodies, increasing the expected grant from 1978 by 50%, to Rs. 7,200 annually for each worker. This was recommended and approved only after careful study of the continuing recurring financial needs of the Mission in the light of inflationary costs and new opportunities for mission involvement in Nepal.

The Church which God is raising up in Nepal continues steady growth. The Nepal Christian Fellowship held four separate conferences, one in each of the Regions of the country with attendance multiplied over what had formerly been in one annual gathering. A basic simple, confessional statement was adopted.

After nearly six years in the office of Executive Secretary, Frank Wilcox and his wife Billie returned to the United States for relocation. Their impact on the United Mission will be felt for a long time. Along with the departure of Frank Wilcox, there was a general exodus of other experienced administrative staff of the United Mission to Nepal. It took several months for the new administration to learn the new Constitution and to become familiar with each other in working procedures. By God's gracious guidance a unity was formed and a new team became confident of God's continuing overarching love and mercy as it sought to carry out the mandate of the United Mission to Nepal. Again, we have seen God's enabling power and His amazing grace effective throughout 1976.

UMN HEADQUARTERS REPORT FOR 1976

The diversified responsibilities and services of the Headquarters project were carried out by the following offices and departments:

Executive office,
Personnel office,
Language and orientation school.

Central Services Department,

Treasurer's office,

Guesthouse,

and, for the first time, the three Functional Secretaries' offices:

Economic Development,

Education,

Health Services.

In a radical change of personnel during 1976, every one of the above functions was handled by persons new to the position. The new Executive Secretary, Gordon Ruff, assumed his duties in mid-June. In April the Personnel Secretary, Betty Young, and the three Functional Secretaries, Odd Hoftun, Larry Asher and Carl Friedericks, came into office. The Central Services Director, Francis Sauer, began his work in January. The Treasurer, Frank Clarkson, took up his responsibilities in June. The Language and orientation school Supervisor, Larry Asher, welcomed new students in July. The guesthouse hostess, Lil Lewis, began her work only in December. In nearly every case of transfer from a retiring person to a new one, the transition has been smooth, although with some initial loss of efficiency until experience was gained. The Functional Secretaries have brought initiative, creativity, experience in UMN and boundless energy to the new posts. Accountant Adrian Evans was added to the Treasurer's department. Elizabeth Knight continued as office secretary, and has managed the new telephone switchboard. Thus there were ten Board Appointees in the Headquarters project at the end of 1976. Connie Sutcliffe, direct appointee, continued as office secretary, receptionist and mail room-in-charge. Another volunteer direct appointee, Lilly Ammann, helped out for several months in the guesthouse as hostess during a critical period before the new hostess had language study. Assisting all of the above persons in carrying out their responsibilities were 18 Nepali employees, ranging from chaukidhar (watchman) to liaison officer.

a) Executive office. From mid-June Gordon Ruff was responsible for this office, after taking over from Frank Wilcox, who had served for nearly six years. The Wilcoxes were given a suitable farewell, with many expressions of appreciation for their inspiring leadership. Because of the major amendments to the UMN Constitution and Bye-laws adopted in the Board meeting in April, this office was greatly involved in seeking to evolve a new working relationship among all of the Headquarters staff. The addition of three Functional Secretaries, with considerable executive responsibilities, lightened the load of the Executive Secretary, but also brought the comitant need for more meetings and conversations. Lines of authority, areas of consultation and modes of communication have been well established. Because of expanded staff and assigned duties, there was need for larger office accommodation. A great deal of time was spent on this, including the renting of suitable quarters, alterations, new telephone equipment and installation, etc. The present situation, although workable, is still not ideal. With the positions of Area Superintendent eliminated and Area Services Officer added, there are developing new relationships with projects to handle missionary concerns, but more is still to be done. There is a welcome stream of "official" visitors to this office for a variety of concerns, ranging from discussion of possible new Board Appointees, interest in becoming a member body of UMN, offering large capital grants for suitable projects, to a proposal for cooperation with UN Development Program and Central Agency of Germany in the Nepal Malaria Eradication Program. Nepal, and the UMN involvement in the country, are of much interest to many overseas visitors who come throughout the year to learn at close range what God is doing through our involvement.

b) Personnel office. Betty Young, the new Personnel Secretary, also continued her work as secretary to the Executive Secretary, and in both capacities has

been heavily involved with increasing numbers of people. Many offers of service, short term and long term, Board Appointees and Direct Appointees, come month after month. Most are responses to the quarterly Personnel Needs list mailed out, but a good number are direct inquiries from folk who have somehow heard about UMN. In spite of having approved about 45 new persons in 1976, the UMN is still looking for about 80 more on the Personnel Needs list. Expanding opportunities in new areas of service proposed by HMG, as well as enlarging ongoing projects, make for added personnel from overseas, in addition to the increasing numbers of Nepalis being appointed to important positions. The experimental period of nine months service by Dr. and Mrs. Park Johnson in the position of Personal Counsellor proved its worth, and we seek a successor to Dr. Johnson.

From May the visa situation changed drastically. Instead of our UMN personnel entering the country on a tourist visa which then was easily changed to a one year residence visa, they now must first secure overseas a non-tourist visa before coming to Nepal. This has involved the Personnel office in endless correspondence with our UMN people overseas, both new and those returning from furlough, and with the Ministry of Foreign Affairs. It took many weeks to sort out the new procedures, and even now there are still delays in securing necessary visas. At about the same time, the procedure for routine extension of residence visas was greatly complicated, resulting in delays of several weeks in some cases. We estimate that it requires the work of a half-time person just to keep up with securing of visas and processing extensions - quite a change from the former simple routines.

- c) Language and Orientation School. The Education Board appointed Larry Asher to carry the assignment of Supervisor, in addition to being Education Secretary both of which jobs he carried on by commuting from Pokhara to Kathmandu. The spring school of 24 students was the responsibility of Asbjorn Voreland before he left on furlough in mid-year. It was the largest to date, and the fall school had only 9 because of delayed visas. In the spring, two groups of students spent a month each in village situations learning customs and language, and in the fall one group did the same. There have been varying evaluations of such experiences, but with enough positive feed-back that this custom will probably be continued. In addition to the new students, the school has also been able to provide instruction to advanced students and to a few from outside UMN. Change in the pay structure, style of teaching, and making the Headmaster a permanent UMN employee were steps taken hopefully in the direction of a more efficient school. But there is a long way still to go. A new building about 5 minutes walk from Headquarters was rented at the beginning of the year, and has proven to be a fine place for the school to be located, especially since it is away from Headquarters with its close living style and confusion of people coming and going constantly.
- d) Central Services Department. The new Director, Francis Sauer, has managed to keep the supply of tens of thousands of kilograms of materials to the projects, with a minimum of complaint in an area where traditionally so many things can go wrong in purchasing, shipping, clearing customs, securing transportation, etc. When an opportunity came to buy a suitable 4-ton truck, Francis agreed to take on the responsibility of managing it, including training a Nepali to be driver-cum-transport handler. This has allowed for better planning in shipment of supplies to the projects, and at a competitive cost. With increasing numbers of personnel there has been a parallel increase in import clearance, shipping of personal effects and moving of personnel in and out of Kathmandu. In mid-year an opportunity suddenly materialized to buy thousands of dollars worth of supplies and vehicles from SIL as it closed down its program in the country. The director of CSD was heavily involved for weeks in securing lists of available items ranging from paper clips to office furniture, motor bikes and a 20-seater diesel bus, and then being the clearing house for taking delivery of the purchased items, storing them and eventually transporting them to the purchasers. While we regretted the exodus of SIL, we rejoiced in the unexpected windfall of much needed supplies and equipment at bargain prices for many of the UMN projects.

- e) Guesthouse. During the year, after Ernestine Sauer had to relinquish hostess duties because of illness in early April, a number of people pitched in to help keep the guesthouse going until Lilly Ammann graciously returned in August to be temporary hostess. She carried on until Lil Lewis took over in December after some language study. As the Headquarters staff studied the situation towards the end of the year and tried to project possible use of the guesthouse facilities in the come year or two, it became evident that more space was necessary. At the end of 1976 there were beds for 17 in the guesthouse and for 8 more in the two annexes. Capacity of 25 was deemed insufficient in view of the expected large language school class in February, 1977, and the increasing mobility of UMN personnel coming into Kathmandu expecting to be given board and room accommodation, not to mention the substantial numbers of UMN-related or interested people coming from outside the country. So a second guesthouse was planned, a building rented, supplies and furniture purchased in the expectation that it will open early in February with an additional 12 beds for guests. There have always been the problems for the hostess to handle in connection with unannounced arrivals at meal times or in the evening, failing to show up for meals without previous intimation, late arrivals in the evening with the expectation of being served a hot meal. Emergencies always crop up, but cooperation in making emergencies the exception rather than the rule will make for a smoother guesthouse service to all who want and need it.
- f) Treasurer's office. With the arrival of our new Treasurer, Frank Clarkson, there was hectic period of turnover from Ray Havens who had served for a three-year term and left in mid-year. The time was far too hurried and brief. So without benefit of language study, except for a few hours at the beginning, and with a minimum of orientation, Frank took over responsibility for this intricate and wide-ranging office. One of his main helpers, Krishna, left for a year of National Service, but Bharat and Adrian Evans were on hand to help carry the load. We have all been amazed how Frank has kept his cool in very trying circumstances, learning a whole new set of accounts, being surprised at many current practices, trying to catch upon several backlogs of work, struggling to get audits up to date, answering correspondence and taking time to talk with people who pop in unannounced with financial problems. What is more urgent that one's financial problems, either person or project? The office has been under-staffed and cramped for room, considering the kinds of responsibilities put upon it by the UMN. Arrangements have been planned to rectify both problems early in 1977. God has graciously supplied sufficient funds to meet all of the UMN obligations for 1976, both recurring and capital needs, and Frank has assiduously sought the proper use of these resources. The Treasurer's annual report gives full details of the wonderful way our God has met the needs of UMN.
- g) The three Functional Secretaries are making their own separate reports which are not included here, although they have been very much a part of the whole Headquarters project.

The proverb "a new broom sweeps clean" was applicable to UMN Headquarters in 1976. But it swept cleaner than anyone had originally foreseen, giving many problems to the new administrative group operating with a new Constitution and radically revised internal structure. Only by coming to close working agreements, bearing patiently with one another, sharing responsibilities, having a sense of humour, being able to laugh at our own mistakes, and constantly unholding each other in prayer have we been able, under God, to become a team in seeking to serve all of the UMN projects and relate to member bodies adequately. We praise God for our new-found fellowship in Christian responsibility during 1976.

Rev. Gordon Ruff
Executive Secretary

APPENDIX E

POKHARA PROJECT REPORT FOR 1976

I. GENERAL.

The members of the team in Pokhara have had many and varied duties. Bob and Judi Helm, and David and Ann McConkey joined Enni Hokkanen and Doug Curry this year as hostel parents. All six hostel parents, under the leadership of Bob Helm, as domestic supervisor, tackle with capability and apparent calm quite unpredictable situations with their families of fifty lively and responsive boys.

When John and Marg Paterson left on furlough, Dean Wyse, with his wife Berneda, came as agriculturalist. We much appreciate Alison Craven, veterinary surgeon from INF, who is responsible for livestock management. Bernie Woods, a recent arrival, has started work on the curriculum for physical education. Phyl Asher in the dispensary, and Hazel Buckner in the library, do valiant work most cheerfully. We miss the Clark family, who went on furlough in November. This leaves Margaret Kingsley (fulltime) and David McConkey (parttime) on the teaching staff, while Bob Buckner, with a fleet of mini-buses on a shelf, is teaching woodwork and furniture-making in addition to heading up the building work.

It has been good to have Jonathan Lindell's leadership throughout the school's most formative years. We wish him and Evey every blessing as they return to Kathmandu early in 1977. Our most sincere thanks are offered to those at Headquarters for the many services so regularly and willingly given during the year.

Area meetings have been opportunities for sharing with others stationed in the area: Asbjorn and Moyfrid Holm, responsible for farm management at the INF leprosy hospital; Julie Willmette with the Tansen ANM midwifery program; Stan and Marilyn Kamp, seconded to INF and now living in Baglung village; Mary Cundy from Pyersingh. When Martyn and Shirley Thomas returned to Kathmandu, the Pardi guesthouse, which they had managed so well, was closed. In meeting and working together during the year we have grown closer to each other and strengthened our family ties in God, our Father.

Miss Dorothy Broom
Area Services Officer

II. BOYS' BOARDING SCHOOL.

During 1976 this school completed its fifth year of running under the management of the District Education Office and fully integrated into the National Education Plan. We believe in this system. It is the policy of the school to work and contribute as fully as possible within the aims, purposes, rules and regulations of the system. In this respect this has been a good year, with helpful and cordial relations with the education officials.

The school has had a planned maturity which it has been aiming at in these growing years. It has reached this maturity in number of students (300 in boarding and 50 day scholars), in number of staff (65 in all departments), and in some areas of school life. We have more to do in other areas, such as improving teaching staff, strengthening classroom teaching and management, school administration, and growth of certain areas of student talent and life. The building program has continued strong all year, and added four service workers' quarters (8 units), a wing of four classrooms, a 50,000 gallon water tank, fencing of the campus, and numerous minor jobs, bringing the construction program to perhaps 80% of the mature plan.

Significant events of the year have been:

- a) All students in four houses have engaged in inter-house competitions in 20 different activities, held in 85 scheduled matches throughout the year.
- b) Students have participated in ten clubs, under teacher guidance, with learning, experience and interest.
- c) Four major programs have been held, requiring heavy preparation and planning. Many other special events have also been held.
- d) One senior teacher has been away on a field study program for five months in India and Kathmandu.
- e) Two groups of Class VIII students went on week-long educational tours in the Kathmandu Valley.
- f) Documentary films have been shown about every three weeks throughout the year. They are borrowed from Kathmandu.
- g) A carefully planned, balanced and improved diet was introduced into the dining

hall from the beginning of the year, which has been important and helpful.

- h) Seven student-teachers from the College have done their weeks of practice teaching in the school. Two MA students also worked in the school for ten months, sent under the National Development Service volunteers plan.
- i) Staff went on a 20-day recruitment tour into remote regions, and signed up 22 students for the year.
- j) A new system of 'extra pay for extra work' was prepared and implemented for the teachers.
- k) About 83 students have been financially aided in part or in whole during the year. This is about 25% of the student body.
- l) Selected students participated in a dozen events of the district-wide Birendra Shield competitions, and won the 1st place shield for the school.
- m) All the 19 students of Class X passed in the sent-up exams.
- n) The school has put in 232 working days in the classroom with the students. There have been four 'radio holidays'. The overall atmosphere and spirit in the school has been good, healthy and happy. Disrupting and difficult incidents and times have certainly been present, but they have been minor.

The cost of running the hostel/or boarding side of the school has been approximately Rs.582,500. for the year. This has been met entirely by the fees of the students. The cost of running the academic side of the school has been approximately Rs.202,230. This has come from tuition fees and a government percentage of contribution towards teacher salaries (75%). The building program, since it began ten years ago up to the present, has received Rs.7,171.45, and has spent Rs.5,544,426., with the difference as a balance in hand. The school farm is a large tool for teaching vocational subjects and for raising food for the kitchen. It has a staff of 15 permanent workers. It sells produce to the school kitchen and to others, and is financially self-maintaining.

During the year the school has taken a big step in respect to classes. It has started to phase out the three primary classes, and in their place to open second sections in the three high school classes. This does not alter the number of desks or beds in the school. It means that the school, in the long run, will take in new students mainly in Class IV and Class VIII-B each year. It will give double attention to older boys and seek students from remote regions, with emphasis on vocational training.

At present the UMN is contributing 12, and the INF is contributing 1, mission volunteer workers to the school. They are filling regular posts in departments such as administration, teaching, hostel supervision, dispensary and farm management. One important contribution this year has been a 195-page manual prepared by Richard Clark for use in conjunction with Class VIII Science textbook, teacher's guide and curriculum. Larry Asher left the school staff in the spring and took up duties as Education Secretary. In this post he has significantly served the school. The contribution of mission staff in the overall school is considerable.

Christians on the campus have held regular meetings of worship, prayer and Bible study, with some students attending some meetings on a voluntary basis. These meetings are held out of schedule and in homes. We believe in the school. We believe God wants it running, and that He is daily present and at work in it for good.

Mr. Jonathan Lindell
Headmaster

GENERAL FUND STATEMENT FOR THE YEAR 1976

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
1) POKHARA AREA SERVICES.				
Receipts:				
Budget allocation	9,100.	9,100.		6,600.
Personnel Contributed Services	<u>90,840.</u>	<u>90,840.</u>		<u>83,880.</u>
	<u>99,940.</u>		99,940.	<u>90,480.</u>
Payments:				
Foreign staff (PCS)	90,840.	90,840.		83,880.
Administration	500.	309.		500.
Rent for Direct Appointees	3,000.	3,000.		-
Mail bag	2,300.	2,670.		3,300.
Travel and transport	1,600.	1,511.		1,600.
Repairs	1,700.	-		1,200.
Repairs refund	-	(797.)		-
	<u>99,940.</u>		<u>97,533.</u>	<u>90,480.</u>
2) BOYS' SCHOOL: UMN FINANCED.				
Receipts:				
Budget allocation	<u>5,000.</u>	<u>5,000.</u>	<u>5,000.</u>	<u>5,000.</u>
Payments:				
Agric. depart. subsidy	<u>5,000.</u>	<u>5,000.</u>	<u>5,000.</u>	<u>5,000.</u>

CAPITAL FUND STATEMENT FOR THE YEAR 1976

BOYS' SCHOOL: NON-BUILDING FUNDS.

	<u>Balance 1.1.76</u>	<u>Receipts & allocations</u>	<u>Payments & transfers</u>	<u>Balance 13.1.77</u>
UMN repairs	152.	-	152.	-
Furniture	176.	4,000.	2,033.	2,143.
Pre-vocational	992.	-	35.	957.
Physical edn./playground equipmt.	277.	3,081.	277.	3,081.
Materials development program	6,694.	20,000.	6,773.	19,921.
Equipment and maintenance, Methodist Fund	23,888.	-	20.	23,868.
Science equipment	-	14,500.	8,558.	5,942.
Nepali typewriters	-	-	51,919.	(51,191.)
Industrial equipment	-	118,386.	-	118,386.
Loudspeaker equipment	5,250.	12,613.	17,863.	-
Grant for drawings	1,500.	-	1,500.	-
Design office, renovations and furniture	<u>1,000.</u>	<u>-</u>	<u>1,000.</u>	<u>-</u>
	<u>39,929.</u>	<u>172,580.</u>	<u>90,130.</u>	<u>122,379.</u>

SUMMARY OF BALANCES AS AT 13 January, 1977

AREA SERVICES, SCHOOL NON-BUILDING CAPITAL, ETC.

Cash in hand	100.	
Cash at Bank	112,902.	
Cash at Bank	29,338.	
Balance with UMN Treasurer	1,390,897.	
Personal accounts	12,616.	
NAMV hostel account balance	33,712.	
Recoverable from UMN Treasurer	9,668.	
NAMV school account	282.	
NAMV Building Dept. balance		1,104,321.
NAMV Agriculture Dept. balance		240,360.
Travel grant		1,274.
College student balances		6,752.
Scholarship fund		31,243.
Methodist fund, general		71,722.
Peace Corps fund		11,203.
Margerine account	544.	
UMN transport	1,502.	
General Fund, Area Services balance		2,407.
Capital Fund, Non-building balance		122,379.
	<u>1,591,661.</u>	<u>1,591,661.</u>

APPENDIX F

MAHENDRA BHAWAN GIRLS' HIGH SCHOOL, KATHMANDU REPORT FOR 1976

As the school was bursting at the seams at the beginning of the year, we refused all admissions except for Class IB, into which 40 little ones were admitted. They settled in well, and brought the numbers to 540 students, of whom 156 live in the hostel.

At the end of this, our third year under the New Education System, our first group of 36 girls will take their SLC examination as set under the new system. Club activities and various house competitions have taken place during the year, and contact with other Nepali schools on a more informal basis for various extra-curricular activities has been possible. We have had some success in sports, as well as in other more academic activities.

The vocational building was completed early in the year, and, after delays of many months, the work on the hall was completed in November. The landscaping of the front playing area now remains to be done. We hope that this will be accomplished early in 1977. UMN financial commitment to the school and hostel is now completed.

There have been some staff movements. Margaret McCombe left on furlough in April, and Becky Grimsrud in August. Kirsti Kormu came to us in August as school nurse. Carol Evans will leave for furlough at the end of the school year in December. Since May our staff has number^{ed} 22, of whom 20 are Nepali and 2 expatriate. It is hoped that the help of semi-specialists whom we are seeking for English, primary school work, administration, etc., according to the proposed plans for Mahendra Bhawan, will be forthcoming in 1977. We are thankful for the opportunity which is still open to us here, and we hope we may still be of useful service, encouraging and advising staff, and in further developing a quality education.

Miss Carol Evans
Physical Education Teacher

CAPITAL FUND STATEMENT FOR PERIOD 1.1.76 - 15.7.76 (32/3/33)

	<u>Balance 1.1.76</u>	<u>Receipts & allocations</u>	<u>Payments & transfers</u>	<u>Balance 15.7.76</u>
Undesignated fund	103,245.	-	7,048.)	
Generator	(12,000.)	1,852.	-)	
Solar Heater	(16,000.)	-	-)	
Washing machine	(2,010.)	-	21 .)	
Hall repair	(15,000.)	-	18,089.)	
Designated items	4,700.	-	4,516.)	
Western flat	234.	-	465.)	
Headmistress's furniture	(45.)	-	249.)	
Total Undesignated fund bal.			)	34,390.
Hostel teachers' furniture	729.	-	-	729.
Office equipment	740.	-	-	740.
Science equipment	98.	-	-	98.
Musical instruments	367.	-	-	367.
Sewing machine	219.	-	-	219.
Bicycle	234.	-	-	234.
Dispensary	141.	-	-	141.
Adult literacy	200.	-	-	200.
Prize money	11,144.	1,200.	-	12,344.
Scholarship fund	11,224.	5,950.	2,391.	14,783.
	<u>68,220.</u>	<u>9,002.</u>	<u>32,977.</u>	<u>**64,245.</u>

** Balance transferred on 15 July, 1976 to UMN Treasurer as per instruction of Executive Committee.

SUMMARY OF BALANCES AS AT 15.7.1976

Cash at Bank, current account	2,317.	
Cash at Bank, fixed deposit	20,000.	
Balance with UMN Treasurer	104,543.	
Hostel account		17,615.
Improvement Plan		45,000.
Capital fund balance		64,245.
	<u>126,860.</u>	<u>126,860.</u>

SCHOLARSHIP PROGRAM REPORT FOR 1976

This year the UMN Scholarship Program has continued to grow as we continue to provide leadership training and educational opportunities for Nepalis by awarding scholarships and administering and seeking funds for this program. Of 92 who applied, 38 scholarships were granted this year, and 30 have actually started on their scholarships during the year. Of the 240 students who have been in the program since it started in 1967, 105 students are currently in the program.

The number of persons on the Committee has been ten most of this year. This includes 4 Nepalis, Mrs. Chandra Kala Kiren, Regional Director of Education, HMG, being our newest member. The membership of the Committee has changed a great deal this year, with Mr. P.B. Rai and Mrs. Mary Karthak being the only ones at present who have served in 1975 also. Mr. Larry Asher became the Chairman of the Committee after Frank Wilcox left, and Betty Anne Friedericks accepted the work of Administrative Secretary temporarily after Miss Kehrberg left at the end of March. Mr. Purushottam Nepali has been appointed to assist her since October. This has been a very great help, as the amount of work involved grows.

There have been a few changes in the program also. The Sherpa Program has been altered to the Remote Area Program, with four new boys entering that program, making a total of six boys now studying at Pokhara Boys' School, NAMV. For this program, for the Action in Distress program, and for three students studying in India under the German Ecumenical Scholarship Program, we administer the funds. There have been 16 in the AID program.

Besides the funds for these three programs, we have received funds for the General Scholarship program from the following agencies: United Church of Canada; Gossner Mission, Germany; Presbyterian Church in Canada (this was a large grant to be used for training programs in the medical field); the Church Missionary Society; United Methodist Church, USA; Women's Fellowship for Christian Service; the Church of North India; World Mission Prayer League, USA; and the Rotary Club, Sweden. There have also been other contributions from individuals and friends of the UMN.

Mr. Nepali and I have appreciated this contact with many students. We wish to express our thanks to the Committee, and the many friends here and abroad who have supported us in this work with their prayers and funds. It is with gratitude to God for His help and guidance that we submit this report.

Mrs. Betty Anne Friedericks
Administrative Secretary

DETAILS OF SCHOLARSHIPS GRANTED.

- a) Present Students. In 1967 the Scholarship Program of the United Mission began operating as a formal Committee and Program, and three students received scholarship assistance. Since that time 240 students have received such assistance, and of that number 105 are presently studying on Scholarship. Following is the list of courses of study and the number of students in each course for 1976. The scholarships which have just recently been granted are shown under section b).

<u>Course</u>	<u>Completed courses</u>	<u>Presently studying</u>
School Leaving Certificate	-	25
Intermediate in Commerce	2	2
Bachelor in Commerce	1	-
Educational Psychology	-	2
Sewing	-	1
Business Accounting, correspondence	-	1
Intermediate in Education	1	7
Bachelor in Education	3	5
Field study in Boarding School Administration	-	1

Course	Completed courses	Presently studying
Certificate in Engineering	-	1
Bachelor in Engineering	-	1
Electrician's course	-	1
BTI course	-	3
Intermediate in Science	2	4
Junior Technical Assistant	-	2
Bachelor in Agriculture	-	1
Auxiliary Nurse Midwife	-	10
Auxiliary Health Worker	3	5
Health Assistant	2	15
Registered Nurse	-	5
Nursing Administration	-	4
Public Health Nurse	1	-
Bachelor of Science in Nursing	-	1
Master of Science in Nursing	-	1
Operating Room Technique & Management	-	1
Laboratory Technician	-	2
Radiography	-	1
Pharmacy	-	2
Bachelor in Pharmacy	-	2
Bachelor in Medicine & Surgery	-	1
	<u>15</u>	<u>105</u>

Location of study:

Abroad: 1 (England, actually administered from Germany)

India: 12

Nepal: 86

b) Scholarships Completed in 1976

1. Krishna Bahadur Achhami	Gorkha	AHW	Pass
2. Tul Bahadur Rama Magar	Palpa	AHW	Pass
3. Bala Ram Nepali	Khokana	AHW	Pass
4. Mahendra Raj Neupane	Gorkha	HA	Pass
5. Ram Lal Shrestha	Tahsen	HA	Pass
6. Mukti Nath Bhatta	Gorkha	I.Sc.	Pass
7. Krishna Prasad Sankhi	Lamjung	I.Sc.	Pass
8. Laghu Dhan Rai	Okhaldhunga	I.Com.	Pass
9. Nar Bahadur Khawas	Lalitpur	I.Com.	Pass
10. Indu Bhattarai	Dhankuta	B.Com.	Pass
11. Pemba Gela Sherpa	Solukhumbhu	I.Ed.	Pass
12. Bishnu Giri	Chautara	I.Ed.	Incomplete
13. Chitra Bahadur Devkota	Gorkha	D.Ed.	Pass
14. Dhak Bahadur Gurung	Gorkha	D.Ed.	Pass
15. Yam Prasad Bhattarai	Gorkha	D.Ed.	?
16. Mrs. Bhubaneshwari Bhattacharya	Lalitpur	P.H.N.	Pass
17. Pandha Bir Byanjankar	Lalitpur	JTA	Incomplete
18. Tek Bahadur Jirel	Jiri	JTA	Incomplete

Left course in 1976:

19. Shamba Mehar Kayastha	Chapagaon	AHW	Incomplete
20. Chandra Bahadur Maharjan	Sanogaon	AHW	Incomplete
21. Angdali Sherpa	Solukhumbhu	I.Sc.	Incomplete
22. Akkal Pariyar	Okhaldhunga	Bus.Ed.	Incomplete

General Fund Statement for the Year 1976

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total</u>	<u>Budget 1977</u>
Balances Forward:				
German Program	47,560.	47,502.		41,560.
Remote A Program	1,486.	1,486.		3,486.
General Program - Undesignated	40,621.	40,621.		75,621.
	89,667.	89,609.		120,667.
Designated and Unpaid	160,940.	161,498.		369,182.
Additional rewards and unpaid	188,710.	143,900.		-
	<u>439,317.</u>		395,007.	<u>489,849.</u>
Receipts:				
German Program	10,000.	-		10,000.
Remote Program	9,000.	17,679.		30,000.
General Program.	100,000.	256,771.		100,000.
Canadian Presbyterians	-	-		170,000.
Personnel Contributed Services	7,200.	7,200.		3,600.
Total:	<u>126,200.</u>		281,650.	<u>313,600.</u>
Total available:	<u>565,517.</u>		676,657.	<u>803,449.</u>
Expenditures:				
Scholarships -				
German Program	50,000.	19,323.		16,000.
Remote A Program	9,000.	23,733.		28,000.
Canadian Presbyterians	-	-		90,000.
General Program - budgeted	144,000.)	203,423.		40,000.
- addit. awards.	188,650.)			
Foreign Staff (PCS)	7,200.	7,200.		3,600.
Administration	1,000.	698.		1,000.
Miscellaneous	100.	1,261.		200.
Rent	1,320.	1,935.		2,400.
Travel	300.	160.		1,000.
Salary	-	-		5,000.
Total:	<u>401,570.</u>	257,733.		187,200.
Add: Designated Scholarships Unpaid	17,000.	330,750.		369,182.
Scholarships to be awarded	<u>130,000.</u>	-		<u>200,000.</u>
Total Liabilities	<u>548,570.</u>		588,483.	<u>756,382.</u>
Balances forward:	<u>16,947.</u>		88,174.	<u>47,067.</u>

Balance Sheet as of January 13th, 1977

Assets:

Cash in Bank	26,018.04
Fixed Deposit	1,20,000.00
Deposit with U.M.N.	<u>3,17,234.26</u>

Total Assets:

4,63,252.35

Reserves:

German Program -

Balance 1.1.76	47,502.42	
Net increase for the year	-	
Balance 13.1.77		28,178.67

Remote Area Program -

Balance 1.1.76	1,486.26	
Net Increase for the year	<u>17,679.00</u>	
Balance 13.1.77 (deficit)		(4,567.94)

Action in Distress Program -

Balance 1.1.76	1,917.98	
Net increase for the year	<u>12,550.00</u>	
Balance 13.1.77		118.26

General Program -

Balance 1.1.76	3,90,329.26	
Net increase for the year	<u>2,56,771.77</u>	
Balance 13.1.77		<u>4,39,637.66</u>

Total Reserves:

4,63,252.35

For UMN education work as a whole the year 1976 has been characterized by many contacts with Government education officials regarding existing UMN education work and future work. It has also been one of carrying on the existing work pretty much as usual although quite often very short staffed. For most of 1976 only about half of the education posts have been filled resulting in the UMN not being able to take advantage of all of the present opportunities available in the area of education.

Formal education work in the Gorkha District came to an end about mid-1976 when the last teacher left to go on furlough. Since that time there has been no UMN education personnel in Gorkha although we hope the situation changes by mid-1977. The ES visited the Gorkha District once during the year and discussed the turning over of the land and buildings of both the Luitel High School and the Amp Pipal High School. The matter of tearing down the second story of the Luitel High School building and putting up another building was also discussed and by the end of 1976 the local people had begun to do their part oin the agreement.

At the Pokhara Boys' Boarding School it has been a year that has gone pretty much as normal, but with continued development and strengthening of administrative structures, training of staff, etc. to tae the school closer to maturity. Bhoj Raj Neupane spent six months in India and Nepal visiting various schools learning more about school administration as a part of the planned training program. Another teacher, Tanka Nath Sharma will do a similar thing in 1977.

There have been a number of ups and downs in the life of Mahendra Bhawan Girls' High School this past year. All three of the UMN workers left the school for furlough during the year of 1976 and only the School Nurse had been replaced by the end of the year. This has left a very definite hole in the program at Mahendra Bhawan, but nevertheless the school continues to operate. The Improvement Plan which was the main capital development for the school, was finally completed in early 1976 and there remain only a few smaller jobs to be completed.

The UMN Language & Orientation School had a change of supervisors at mid-1976 when Asbjorn Voreland went on furlough and Larry Asher assumed those responsibilities. The program was further disrupted by the new visa regulations which made it impossible for the August group of language students to arrive on time. Nevertheless a total of 33 new UMN workers received language and orientation training during 1976 and a number of others received language help for working towards examinations, etc. About 6 non-UMN people also received language training at the UMN Language School during 1976.

The Scholarship Program also had personnel changes during 1976. At the end of March, Norma Kehrberg turned the Administrative Secretary's post over to Mrs. Betty-Ann Friedericks. Betty-Ann has continued in that post since April and was joined by Purushotum Nepali who has worked as an assistant, learning the duties of the Admin. Secretary, since October. During 1976, 38 new scholarships for various studies were granted by the UMN Scholarship Committee.

New regulations regarding permission for foreign personnel to work in education came into effect shortly after mid-1976. These regulations now make it necessary to begin at the local level seeking approval for a specific person to work at a specific post before the lengthened process of obtaining a visa can be begun. The Education Ministry approval has taken nearly three months in the first two instances. This whole process does not seem to be for the purpose of discouraging or preventing UMN workers from coming to Nepal, but it certainly has complicated the procedure.

Despite the fact that the UMN has not been able to cover all of its educational opportunities because of a shortage of personnel the ES has been exploring possibilities of further UMN involvement in education. These enquiries have been met with very favourable responses in the Ministry of Education and Ministry of Agriculture and it would seem that the UMN is being encouraged to expand its work in some or all of the following areas:

Education Secretary's Report Continued:

1. A boarding school in the Far Western Development Region.
2. Adult vocational agriculture education and rural youth training.
3. Literacy work within the context of S.A.D.P.
4. Student Financial Assistance Program.
5. Secondment of teachers to other schools in Nepal beyond Gorkha District, Pokhara Boys' Boarding School and Mahendra Bhawan Girls' High School.

These are the items which have been discussed during 1976 and it is quite likely that more ideas may materialize in the future months.

This planning as well as implementation of these plans will continue in the coming years. It is all going to depend very heavily upon finding qualified UMN personnel who can work in the Nepal education system helping Nepal to develop its own system rather than head-strong missionaries who want things done their way.

The overall impression of 1976 is that the UMN has gained the respect of HMG Ministry of Education and can look forward to continued involvement in education work through to the end of our present agreement and beyond although the exact form of that involvement may change with the needs from time to time. The UMN must remain flexible in its planning for the future and through the involvement we will be able to minister to the total needs of the people of Nepal in the Name and Spirit of Jesus Christ.

Larry C. Asher
Education Secretary.

APPENDIX H

ECONOMIC DEVELOPMENT PROJECTS REPORT FOR 1976

Following the restructuring of UMN, approved by the UMN Board in April, the old UMEDA (United Mission Economic Development Agency) Board was replaced by a UMN Economic Development Board. In comparison with the other functional areas of the mission, the actual changes resulting from the restructuring were not very noticeable in the economic development sector. Perhaps the most important result was the new concept of economic development being recognised as a major field of activity of the UMN, and not just a cluster of technical projects in Butwal under the funny name 'UMEDA'.

In the re-organised UMN, the UMN Building Department has been placed under the Economic Development Board. So have UMN agriculturalists, builders and other technical personnel who are seconded to work in projects outside UMN. But apart from this, the projects under the new Economic Development Board continue to be the same as those which were under UMEDA: BTI, DCS, BPC and BPF.

However, during the past year a number of new projects have gone through various stages of planning and negotiation. A new company for promotion throughout the country of biogas and improved agricultural equipment is being established in cooperation with the Agricultural Development Bank and Nepal Fuel Corporation. Himal Hydro, the proposed construction company to specialise in building small hydro electric power plants in the hills of Nepal, has now been approved in principle for HMG participation together with the UMN. A new industrial production-cum-training center in the East, similar to BTI, is being planned.

All these projects have already been approved by UMN. But to some extent, and particularly in the case of the new production-cum-training center, progress has been hampered by the lack of a valid agreement with HMG concerning the UMN Institute of Technology and Industrial Development. This "umbrella agreement" which forms the legal base for all the industrial and other technical economic development projects of UMN, expired nearly 2 years ago. Although in the meantime work has been carried on in an understanding with the concerned Departments of HMG, the lack of a valid formal agreement has caused many problems. It was a great day when, on 13th December, 1976, a revised and renewed ITID Agreement was signed at a formal ceremony in the Department of Cottage and Village Industries.

This new agreement is valid only to 7th November, 1978, which is 15 years after the signing of the first agreement concerning the projects in Butwal. At this time BTI will be transferred from UMN to Nepali ownership, while hopefully another new agreement will provide for those economic development projects elsewhere in the country which are to continue.

Very close cooperation with the Government is the keynote in all the economic development activities of the UMN. Although there have been delays and difficulties from time to time, our relationships with government authorities are very good on the whole. It appears that the work done by UMN is appreciated by the government. New doors are open to us, and opportunities for service are found everywhere.

The constraint in our economic development activities is lack of UMN personnel who have the required professional training and experience, as well as a sense of calling to serve the people in Nepal in the Name and Spirit of Christ. This type of personnel is the main resource of UMN as compared with other Aid organisations, and, without this kind of people in sufficient numbers, UMN is very limited in what it can do.

The following individual project reports will give more detailed picture of progress and problems experienced during the past year.

Mr. Odd Hoftun
Economic Development Secy.

I. SECONDED WORKERS.

The following personnel have been working during the past year in projects outside the UMN:

- George Carfield, as agriculturalist at the Anandaban Leprosy Hospital.
- Asbjorn Holm, as agriculturalist at the Green Pastures Leprosy Hospital, INF, Pokhara.

- 8
- Stan Kamp, as builder for INF in Dang and Baglung.
 - George Tweeddale, as advisor to Tribhuvan University, Institute of Engineering, in Kathmandu.

II. UMN BUILDING DEPARTMENT.

The Department has continued to serve UMN projects and other agencies throughout the year. Its site engineers have not only supervised the building work on their own projects, but have also given advice and help to other smaller projects which do not have these resources. We hope that they will be able to continue to give this service. Extra work is now being placed on them as they have to organise their own designs and details, as well as supervise the site work. The Department is fortunate in having men who are able to do this.

At Tansen the building of the new ANM School progresses quickly, and with a high standard maintained under the leadership of Mr. Kari Punkkinen. As well as controlling the work at the NAMV Boarding School in Pokhara, and preparing new programs for extensions, Mr. Robert Buckner has been involved in starting an Industrial Arts Course in the vocational curriculum of the school. Mr. Stan Kamp, after finishing the wing of the hospital in Gorahi for INF, has spent some time in Pokhara assisting in their headquarters, and is now preparing for extensions to the Baglung Hospital.

Mr. Martyn Thomas
Head of Building Department.

III. BUTWAL TECHNICAL INSTITUTE.

For Butwal Technical Institute 1976 has been another year of growth preparatory to the transfer of ownership from the UMN to HMG before the end of 1978. The past year has seen the Nepali management take hold and confidently assume the management of the Institute. While the "style" of management appears to be slightly different from the time when westerners were in charge, the operations of the various workshops and the training section have in general been smooth and efficient, with only minor changes in organisation from previous years. The total number of employees at BTI is now:

Administrative and teaching staff	18
Engineers, technicians	9
Tradesmen	33
Semi-skilled workers	25
Unskilled workers	12
Trainees	50
	<u>147</u>

a) Administration.

Major policy questions at BTI are decided by a six member Board, having 3 representatives appointed by the UMN, 2 from HMG Department of Cottage and Rural Industries, and 1 representative elected from among the BTI Supervisory Staff. This Board has appointed Mr. Dinesh Prasad Upadhyaya as Director of BTI, and he is responsible for the day to day operation of the Institute. He is assisted in general administration by Mr. Simon Pande, Personnel Officer, and Mr. Basu Dev Gnawali, Accountant. The persons supervising the Training Section and the various production workshops are each responsible to the Director for the operation of his department.

b) Training. Mr. S.S. Adiga, as Principal of the Training Section, is responsible for the Training Program. He works with the workshop supervisors and class instructors to organise the "on the job" training in the workshops and the 10 hours per week of classroom instruction which each of the trainees receives.

There were 229 applicants for the 1976 admission course, from which 10 trainees were eventually selected. This brought the total number of trainees to 51, one of whom subsequently left during the year. The present group of 50 trainees is divided as follows:

First year	9	Machine Shop	25
Second year	15	Welding Shop	3
Third year	14	Electric Shop	5
Fourth year	12	Auto Shop	2
		Wood shop	8
		Office	3
		DCS Overseer	4

Four trainees passed their final tests and graduated as Tradesmen at the beginning of the year. Of these four, one is employed at BTI, one in the Ghee Factory in Butwal, one in a Churie Ghee Factory in Western Nepal, and one in a mechanical workshop in Kathmandu.

- c) Mechanical Unit. Mr. Chandra Kumar Shahi, Production Manager, has overall responsibility for securing orders and planning production in the machine and welding shops, which are supervised by Dr. D.R. Rana and Mr. R.P. Sharma respectively. Mr. K.C. Sharma serves as Design Engineer. The Mechanical Unit has been kept busy with production of suspension bridges, gas holders and stoves for Gobar Gas plants, structural items for the Pinau hydro-electric project, water tanks, agricultural implements, steel furniture, etc., plus a wide variety of repair work for local businesses.

Mr. Helmut Scheuer spent most of the year designing and building prototypes of two different types of small water turbines, suitable for use in the hills of Nepal, to provide mechanical power to drive grain processing mills or to generate electric power. BTI expects to manufacture these turbines in the future, and DCS will install and maintain them in the remote mountain villages.

- d) Electric Shop. Mr. Giri Prasad Thapa took the supervision of the Electric Shop in February, succeeding Mr. Dieter Werner at the end of his term of service. The Electric Shop repairs electric appliances, rewires electric motors and does industrial and household wiring jobs as required. In the past year a tradesman received training in refrigerator repair in India, and the shop is now accepting a variety of refrigerator repair work. The Electric Shop has also been instrumental in installing a 24 line automatic telephone exchange serving the entire project in Butwal.

- e) Woodshop. The Woodshop, supervised by Mr. Pushmaker Dhakal, continues its production of quality furniture, including the popular "jiri" chairs. Because of lagging sales in the Butwal area, a new sales depot has been opened in Kathmandu, and is being staffed with two former BTI employees. Furniture will be hauled to Kathmandu on the new truck service inaugurated by the UMN Central Services Department, and it is expected that the sales demand in Kathmandu will be brisk. The production from the shop will need to be increased in order to meet the demand and to cover the expenses of maintaining the sales depot.

Mr. Dan Jantzen
BTI Board member

IV. DEVELOPMENT AND CONSULTING SERVICES.

This has been a year characterized by change and growth for DCS. The name of the former Division of Consulting Services has been changed to Development and Consulting Services, and a revised Statement of Objectives was approved by the Economic Development Board in September. These changes formally acknowledge the function and work which DCS has been carrying on for some time, to "...be responsible for initiating new economic development projects and providing needed services for existing projects under the Economic Development Board, as well as for other parties..." Early in the year we were able to move into our new office building, and have found the increased space and facilities to be a real blessing. With the increased space we have added new programs and personnel, as indicated below.

- a) Civil Engineering Consulting: The major job in this field has been to design and supervise the construction of the Tinau Hydro-electric plant, on contract from the Butwal Power Co. Bob Yoder served as site engineer until May, when he left on furlough. He was replaced by Duane Poppe, who transferred from Tansen to Butwal in March. Delos McCauley joined the site supervision team in September, with special responsibilities for construction of the dam at headworks. Tom Mogedal worked for several months installing the third turbine before leaving for furlough in June. John Williamson assisted in site supervision before beginning language school in January, and after that prepared designs and drawings for the dam and some structural items.

The construction work has gone well in the past year, due to availability

of funds for construction and a good supervisory crew. The first half of the 800 meter long tailrace tunnel has been completed, and will soon be put to use when the third turbine is put into operation. Blasting and lining work on the second half of the tailrace tunnel got off to a good start following the monsoon, so the prospects of completing the tunnel before the 1977 monsoon appear to be excellent. Preparatory work on the dam site has been going on for several months, and construction of the dam itself will begin as soon as the water level in the river decreases sufficiently. Construction of the dam and the tailrace tunnel, and some changeover modifications in the powerhouse will complete the entire project.

As part of an investment for future projects, 4 BTI trainees have been taken on for a two-year training period. They are being taught surveying and general construction skills, and get their practical experience on the Tinau project.

In addition to the hydro-electric plant, we have taken on several small consulting jobs, for clients in the mission and private parties. We hope to do additional work of this sort in the future, as personnel are available.

- b) Gobar Gas Plants. We are engaged in a program to promote the construction of gobar gas plants in the villages of Nepal. We have worked on the basis of a contract between DCS and the Agricultural Development Bank whereby the bank loans the farmer the money he needs to build a plant, and DCS supplies the materials and builds the plant. A total of 95 plants were built before the onset of the monsoon in the three terai districts of Lumbini Anchal. Jim Miller and Nick Peters supervised this construction work.

These plants generate 100 cu.ft. of methane gas per day, sufficient for the cooking needs of an average family, using manure from 4-6 cattle. In addition the gas can be used for lighting at night, using petromax type lanterns. A standard plant, with two burners but without lights, costs about Rs.4,000, plus the bricks and sand supplied by the farmer.

John Finlay has been responsible for research into improved designs and construction techniques for these plants, and has acted as a consultant for a follow-up visit to each of the steel 95 plants, to see how they are working. Quite a number of the steel gas holders are starting to rust, so we have repainted all of these. There has been several other minor problems - like farmers who break the stem of a gas valve because they don't know which way it turns - but we are gradually improving the design to eliminate these weaknesses. A ferrocement gas holder has been developed which, if proven successful, will cut Rs.500. from the cost of the plant and also eliminate the corrosion problem.

We expect to expand the construction program considerably in the future, and, with this in mind, have employed 6 persons whom we are training to build these plants. We expect that after some months of training and experience they will be assigned to outlying villages to build plants in that area.

- c) Business Office. Business Manager, Ed Martin has been responsible for a growing sphere of work. In March the BTI Purchasing, Clearing and Forwarding Department was transferred to DCS, and became a part of the DCS Service Department. The department now includes an agent in Calcutta, two persons in Butwal, and a liaison officer in Kathmandu, and is able to offer a complete set of agent services to customers in Butwal and throughout the mission. A cashier's office was opened in March, and the accounting staff expanded to take care of additional workloads in these areas.

- d) Small Turbine Project. Towards the end of the year we have been organising a team of workers, to be led by Bob Yoder and John Williamson, to go out into the hills and install water-powered turbines which are being manufactured by BTI. The first turbine is just being installed in Wangla of Argha District, Khanchi District, where a farmer will use it to power a rice hiller, a flour mill and an oil expeller. Mennonite Central Committee is granting funds for the purchase of milling equipment and turbines. It is planned to install six turbines before the coming monsoon, and it is hoped that the turbines can be used to generate small amounts of electric power for lighting in the villages.

Mr. Dan Jantzen
Director, DCS

V. BUTWAL PLYWOOD FACTORY.

The Butwal Plywood Factory has completed its second year of production, and is gradually gaining control of the Nepali plywood market from the Indian dealers. BPF plywood is now trucked to all the industrial centers of the country, where it has gained a reputation for quality, particularly in the bonding. Sales have been brisk, and the problem has been to keep up with the demand, particularly for larger size sheets. The supply of sufficient quantities of timber, controlled by government foresters, has been a consistent problem. The government and the factory have signed an agreement concerning the supply of timber, but it is taking some time to work out the proper implementation of the agreement in the forest. Plywood production has reached 56 cu.m. per month, or 38% of rated production capacity. Sales in the past fiscal year were Rs.1,579,000., resulting in a small net loss to the company. Increases in production are expected to make the company profitable in the future.

Mr. Nagendra Prakash Shrestha, General Manager, has continued his able management of the Company. In February Mr. Sverre Skjelsbaek, who had served as technical advisor, returned to Norway. Alpo Paaanen has managed plywood production on the shop floor, and given training to machine operators and production workers. Franz Sparr joined the factory in June, and has been supervising the work in the sawmill. The Nepali administrative and production personnel are gradually gaining experience, and routines and procedures are becoming established. Altogether the factory gives employment to 135 persons.

A grant of Rs.800,000. has been received from Bread for the World, for the purchase of some additional equipment to improve production efficiency and quality. After this final investment, UMN will hold shares valued at Rs.4,064,000., and Nepal Industrial Development Corporation Rs.2,000,000.

Mr. Dan Jantzen.

VI. BUTWAL POWER COMPANY.

The Butwal Power Company has completed a year of growth in its function of supplying the electric power needs of Butwal town. In the past year (2032-33), 1976, a total of 1.5 million units of power were sold, an increase of 55% over the previous year's sales. Further production increases are expected in the coming year, as the hydro-electric plant is completed, and the generating capacity is increased from 400 to 1000 kw.

The Company, under the management of Mr. Balaram Pradhan, earned a net profit of Rs.127,000. in the past fiscal year. The company Board, with three representatives of UMN, 1 from Nepal Industrial Development Corporation, and chaired by the Chief Engineer, HMG Electricity Department, is now for the first time faced with the problems of paying income tax!

Certificates of share investment in the company so far have been issued as follows:

United Mission to Nepal	Rs.3,285,000.
HMG Ministry of Water and Power	2,000,000.
Nepal Industrial Development Corporation	81,000.
Nepal Electricity Corporation	1,000.

In April NORAD gave another grant of Rs.1,300,000. towards the power project. This will be part of approximately Rs.2,300,000. additional UMN share capital investment in cash or kind, which, together with a new loan of Rs.950,000. from NIDC, is sufficient to complete the planned program of expansion, and bring the plant up to full capacity.

The company supplies power to 824 domestic and 47 industrial consumers. The power is distributed throughout the Butwal-Khasauli bazar area through a network of 7.1 km of high voltage lines, and 10 km of low voltage lines. 26 employees work for the company on confirmed contracts, and an additional 100-200 labourers work at the construction site, where construction of an 800 meter long tailrace tunnel and an 8 meter high dam are in progress.

Mr. Dan Jantzen

VII. BUTWAL AREA.

This time last year we had a "full house". Now we are not so many, having lost Bob and Evonne Berger, Dieter and Rosemary Werner and family, Stephen and Sheila Bull and family, Sverre Skjelsbaek, Tor and Sigrun Mogedal and family,

and Ed and Kathy Martin. On short furloughs were Bob and Jo Yoder and family, who have already returned, and Helmut Scheuer, who is expected back in January 1977.

New arrivals include Duane Poppe, Franz Sparr, John Williamson, Delos and Hazel McCauley and family, and Ed and Twila Miller and family. And also the arrival of new family members: Ryan Yoder, Julie Peters and Alison Finlay. If anyone is in search of UMN folk in Butwal, he should just look for lines full of nappies!

Sunday services are held regularly. When attendances are small, as in the hot season when people try to leave the areas, the loss of fellowship is strongly felt.

Our guesthouse hostess has not yet obtained her visa to come to Nepal, and in the meantime Betty Jantzen and Helga Peters are doing a very good, but demanding, job in addition to caring for their own young families. Food services did have to close down from March to October. This was not easy for those who ate regularly in the guesthouse, nor was it easy for the housewives who each provided anything up to 35 guest meals per week to both expected and unexpected guests.

Housing is the most time-consuming work of the Area Services Officer. The major concern is to have families in all houses attached to hostels, especially people who have a vision for this work. This is not possible with the fluctuating size of the group here. Hostels without someone caring on the other side of the wall definitely suffer. Supervision from other quarters is greatly appreciated, but is second best. This is clear from experience, and comments from the trainees.

Currently there are 33 UMN quarters on the compound, and 5 rented off-compound. Off-compound quarters are all in use. UMN uses 16 on the compound, rent others to Nepalis (mostly single rooms), and currently six are empty. Of course, these figures are constantly changing. Perhaps UMN needs an estate agent!

Mr. John Finlay
Area Services Officer

GENERAL FUND STATEMENT FOR THE YEAR 1977

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
1) BUTWAL AREA ADMINISTRATION.				
Receipts:				
Rent income	8,000.	13,005.		13,000.
Budget allocation	41,000.	39,293.		37,400.
	49,000.		52,298.	50,400.
Payments:				
*Maintenance of waterline	6,000.	7,023.		6,000.
Office salaries	4,000.	4,000.		4,000.
Office supplies	2,500.	2,000.		2,500.
Resident chowkidhar	3,000.	3,347.		3,400.
UMEDA Board	1,500.	-		-
Official travel	1,000.	150.		500.
Hospitality	1,000.	599.		1,500.
Electricity, street lighting	5,000.	1,875.		5,000.
*Maintenance, LQ & grounds	20,000.	15,632.		20,000.
Guesthouse linen & utensils	2,000.	2,340.		-
Mailbag and miscellaneous	3,000.	4,116.		3,000.
UMN Direct App. housing	-	1,319.		4,500.
	49,000.		42,401.	50,400.
Excess receipts over payments			9,897.	

2) DCS: UMN-FINANCED BUDGET

Receipts:				
Budget allocation	22,700.	22,775.		32,300.
Personnel Contributed Scs.	137,000.	137,000.		50,000.
	159,700.		159,775.	82,300.
Payments:				
Salaries	6,000.	9,060.		12,000.
Foreign staff (PCS)	137,000.	137,000.		50,000.
Training	6,000.	2,937.		-
Building maintenance	2,400.	768.		3,000.
Equipment maintenance	600.	304.		600.
Travel and transport	1,500.	1,412.		1,500.
Office supplies	2,500.	6,350.		5,000.
Technical literature	1,000.	866.		1,000.
Mailbag and miscellaneous	2,200.	1,934.		2,200.
Secretarial services	-	538.		6,000.
Legal fees	500.	333.		1,000.
	159,200.		161,502.	82,000.
Excess payments over receipts			1,727.	

BUILDING DEPARTMENT

GENERAL FUND STATEMENT FOR THE YEAR 1976

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
Receipts:				
Fees, UMN-associated projects	15,000.	29,522.		
Fees, other projects	500.	250.		
Personnel Contributed services	16,000.	16,000.		
	<u>31,500.</u>		45,772.	
Payments:				
Office salaries	3,500.	-		
Foreign staff (PCS)	16,000.	16,000.		
Office rent and services	4,000.	1,259.		
Audit costs	-	300.		
Stationery and printing, postage and equipment	2,000.	1,754.		
Travel expenses	5,500.	3,851.		
Loss on stock	-	82.		
Maintenance	500.	383.		
	<u>31,500.</u>		23,629.	
Excess receipts over payments			22,144.	
Plus balance from 1975			<u>4,080.</u>	
			<u>26,223.</u>	

CAPITAL FUND STATEMENT FOR THE YEAR 1976

	<u>Balance 1.1.76</u>	<u>Receipts & allocations</u>	<u>Payments & transfers</u>	<u>Balance 13.1.77</u>
Office equipment	1,245.	3,271.	4,516.	-
Surveying	-	637.	637.	-
Undesignated funds	4,852.	-	3,908.	944.
	<u>6,097.</u>	<u>3,908.</u>	<u>9,061.</u>	<u>944.</u>

SUMMARY OF BALANCES AS AT 13.1.1977

Cash in hand	834.	
Cash in Nepal Bank	9.	
Balance with UMN Treasurer	26,259.	
Personal account owing	65.	
General Fund balance		26,223.
Capital Fund balance		<u>944.</u>
	<u>27,167.</u>	<u>27,167.</u>

HEALTH SERVICES BOARD REPORT FOR 1976

As usual, 1976 was a busy year. The hospitals continued the trend of 5-10% expansion annually, admitting a total of 9,593 inpatients and seeing 148,202 outpatients' visits. Community health projects reached out into over 20 Panchayats in five districts in formal programs, and made contacts and occasional visits to innumerable wards, villages and Panchayats; 42,817 vaccinations were given and 12 water projects were completed.

This past year marked a record high in numbers of persons trained in cooperation with the Institute of Medicine. Our schools graduated 30 nurses and 29 Auxilliary Nurse Midwives. In our hospitals and CH programs we gave practical and clinical training to 190 Auxilliary Health Workers, 61 Senior Auxilliary Health Workers, 60 Health Assistants and several pharmacy and laboratory technicians. These students, plus others still in training, total more than 500 young Nepali people we have had the opportunity to teach. In addition there have been many persons contacted in orientation programs, inservice training, formal and informal seminars, and special short courses such as teaching indigenous midwives. Requests for more training programs continue to come.

A major change has been in the structure of our mission, and this has been felt to be largely a very positive one. It has permitted the directors of our programs and projects to gather and discuss needs, ideas, priorities and plans and to participate in important decision-making. A new thrust that is coming out of this process and stimulated by a challenging seminar in November with Dr. Lucas Hendratta and Dr. Kalyan Ram, is a concern that we work more with communities, rather than for them. We are beginning to operate on the premise that communities can do much for themselves, using their own resources and energies to develop programs and encourage appropriate health behaviour among themselves.

The new structure has enabled us to begin the process of developing a Five Year Plan, with meetings at project level and in the Health Services Board. Planning is proceeding according to several new concepts, including an emphasis on community involvement.

The Health Services Secretary has found the job description of the office impossible to fulfil alone. There has been very little done in orientation and professional refresher training. Little has been done in passing on useful information to the projects. There have not been enough visits to the projects. An attempt has been made in alleviating this deficit by the appointment of Miss Audrey Maw as a 'Technical Assistant'. Establishment of the Data Processing service is also expected to be an aid to the projects, as is an anticipated expansion of the library of educational materials.

All the members of the Health Services Board look forward to an exciting year of expanded service and continued dedication to Christ's ministry of comfort and healing.

Carl W. Friedericks
Health Services Secretary

PALPA PROJECT REPORT FOR 1976

We look back on this year with gratitude to God for His unchanging faithfulness. During 1976 there have been many changes in our work and personnel. Most of these changes have occurred more rapidly than we would have chosen, but we are grateful to God for His enabling and for His mercies which are new each day.

It was a real loss to the team when Bill and Margaret Gould, who have spent most of their ten years in Nepal in Tansen, had to return to England in July. We miss Bill as Project Director and Medical Superintendent, and Margaret in the many unofficial jobs she did. Their interest in Nepal continues, and we believe God will continue to use them in blessing to others.

Negotiations with Government concerning the work in Tansen continue, but the Letter of Exchange has not yet been signed. We have enjoyed real cooperation and help in working with government officials, particularly the Health Inspectors for Palpa and Nawalparasi Districts.

A community Health Seminar was held in December with Dr. Hendrata from Indonesia and Dr. Kalyan Ram from India as the speakers. A number of local government officials attended the seminar, which was held in the Tansen bazar. Durbar. This seminar emphasised for us the need for communities to become involved in their own health care.

The team in Tansen has grown considerably this year, but there is still a real team spirit and fellowship in the group. God has given to each of us different gifts and abilities, and has enabled us as a team consisting of many "members" to work together as "one body". We are grateful for all that Neil Solvik has done as Area Services Officer. The Palpa Project consists of four programs: the hospital, the community health program, the ANM School, and the AHW field training program, and the report of our work will be under these headings.

Miss Gwen Coventry
Project Director

I. AREA SERVICES.

Tansen is an expanding project with limited housing. Therefore at times adequate housing is difficult to obtain. Recently two buildings in the bazar were rented. One is a large 3-storey old house. It had to be extensively remodelled. Three single missionaries and one family live there, as well as housing for an MCH clinic, 2 students and the nurse in charge. The other house is new and required very few changes. It will house four single workers and provide a warehouse in the bazar for freight. Also, one of our present landlords is building a third storey on his building to provide space for two more single workers. The following illustrates who and how many people are involved in the Tansen area in terms of expatriate staff:

Families: 6 on compound; 4 in bazar housing.

Singles: 6 on compound; 15 in bazar housing; 1 in Bojha.

In the family units there are 21 children. A sufficient supply of water is a problem during the dry period of the year.

A special strength in our Tansen team is its spiritual fellowship. We meet every Sunday evening at various homes for singing, Bible study, prayer and other special worship experiences. We also have Team meetings which help to keep us together on an every day working level. Our morale is helped by seeing movies at least once a month. Our Nepali staff and friends are invited to these evenings.

Our on-going Nepali language study program is presently suffering. One very good teacher, Ishwar Subbedi, is now in Kathmandu, and we now have another teacher, not so experienced, who can only give four classes a day. We are looking for another teacher. During the year one missionary passed the 2nd year examination, and three the 1st year examination.

Our mail services system has had some trying times due to flights from Kathmandu to Bhairawa being cancelled. Usually we have twice-a-week service from Kathmandu. Most of our overseas mail arrives via our local Tansen Post

Office. Tansen, by the way, has a beautiful new Post Office!

Mr. Neil Solvik
Area Services Officer

II. HOSPITAL.

a) Personalia. Another year of service has ⁱⁿ⁻volved us all in many different and challenging situations. The permanent Nepali staff are to be congratulated on the way they have weathered many changes. Among the doctors only one, Peter Lucas, has been here throughout the year, and has seen some 12 others come or go. Of particular regret was the loss of the Director, Dr. Bill Gould, and his wife who have contributed so much here for many years. He was replaced by Dr. Denis Roche. It is to be hoped that, like Dr. and Mrs. Yoder (who left in September) and Dr. Pam Dodson (who returned for November), the Goulds will keep coming back. We were also glad to have a Nepali doctor for a few months. We are committed to the policy of employing such, and so are hoping that others may come in the future.

In line with this policy on the nursing side, we were glad to appoint our first Nepali Sister, Miss Chunu Nayaran, and also Begum and Laxmi who returned in December as Ward Supervisors. Miss Jenny Sutton was a most competent replacement for Miss Klara Pedersen during the latter's home leave. Throughout the year the maintenance department has been in the capable hands of Mr. Bijya Thapa.

b) Materialia: The change in the Bushaldhara skyline was acknowledged in March when Rev. Frank Wilcox opened the large new extension, providing further wards and out-patient accommodation, offices and classrooms atop a 50,000 gallon water reservoir. Water remains a perennial problem, and one of our sources is provided by the kindness of a local village, in return for which we have laid a pipe from their spring to the centre of the village. The new block also houses a 40-line automatic telephone exchange, and we are grateful to Mr. Ken Finlay for installing this. In the last four months we have also enjoyed a 24-hour electricity supply, although we have not infrequently been glad to have the generator for standby service.

c) Practicalia. The most significant change in the working of the hospital came in the beginning of November when a 5-day-a-week outpatient service was instituted, and, along with this, the principle that patients should normally be seen first by a medical assistant rather than a doctor. Accordingly, all out-patients (except those already referred by other medical workers, and private patients) are first seen by a team of six assistants, who are continually supervised by a doctor, and to whom problem cases are referred. Some local patients have found this hard to accept, but we believe that it will provide a good quality care to a greater number of people, and is in line with current policies for developing countries.

Growing relationships have reflected our increasing involvement with local and central government, and we look forward to the signing of an agreement under which we will be committed to complete integration. We have enjoyed visits from the Hon. Minister of Health and his Secretary, and the Anchaladish (Regional Governor). In another direction we have been encouraged by increasing help and cooperation from the British Army, who have sent a radiographer to advise for a few days, and a team of engineers who spent four days repairing everything. A mobile X-ray machine came as a most welcome gift from the team of engineers working on the British sector of the East-West Highway.

Since joining the work here in August I have been impressed and very grateful for the general high standard of hard work by most of the staff, both Nepali and expatriate. Inevitably there have been some exceptions, and one or two cases of dishonesty have necessitated a tightening of discipline, which I believe has been welcomed by the majority to whom high standards are a matter of course.

Statistics may appear as a set of figures, but behind them are innumerable stories and incidents of hard and dedicated work; of hopes, some established, some disappointed; of fears and all the pain and suffering and troubles with which all who work in hospitals in these deprived countries are all too familiar; and of a God Who has provided the impetus,

the vision and the resources to meet some of these needs. To Him, and all who, under Him, have supported us are due our deepest thanks.

Dr. Denis Roche
Medical Superintendent

III. COMMUNITY HEALTH PROGRAM.

The CHP has continued to be a full and varied program. ANM and AHW students, our own community health staff, medical students from overseas, and nurses have all been receiving training in the program. Panchayat boundaries were changed in Lumbini Zone. Eight panchayats in East Palpa were joined to Nawalparasi District this year, and this means that our work in Bojha is no longer in Palpa District, but is now in N.W. Nawalparasi. Village panchayat boundaries were also changed, and this has caused some confusion, particularly in our BCG program.

- a) The initial BCG program was completed for Palpa District in conjunction with the government TB control program this year. The second phase of the BCG campaigns has been completed in Tansen Nagar panchayat, and in two villages panchayats in Palpa District. BCG continues to be given to all children attending MCH clinics and the hospital.
- b) Measles vaccine: a gift of measles vaccine enabled us to vaccinate approximately 6,000 children.
- c) ANM and AHW students have all spent some time in the CHP. Val Collett, as training coordinator, has been working with the students and the supervisors from both of the schools in study blocks and field training.
- d) Hospital MCH clinic was commenced in July. This is open five days a week, and has been well accepted by the local community. Rut Peterson is in charge of this clinic, and the nutrition unit. Not many people are able to stay in the nutrition unit. Because surveys have shown that malnutrition is a major problem, nutrition teaching continues to be a top priority in all our work.
- e) The Bazar clinic and domiciliary midwifery has again moved location, and is now situated in a more central part of the bazar. Britt Johansson left for furlough in March, and the work has suffered some because it has not been possible to have a permanent person in the clinic. The clinic has been opened two days a week, and the domiciliary midwifery, home visiting and follow up work have continued. Health education and nutrition teaching continue to be a major part of the work. Sheila Fulker has taken most of the responsibility for this clinic.
- f) The school health program has continued in three schools in Tansen. The children in these schools have all had physical examinations, vaccinations, treatment for some conditions, and have been referred to dentists, eye doctors and hospital for treatment of other conditions. Health teaching related to the health problems found in the schools has been given. The work in the schools has emphasised for us the need for a dentist in Tansen.
- g) MCH clinics have been held regularly in ten centres in six panchayats. Madhan Pokhara panchayat has still not agreed on a location for a resident clinic, and is happy for us to continue regular clinics in five centres in the panchayat. Rut Peterson continues to head up the work in Madhan Pokhara. Joy McCennell, Nicky Waaning and Karen Fritz have been responsible for the clinics in other areas, and the school health program.
- h) A general clinic continues to be held in Tahung panchayat each month. Ingeborg Skjervheim has been responsible for this, and for home visiting in Tansen bazar.
- i) Follow-up of TB patients has continued in the bazar and in areas where we have clinics. There has also been follow up of other patients referred from the hospital.
- k) Staff: We have been very grateful for our Nepali colleagues, but as many have left for further education and other reasons, and ANMs and AHWs have not been posted to the program, the lack of Nepali staff is a real problem.

- l) Water supply: We have been able to help two villages improve their water supply.
- m) North-West Nawal Parasi. Heidi Froelicher joined the team in January, and, since Nicke Waaning transferred to Tansen in the summer, Heidi, Jyoti Gurung and Mariam Rai have continued the work in this area. The clinic in Bojha is open six days a week, and MCH clinics have been continued in 16 villages. There has been a marked improvement in the health and nutritional status of children in these villages.

We are grateful to John Paterson and Alison Craven for their help and advice in the "goat improvement project". We have been able to help people obtain seed and fertilizers to improve crops. Clean water supplies have been completed in six villages. The team in this area is very much involved in the local community, in economic improvement, agriculture, and water supplies, as well as in health care.

In both Palpa and Nawalparasi we are working closely with the Health Inspectors, and are seeking to cooperate in every way we can with the two health posts which are in areas where we work.

- n) Panchayat seminars led by Narayan Maharjan, our Health Educator, have proved very worthwhile. Through these seminars, where we have tried to find out what the people feel their needs are, and in other ways, we have sought to become more involved in the local community in the Panchayats where we are working.

There has been a good team spirit in the CHP, and, although each person has a definite area of responsibility, we have also worked together in each area of work.

Miss Gwen Coventry
Superintendent, Comm. Health Program

IV. ANM SCHOOL.

- a) Staff. Mrs. M.S. Shrestha has continued as Campus in Charge, with Miss Mabel McLean as Counterpart, and Miss Edna Clysdale as general nursing supervisor with Mrs. Shanti Adhikari as Counterpart. Mrs. R.L. Dhaubadel, a new tutor appointed to the program this year, was assigned to be in charge of the midwifery part of the program in Pokhara, Miss Julie Willmette joining her in June after her return from furlough when Miss Tawara was transferred to the Shanta Bhawan nursing program. Valuable help was also given to the midwifery study blocks by Miss Liz Frazer from INF. Four newly qualified registered nurses were sent to us by the Institute of Medicine as assistant tutors, and Miss Prajapti was transferred to Mahaboudha Campus. We have four young men working in the administration offices, and two housekeepers who look after the hostel. Peons, chowkidhars, a gardener, cooks and cleaners deliver messages, protect the hostel at night, look after the grounds, cook for staff and students, and clean repeatedly.
- b) Students: For most of this year four groups of students simultaneously have been undergoing training with a total monthly average of 61 students. Our second batch of students since the Institute of Medicine program began, a total of 29 students, were successful in their final examinations, and also the re-sits from the first batch. Three students who remained from a training program undertaken by Miss Clysdale before 1973 were also able to qualify as ANMs, and so it has been a successful year for the graduation of students from this Campus. On the whole, student morale has been good, with only minor problems to cope with. The course is not an easy one, and even with hard study many find it difficult to reach the required standard.
- c) Syllabus. So far there has been no change in the syllabus and it continues as a two year training divided into three parts: one year for general nursing, three months for community health, and nine months for midwifery. However, this may be condensed into one year in the future, with a higher educational requirement. For the first time we have had no problem in obtaining midwifery cases for student practice. This is due to both additional available deliveries and a smaller number of students.

- d) Hostels. Hopes were high of at least beginning the new hostel at Pokhara this year, but we continue to be in the state of 'no news on the land deal'. The Tansen hostel progresses satisfactorily. We have been delayed the initial move until May 1977 so that more accommodation might be available. The Institute of Medicine plans to build staff quarters near the site of the hostel, which will be a great asset. The Butwal hostel continues to serve its purpose, and when not in use by ANM students has been occupied by AHW students.
- e) Finances. Apart from the cost of the new hostel buildings and personnel contributed services, the total cost of the program is Rs.450,000., Rs.50,000. being provided by UMN.
- f) Conclusion. We feel it has been a reasonably successful year, with some disappointments but also much joy and job satisfaction, particularly in working as a group and therefore having exchange of knowledge and experience in the areas of administration and teaching. However, there could not have been success in the program without the help and cooperation of staff of HMG and UMN programs, and we are most grateful for these. Most of all we give thanks to God Who has called us, enabled us, supported, comforted and strengthened us in times of need by His continual presence.

Miss Mabel McLean
Counterpart In-Charge

V. AHW FIELD TRAINING PROGRAM.

- a) Program. The AHW field training program which began in October 1975 was well underway by the beginning of the year. Three groups of students, totaling 142 men, completed the four month training by early August. After a monsoon break, a further group of 48 students began training in October. This group will finish early in 1977. In addition, a final small group of 15-20 students will begin their training on January 1, 1977. By the end of April, approximately 200 students will have completed the field training.
From July to early October, a curriculum outline for a new one-year course for SLC level students was prepared at the request of Dean Moin Shah. This curriculum will be implemented in a new school which will take its first class of 50 students in March 1977.
- b) Full-time staff. At the start of the year, Dick Harding and Bjorn Brekke were the only UMN personnel on the staff. During the year there have been some additions: Lois McCloskey, administrative assistant and behaviour science instructor, from May; from November, Steve Erickson, health educator and student counsellor; from March to August, Charlotte Zelenkov, nursing instructor. Dr. Glenn Post, evaluation specialist, was expected to arrive in August, but as his visa has been delayed, he has not yet joined the team. Unfortunately Bjorn Brekke has been ill since early November, and at year's end is recuperating in Kathmandu.
In March 10 recent graduates (5 AHWs and 5 Health Assistants) were assigned to the program by the Institute of Medicine to serve as instructors/supervisors. After a five month trial, five were asked to continue on in the program, and one additional H.A. was added. They have been given some training in teaching methods and have performed well.
- c) Finances. Practically all of the budget comes from the Institute of Medicine. UMN capital items have included such items as motorbikes and accessories, administrative and educational support for the UMN staff, some equipment and renovation expenses. Considerable teaching materials and equipment have been donated by UNICEF.
- d) Facilities. A rented old building in the bazaar, which we renovated at the onset of the program, has provided hostel quarters for the students, administrative office space, and several classrooms. Because students rotate not only among the Tansen mission facilities, but also among many government health posts, healthcentres and hospitals, and TB, smallpox and malaria field programs, we have also provided and supervised student hostels in Butwal and Pokhara. Four groups of students have each spent a month in the Amp Pipal hospital and CHP. In addition, two UMN personnel, Helga

Peters and Sigrun Mogedal, who were seconded to the Lumbini Zonal Hospital, were a great help in coordinating and supervising the activities in the terai. The INF team at Green Pastures has provided a marvellous two-week rotation for each student. Of course, many in the Tansen Project have contributed a great deal.

It has indeed been a program which has involved many, many people from UMN, INF and HMG. This has required a great deal of coordination, but overall it has been very successful due to the wonderful effort and cooperation from everyone.

After a year in this new program, we feel we have learned a great deal about running a training program, coordinating a complex schedule involving many people and facilities, planning and developing training objectives and methodologies and techniques for supervision, and have gained insights into working with young Nepali men. We look forward to beginning a full school in the coming year.

Dr. Richard Harding
Program In-Charge.

GENERAL FUND STATEMENT FOR THE YEAR 1976 (2032-2033)

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
1) PROJECT ADMINISTRATION				
Receipts:				
Budget allocation	40,235.	40,235.		39,206.
Personnel Contributed Services	<u>-</u>	<u>32,626.</u>		<u>19,560.</u>
	40,235.		72,922.	58,766.
Payments:				
Salaries	15,035.	5,262.		10,806.
Foreign staff (PCS)	-	32,626.		19,560.
Travel and vehicle	5,000.	1,783.		3,000.
Mailbag (Area & Nawalparasi)	2,400.	2,132.		2,400.
Water carrying & grounds	6,600.	6,152.		7,200.
Street lighting	1,200.	1,650.		1,800.
Maintenance	8,000.	19,186.		12,000.
Miscellaneous	<u>2,000.</u>	<u>1,585.</u>		<u>2,000.</u>
	40,235.		70,376.	58,766.
Excess receipts over payments			<u>2,546.</u>	
2) HOSPITAL.				
Receipts:				
Fees, general	440,000.	399,632.		480,500.
Fees, medicines	400,000.	460,721.		500,000.
Miscellaneous	25,000.	53,489.		35,000.
Service to Leprosy Dept.	8,000.	8,333.		8,000.
Budget allocation	174,295.	196,286.		196,313.
Personnel Contributed Services	<u>233,390.</u>	<u>224,154.</u>		<u>266,620.</u>
	1280,685.		1342,615.	1477,433.
Payments:				
Salaries	367,795.	407,942.		429,813.
Medical insurance	23,000.	1,232.		5,000.
Provident Fund	28,000.	32,103.		31,500.
Rent for staff	40,000.	29,520.		38,500.
Foreign staff (PCS)	233,390.	224,154.		266,620.
Drugs	285,000.	325,798.		360,000.
Med. & Surg. supplies: C. Supply	90,500.	78,523.		100,000.
X-ray supplies	35,000.	60,932.		30,000.
Laboratory supplies	38,000.	31,515.		35,000.
Med. & Surg. supplies: OPD/ward	19,000.	36,965.		41,000.
Bedding, linen, uniform	20,000.	20,471.		20,000.
Catering	10,000.	25,889.		20,000.
Laundry and cleaning	16,000.	20,076.		20,000.
Power, heat and light	28,000.	29,857.		28,000.
Maintenance, bldg. & grounds	28,000.	33,245.		28,000.
Administration	12,000.	30,945.		18,000.
Miscellaneous	5,000.	3,126.		4,000.
Vehicle and transport	<u>2,000.</u>	<u>787.</u>		<u>2,000.</u>
	1280,685.		1393,080.	1477,433.
Excess payments over receipts			<u>50,465.</u>	

	Budget 1976	Actuals 1976	Total 1976	Budget 1977
3) LEPROSY DEPARTMENT.				
Receipts:				
Budget Allocation	27,550.	27,952.	27,952.	37,304.
Payments:				
Salaries	9,190.	7,903.		10,304.
Drugs	1,500.	172.		1,500.
Shoes	200.	1,462.		1,000.
Hospital treatment	4,660.	8,517.		8,000.
Food	2,500.	6,676.		7,000.
Miscellaneous	500.	832.		500.
Bedding and linen	1,000.	1,000.		1,000.
Fee for hospital service	8,000.	8,333.		8,000.
	27,550.		34,895.	37,304.
Excess payments over receipts			6,943.	
4) COMMUNITY HEALTH: ADMINISTRATION.				
Receipts:				
Use of motorcycle	4,000.	-		1,000.
Budget allocation	33,925.	30,313.		25,015.
Personnel Contributed Services	15,580.	5,423.		19,536.
	53,505.		35,736.	45,551.
Payments:				
Salaries	11,725.	9,576.		11,755.
Foreign staff (PCS)	15,580.	5,423.		19,536.
Travel administration	5,000.	2,326.		4,000.
Motorcycle expenses	4,000.	340.		2,000.
Patient retained cards	10,000.	1,530.		8,000.
Health education material	7,000.	5,649.		-
Books and periodicals	200.	442.		260.
	53,505.		25,286.	45,551.
Excess receipts over payments			10,450.	
5) COMMUNITY HEALTH: WEST PLAPA				
Receipts:				
Fees, medicine and supplies	48,500.	32,408.		30,000.
Fees, deliveries	3,500.	3,221.		3,500.
Fees, school health	-	-		1,000.
Family planning office	100.	830.		300.
Budget allocation	97,705.	107,357.		105,180.
Personnel Contributed Services	53,100.	74,047.		104,880.
	202,905.		217,853.	244,860.
Payments:				
Salaries	74,385.	38,558.		69,680.
Foreign Staff (PCS)	53,100.	74,047.		104,880.
Drugs and supplies	47,500.	50,816.		47,500.
Transportation/Seminars	8,500.	4,685.		8,500.
Supplies, (base & kerosene)	3,500.	2,776.		3,500.
Rent and repairs	11,000.	6,930.		6,300.
Light, heat and food	1,000.	9.		1,000.
Miscellaneous	3,920.	3,981.		3,500.
	202,905.		181,802.	244,860.
Excess receipts over payments			36,051.	

6) COMMUNITY HEALTH: NAWALPARASI

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
Receipts:				
Fees, medicines	24,000.	25,000.		24,000.
Family Planning office	200.	120.		100.
Budget allocations	23,275.	26,145.		28,982.
Personnel Contributed Services	<u>31,860.</u>	<u>19,767.</u>		<u>34,140.</u>
	79,335.		64,985.	87,222.
Payments:				
Salaries	16,775.	14,002.		23,582.
Foreign staff (PCS)	31,860.	19,767.		34,140.
Drugs and supplies	24,000.	21,149.		24,000.
Transport and coolies	4,000.	1,757.		3,000.
Maintenance & miscellaneous	2,000.	927.		2,000.
Health education (incidentals)	<u>700.</u>	<u>-</u>		<u>500.</u>
	79,335.		57,602.	87,222.
Excess receipts over payments			<u>7,383.</u>	

7) ANM SCHOOL.

Receipts:				
Budget allocation	55,480.	55,480.		62,194.
Personnel Contributed Services	<u>47,440.</u>	<u>52,460.</u>		<u>99,112.</u>
	102,440.		107,940.	161,306.
Payments:				
Salaries	8,880.	10,522.		12,094.
Day wages	-	633.		-
Foreign staff (PCS)	47,440.	52,460.		99,112.
Food subsidy	10,000.	7,018.		10,000.
Maintenance	5,000.	5,892.		5,000.
Medical care	5,000.	3,077.		5,000.
Transport	6,000.	8,302.		8,000.
Miscellaneous & ceremonies	2,000.	1,693.		2,000.
Administration	2,000.	2,521.		4,000.
Housekeeping	5,000.	4,847.		3,500.
Power, heat and light	5,000.	4,802.		6,000.
Rent, Butwal	<u>6,600.</u>	<u>6,150.</u>		<u>6,600.</u>
	102,920.		107,918.	161,306.
Excess receipts over payments			<u>22.</u>	

8) AHW (GMA) SCHOOL.

Receipts:			
Budget Allocation			13,200.
Personnel Contributed Services			<u>106,419.</u>
			<u>119,619.</u>
Payments:			
Day wages			2,200.
Foreign staff (PCS)			106,419.
Allowances & medical care			3,000.
Drugs and supplies			1,000.
Office supplies			500.
Transportation			1,500.
Travel			1,000.
Rent, repairs, maintenance			3,000.
Miscellaneous			<u>1,000.</u>
			<u>119,619.</u>

CAPITAL AND DESIGNATED FUND STATEMENT FOR 1976

	<u>Balance</u> <u>1.1.76</u>	<u>Receipts &</u> <u>allocations</u>	<u>Payments &</u> <u>transfers</u>	<u>Balance</u> <u>13.1.77</u>
Undesignated capital	2,675.	52,293.	62,476.	(7,508.)
Renov. nurses' hostel/guesthouse	687.	1,669.*	2,356.	-
Renov. nurses' station, old block	10,000.	-	7,648.	2,352.
Renov. bazar apartments	(54,890.)	29,666.1.)	33,853.	(1,309.)
		43,310.)		
		14,458.*)		
Renov. Deependra house	-	(16,800.R	20,250.**	-
		(3,450.*		
Renov. Yadhu house	-	13,440.R)	19,155.*	-
		5,715.*)		
Renov. Malla house	-	(19,920.R	31,173.*	-
		(11,253.*		
Renov. Tek Dhoj house	-	2,497.*	2,497.*	-
Renov. Lekh Bahadur house	-	9,666.R	9,560.*)	-
			106.*)	
Renov. Tuk Lal house	-	-	11,282.*	(11,282.)
Renov. Regmi house	-	9,000.R	10,327.*)	(2,127.)
			800.)	
Renov. Udaya house	-	-	(1,850.*	(5,274.)
			(3,424.	
Renov. AHW campus (Arjun house)	-	48,000.)	54,000.	18,000.
		24,000.R)		
Area furniture	(29,164.)	20,000.	31,068.	(40,232.)
Improvement of residences	-	10,000.	9,725.	275.
ANM Hostel fire escape, Tansen	10,000.	-	2,212.	7,788.
AMN Pokhara Hostel furniture	3,055.	10,000.	19,106.	(6,051.)
ANM Educn. complex furniture/equipmt. (13,926.)		16,801.*	2,875.	-
UMN Building Dept., Tansen	1114,121.	192.*)	1140,938.	686,637.
		713,262.		
Realignment/widening of road	3,900.	943.	789.	4,054.
Scholarship fund	32,700.	27,875.	31,117.	29,458.
Lumber stock	3,644.	64,702.	73,629.	(5,283.)
CH village trng (Madhan Pokhari)	6,420.	41,700.	3,216.	44,904.
CH building and water projects	21,970.	-	100.	21,870.
CH motorcycle	-	12,000.	12,640.	(640.)
Weighing machine	1,766.	-	720.	996.
Coemar grant for linen	15,337.	37,761.	26,640.	26,269.
Coemar grant for medical relief	4,640.	16,277.	13,364.	7,553.
Duplicator and office equipment	-	12,648.	6,621.	6,027.
Fire protection	9,644.	-	4,216.	5,428.
Battery-operated clock	769.	127.	896.	-
Rewiring of hospital	(13,350.)	7,555.*)	7,812.	(8,607.)
		5,000.		
Parking area	7,000.	-	-	7,000.
Changing room for staff	1,867.	-	80.	1,787.
Workshop extension	6,737.	-	500.	6,237.
Intensive care unit	4,103.	-	-	4,103.
Operating room/Central Supply equip.	2,493.	-	7,791.	(5,298.)
Ward furniture and equipment	-	800.	1,446.	(646.)
Hospital extension equipment	-	81,394.	36,075.	45,319.
Language teacher training/equip	-	2,500.	316.	2,184.
Dharmahala	2,000.	-	-	2,000.
Telephone system	13,812.	-	19,743	(5,931.)
Spares for generator	10,834.	-	7,472.	3,362.
UMN bld. Dept/Hosp. extension	2,057.	13,933.	192.*)	-
			15,798.)	
Village water projects	-	41,612.)	(96,582.	7,682.
		77,339.)	(5,889.*	
			(8,798.	
	<u>1180,851.</u>	<u>1519,558.</u>	<u>1859,312.</u>	<u>841,097.</u>

<u>SPECIAL FUNDS</u>	<u>Balance 1.1.76</u>	<u>Receipts & allocations</u>	<u>Payments & transfers</u>	<u>Balance 13.1.77</u>
Literature	6,897.	880.	6,337.	1,440.
Artificial limb & rehab. center	8,158.	7,518.	7,695.	7,981.
Office furniture	(5,856.)	1,401.	3,797.	(8,252.)
Library	-	1,000.	224.	776.
ANM library	1,018.	6,308.	2,908.	4,418.
ANM sports equipment	1,099.	-	147.	952.
AHW equipment and furniture	(7,360.)	39,706.	30,739.	1,607.
AHW course, Tansen	4,743.	-	-	4,743.
Darajhiri special projects	38,027.	5,889.*) 23,114.)	61,938.	5,092.
Miss Johansson/Dr.Hook work a/c.	2,213.	13,410.	3,838.	11,785.
Dr. Henderson work a/c.	4,941.	1,216.	3,567.	2,590.
Miss Clysdale work a/c	11,860.	4,017.	8,535.	7,342.
Dr. Harding transfer a/c	10,964.	156,294.	65,590.	101,668.
Concern & Compassion Fund	9,189.	41,369.	25,206.	25,352.
Samaritan fund	8,354.	8,363.	3,176.	13,541.
Lerosy patient settlement fund	1,124.	3,324.	123.	4,325.
Incinerator	9,189.	-	1,849.	7,317.
CH nutrition fund	(671.)	5,171.	703.	3,797.
Children's education fund	5,839.	10,700.	16,403.	136.
Water supply in villages	-	96,582.*) 10,135.)	41,612.) 65,105.)	-
Hail and farewell tea	-	425.	437.	(12.)
TB subsidy	-	29,943.	6,288.	23,655.
Miss Swenson special a/c	-	792.	18,255.	(17,463.)
	<u>109,705.</u>	<u>467,557.</u>	<u>374,472.</u>	<u>202,790.</u>
* Transfers				
R Rents paid in advance				

SUMMARY OF BALANCES AS AT 13 January, 1977

ASSETS:

Cash on hand	22,409.
Cash in Amexco bank	288.
Cash in Nepal bank	75,609.
Central store	376,069.
Bal. with UMN Treasurer	925,050.
Staff Benevolent fund	67.
Diesel fuel & oil stock	21,499.
Kerosene store	6,250.
General advances	29,537.
Rent advances	82,760.
Board Appointee advances	25,389.
Postage	2,856.
Landrover, balance for spare parts	1,285.
P.F. loans	16,247.
Renovation Anand Mahal	500.
Chicken project	5,140.
ANM Campus	3,599.

LIABILITIES:

Designated fund balance	841,097.
Special fund balance	202,791.
Patients' deposits	11,657.
Board Appointee deposits	125,941.
Guest unit deposits	8,066.
Central store	250,000.
Reserve fund	36,189.
Truck depreciation	18,197.
Landrover depreciation	37,059.
Vehicle spares, truck	3,685.
Vehicle spares, power plant	5,241.
General fund: Project Adm.	2,547.
Hospital	(50,465.)
Leprosy Dept.	(6,943.)
CH Administrn.	10,450.
CH West Palpa	36,051.
CH Nawalparasi	7,383.
ANM campus	22.
BTI	27,486.
DCS	19,220.
Darajhiri float	733.
Income tax	1,410.
AHW campus	1,231.
Gas cylinders	423.
Revolving loan fund	5,083.

1594,554.

1594,554.

APPENDIX J

GORKHA PROJECT REPORT FOR 1977I. HOSPITAL.

In 1976 has been a year of treating more patients with fever staff. The shortage of experienced Nepali assistant nurses became particularly acute at the latter part of the year drew on. Having no assurance of receiving trained Auxiliary Health Workers or Assistant Nurse Midwives, we have had to resort to hiring additional local staff to whom we must give informal or-the-job training.

This year has seen the completion of the new Maternal & Child Health clinic attached to the hospital, and with it the end of the hospital building program. We have appreciated the able work of Seppo Kostamo, who has been in charge of the building and maintenance departments. The builders of the Amp Pipal hospital can be justly proud; infact, so good has their work been that it appears we have provided a model for the new Patan Hospital building!

During the year we have cooperated in the government AHW training program. Five groups of students have come to Amp Pipal for a month's practical training in the hospital and in the community health program. Generally, our experience has been favourable at the hospital, largely because of the help of Tony Bouverie-Brine, who supervised their program and assisted in many of the practical arrangements.

We have been encouraged during the year by the increased number of patients, and also the fact that the number of major surgical cases has doubled over that of the previous year. We sense an increasing acceptance of the role and value of modern medicine among the people of our area, and even beyond. A small but increasing number of wealthier patients is flying up to Amp Pipal from the terai and we are still getting patients in large numbers from Dhading district, three days away, and actually closer to Kathmandu. We thank God for these increased opportunities to demonstrate His love through the medical work.

We look forward to the signing of our "Letter of Exchange", although realising that it will probably result in substantial alterations in the management of the hospital. It is somewhat problematic to work out just how our Board will actually function, since the proposed members of the Board are located in three different districts, separated from each other by journeys of one to two days.

Thanks and appreciation are due to the following expatriate staff who have helped in the hospital during the year: Dr. Helen Huston, as always providing spiritual leadership for our entire team; Anneli Talso who capably served as Nursing Superintendent for the first half of the year; Rigmor Hildershavn who very ably has filled in as Acting Nursing Superintendent during Anneli's furlough; Shelagh Wynne, without whose timely assistance the surgical program (and the surgeon) would have collapsed; Seppo Kostamo, generally holding the project together in more ways than one; Annikki Kostamo, who gave valuable help in the hospital during several period of great need; Dr. Eleanor Knox, always willing to help bail out the medical staff whenever necessary, which was frequently; Dr. Cynthia Hale, who worked fulltime for part of the year and part-time for the remainder, giving valuable help in the MCH clinics; Tony Bouverie-Brine who has served admirably as administrative assistant and to whom the smooth functioning of the hospital is to be attributed; Annamma Verghese whose contribution as a social worker to the hospital's spiritual ministry cannot be over-estimated.

Dr. Tom Hale
Medical Director

II. COMMUNITY HEALTH PROGRAM.

The Community Health program has continued as outlined in the plans for 1976. Although we have had fewer staff than in the previous year, the home visiting program has been given more attention. This may account for a 33% increase, overall, in the MCH clinic attendance for 1976.

1976 started with six clinics functioning. In June the Amp Pipal clinic was closed as the building was required by the Amp Pipal high school. The nutrition unit was closed also, as it was a part of the clinic building. The new

MCH clinic buildings at the hospital are nearing completion, and we expect to move into them shortly and possibly to expand the services which will be offered in the coming year.

Along with our general visiting, TB/leprosy follow-up and special visiting, we have commenced the use of the village health register in the panchayats of Amp Pipal and Harmi. The information in the VHR will provide a baseline for evaluation in the future and give relevant data on mortality, morbidity, family planning trends, nutritional status and immunisation and vaccinations. BCG immunization of all children under 15 years of age has been completed in the panchayat of Gaikur. Sputum testing was done in one village where there was a higher prevalence of TB.

The school feeding program of corn, soya and milk powder was continued throughout the year, with three out of four schools completing the school year. This program requires further evaluation regarding the overall value of it to those students participation in it. The nutrition project is just becoming a viable project, showing returns on the produce grown. Two more terraces were leased just below the hospital property for three years, and these are expected to give a good yield of grain and vegetables. We continue to receive requests to help improve village water supplies. Nine such projects have been completed, and six are in the process of being negotiated. We are continuing to place emphasis on the community involvement in such projects.

We have received calls from various panchayats during the year to give TABC injections, or to assist in epidemic outbreaks. Field experience in community health was given to groups of AHW students from May through to December 1976. We are happy with the continued relationships with the Gorkha District Office of the FP/MCH project, and with one of their Health Aids who is seconded to us. He is giving good service in this area. A second seconded worker was transferred out of this area earlier this year.

In September we moved out of the temporary community health office situated in the guesthouse, and moved into the office block of the agriculture buildings (previously part of the Amp Pipal project). The HMG Department of Agriculture has kindly negotiated the loan back to us of this office block and a buffalo house for the use of CHP. This has facilitated the centralising of the community health work, and provided the needed space for the teaching program of our staff and the AHW students. As yet, we have no buffalo!

As mentioned above, we have been working with fewer staff this year. In January we saw the departure of Miss Masae Sakurai, nutritionist, and shortly before her of Miss Heidi Froelicher, to other projects. In June Miss Ellen Muxfeldt was transferred to another project. Our present staff are: Miss Wendy Moore, Dr. Eleanor Knox, Miss Marianne Puder, Miss Audrey Maw, and Mr. Urho Rasanen. At present Miss Puder is attending the special IUD course sponsored by the FP/MCH project in Kathmandu.

Regarding our Nepali staff, two of our female Health aides left during the year to commence ANM training. At the time of writing, our third female H.A. has just been successful in her application to work under the FP/MCH project. It is likely that she will fill the vacant post for a Health Aid here in Amp Pipal panchayat. Of our male staff, one man has just completed the new "clinic based" health aid training, under the FP/MCH project, and one new man has been added to the staff. Of our five male health aides, two are applying for the Medical Assistant course early in the new year.

Miss Audrey Maw
Director, Comm. Health Program

GENERAL FUND STATEMENT FOR THE YEAR 1976

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
1) AREA ADMINISTRATION.				
Receipts:				
Budget allocation	18,100.	18,099.		23,216.
Personnel Contributed Services	26,730.	15,384.		4,722.
	<u>44,830.</u>		33,483.	<u>27,938.</u>
Payments:				
Salaries	8,100.	10,969.		14,216.
Foreign staff (PCS)	26,730.	15,384.		4,722.
Agent expenses	2,000.	796.		1,500.
Maintenance	3,000.	4,192.		3,000.
Water allowance	3,000.	1,492.		3,000.
Travel	500.	33.		-
Office expenses	1,500.	1,034.		1,500.
	<u>44,830.</u>		33,900.	<u>27,938.</u>
Excess payments over receipts			<u>417.</u>	
2) HOSPITAL.				
Receipts:				
Fees	214,500.	310,398.*		138,996.
Budget allocation	74,080.	74,068.		83,076.
Personnel Contrib. Services	43,810.	59,506.		59,506.
	<u>332,390.</u>		443,972.	<u>433,002.</u>
Payments:				
Salaries	119,480.	105,110.		138,996.
Foreign staff (PCS)	43,810.	59,506.		50,506.
Medicines	100,000.	74,223.		140,000.
Medical & surgical supplies	25,000.	24,971.		35,000.
Laundry and cleaning	3,000.	4,856.		6,000.
Bedding, linen and uniform	8,000.	8,161.		12,000.
Maintenance	5,000.	5,344.		10,000.
Power, heat and light	20,000.	19,906.		22,000.
Administration	6,000.	12,000.		8,000.
Travel	1,000.	398.		1,000.
Miscellaneous	500.	95.		500.
Rent for On-call house	600.	600.		-
	<u>332,390.</u>		315,170.	<u>433,002.</u>
Excess receipts over payments			<u>128,802.</u>	
*Includes Rs.36,038. from TB & Leprosy Charity Fund.				
3) COMMUNITY HEALTH.				
Receipts:				
Medicines	19,665.	15,333.		20,000.
Food supplements	4,000.	905.		3,000.
Budget allocation	76,830.	76,832.		75,350.
Personnel Contrib. Services	86,228.	50,912.		78,876.
	<u>186,723.</u>		143,982.	<u>177,226.</u>

	<u>Budget</u> <u>1976</u>	<u>Actuals</u> <u>1976</u>	<u>Total</u> <u>1976</u>	<u>Budget</u> <u>1977</u>
Payments:				
Salaries	48,445.	22,662.		44,550.
Foreign staff (PCS)	86,228.	50,912.		78,876.
Medicines	27,250.	17,205.		27,000.
Food supplements	5,000.	2,577.		5,000.
Medical supplies & equip.	3,500.	3,728.		5,300.
Teaching & publicity	1,500.	1,878.		1,500.
Administration	4,500.	4,039.		4,500.
Travel	1,500.	1,641.		2,000.
Vaccines	6,200.	231.		6,000.
Uniforms and linen	1,100.	106.		1,000.
Miscellaneous	1,500.	1,044.		1,500.
	<u>186,723.</u>		<u>106,023.</u>	<u>177,226.</u>
Excess receipts over payments			<u>37,959.</u>	

CAPITAL FUND STATEMENT FOR THE YEAR 1976

	<u>Balance</u> <u>1.1.76</u>	<u>Receipts &</u> <u>allocations</u>	<u>Payments &</u> <u>transfers</u>	<u>Balance</u> <u>13.1.77</u>
1) <u>AREA ADMINISTRATION:</u>				
Staff furniture	9,074.	-	904.	8,170.
Undesignated	1,487.	-	170.	1,317.
Guesthouse	1,377.	-	1,377.	-
Phone extension & new phones	295.	594.	-	889.
Roof on house near school	10,480.	1,500.	6,495.	5,485.
Fire protection	335.	98.	-	433.
Calculator	1,143.	-	433.	710.
Meeting room renovations	(168.)	168.	-	-
Water System	8,283.	-	-	8,283.
	<u>32,306.</u>	<u>2,360.</u>	<u>9,379.</u>	<u>25,287.</u>
2) <u>HOSPITAL.</u>				
Building and equipment	40,220.	56,437.	27,407.	69,250.
Gobar gas plant	(2,556.)	6,933.	4,327.	50.
Insulation for roof	-	-	4,513.	(4,513.)
Bee-keeping	(636.)	4,500.	-	3,864.
TB deras	(2,800.)	8,000.	3,870.	1,330.
Plastic buckets with lids	-	-	360.	(360.)
	<u>34,228.</u>	<u>75,870.</u>	<u>40,477.</u>	<u>69,621.</u>
3) <u>COMMUNITY HEALTH.</u>				
MCH building	15,587.	122.	50,014.	(34,305.)
MCH furniture & equip.	-	2,500.	150.	2,350.
Nutrition project	3,179.	2,563.	6,756.	(1,014.)
Medical equip, & supplies	2,431.	-	456.	1,975.
Hardware	683.	-	-	683.
Furniture	2,777.	-	2,684.	93.
School & village toilets	1,622.	-	-	1,622.
Refrigerator	6,000.	-	5,688.	512.
School feeding program	(3,225.)	615.	403.	(3,013.)
2 new clinics, furn.& equip.	7,000.	-	-	7,000.
CH office, furn. & equip.	4,280.	-	4,794.	(514.)
Terrace lease	-	-	3,000.	(3,000.)
	<u>40,334.</u>	<u>5,800.</u>	<u>73,945.</u>	<u>(27,811.)</u>

	<u>Balance 1.1.76</u>	<u>Receipts & allocations</u>	<u>Payments & transfers</u>	<u>Balance 13.1.77</u>
4) <u>EDUCATION.</u>				
General - Luitel school	10,653.	1,000.	12,775.	(1,122.)
Primary - Luitel School	25,562.	-	-	25,562.
District schools	<u>422.</u>	<u>-</u>	<u>422.</u>	<u>-</u>
	<u>36,637.</u>	<u>1,000.</u>	<u>13,197.</u>	<u>24,440.</u>

SUMMARY OF BALANCES AS AT 13 January, 1977

ASSETS:

Cash on hand	23,079.	
Cash in Nepal Bank	23,248.	
Cash in American Express Co.	2,876.	
Balance with UMN Treasurer	177,362.	
Checks in transit	16,339.	
Household store	14,847.	
Inventory accounts	(4,579.)	
Provident Fund loans	3,440.	
Special accounts	28,286.**	
Accounts receivable	24,364.	
Medicine inventory	114,926.	
Suspense account	(262.)	
Staff accounts	<u>32,992.</u>	<u>456,918.</u>

** Includes Rs.18,959. from May robbery.

LIABILITIES:

General fund balances:	Administration	(417.)	
	Community Health	37,957.	
	Hospital	<u>128,802.</u>	<u>166,342.</u>
Capital Fund Balances:	Administration	25,288.	
	Hospital	69,620.	
	Community Health	(24,809.)	
	Education	<u>24,440.</u>	<u>91,540.</u>
Freight		2,230.	
Staff accounts		27,679.	
Reserve for medicine stock		79,339.	
Staff savings		2,743.	
Special accounts		<u>87,045.</u>	<u>199,036.</u>
			<u>456,918.</u>

COMMUNITY HEALTH OFFICE
GENERAL FUND STATEMENT FOR THE YEAR 1976

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
Receipts:				
Budget Allocation	31,000.	32,230.		41,700.
Personnel Contributed Services	8,800.	-		-
Education materials refund	-	<u>2,052.</u>		-
	<u>39,800.</u>		34,282.	<u>41,700.</u>
Payments:				
Salaries -				
Administration	4,000.	5,637.		5,000.
Data processing	-	-		16,000.
Foreign staff (PCS)	8,800.	-		-
Travel and transport -				
Administration	2,500.	826.		1,500.
Data processing	-	-		1,200.
Sataionery -				
Office expenses	3,000.	2,636.		3,000.
Data processing	-	-		5,500.
Education materials	4,000.	8,756.		4,000.
Rent and maintenance	16,000.	9,116.		5,000.
Miscellaneous	<u>1,500.</u>	<u>597.</u>		<u>500.</u>
	<u>39,800.</u>		27,568.	<u>41,700.</u>
Excess receipts over payments			<u>6,714.</u>	

CAPITAL FUND STATEMENT FOR THE YEAR 1976

	<u>Balance 1.1.76</u>	<u>Receipts & allocations</u>	<u>Payments & transfers</u>	<u>Balance 13.1.77</u>
Latrines and water scheme, BFW	27,835.	3,800.	28,635.	3,000.
Furniture and equipment	(359.)	359.	-	-
Undesignated funds	<u>2,892.</u>	<u>5,249.</u>	<u>5,873.</u>	<u>2,268.</u>
	<u>30,368.</u>	<u>9,408.</u>	<u>34,508.</u>	<u>5,268.</u>

SUMMARY OF BALANCES AS AT 13 January, 1977.

ASSETS:		LIABILITIES:	
Cash in hand	200.	General fund balances -	
Balance with UMN Treasurer	13,697.	1974:	698.
		1975:	1,127.
		1976:	<u>6,714.</u>
			8,629.
		Capital fund balance	<u>5,268.</u>
	<u>13,897.</u>		<u>13,897.</u>

APPENDIX K

COMMUNITY HEALTH OFFICE REPORT FOR 1976

The Community Health Office, by an action of the Executive Committee, became part of the Health Services Secretary's office. This action was not taken in consultation with the incoming HSS. The result of putting this service into another office was predictable: there was no development of the CHO, and probably some decline in its scope and functions. Mr. Samuel Sanyasi served well in forwarding vaccines and tuberculin as requested by the Community health programs and the hospitals. He has also supplied literature and lending materials upon request. In general, services have seemed adequate, to judge from the lack of complaints, but have largely been in response to request. There was some enlargement of the book collection, but finances for this were limited.

Future plans are to continue the present services and to increase the information flow to the projects. Since these and related functions fall under the office of the HSS, as in the job description in the By-laws of the UMN, it is worth considering whether the CHO need remain as a separate entity, or should be absorbed into the office of the HSS. Additional strength in the HSS office in the form of a technical assistant and a data handling service will further blur the lines of responsibility, as these services will be expanded to all our projects, rather than only to community health.

Dr. Carl Friedericks
Health Services Secretary

SHANTA BHAWAN REPORT FOR 1976

Looking back over 1976, we are grateful to God for His leading and enabling throughout the year. It has been a privilege to continue in the ministries of healing, outreach and teaching, and we rejoice in work to do and in God's unlimited and unfailing resources.

I. HOSPITAL.

The Patan Hospital project is now considered as a separate project from Shanta Bhawan. Since the acquisition of land for the hospital, plans for the project have been proceeding, but one thing remains certain - that Shanta Bhawan Hospital will be needed to provide its present form of service throughout the term of the current UMN general agreement with HMG.

a) Patients. The in-patient numbers and bed occupancy have increased this year. For the first half of the year the out-patient census was also up, making it difficult for available medical staff to deal adequately with individuals, in spite of a large number of children being seen by a health assistant in the Under Fives' clinic. From July onwards the hours for registration were cut by half an hour, leading to a stream-lining of patients. There has also been a decrease in numbers. The emergency room, however, continues to provide facilities for the seriously ill on a 24 hour basis. There has been a reduction in world travellers, but tourists, often in an older age group, have continued to come for medical care. A travellers' diarrhoea service was introduced to shorten waiting time, and is appreciated by a small number who use it. The two staff members who obtained a certificate in Family Planning from Patliah returned in February to use their skills in OPD, ward visiting and, to a limited extent, in home visiting. The full-time TB visitor attached to the chest clinic has also done some home visiting. Two of the doctors contributed weekly to the mobile team and TB clinics of CHP.

b) Administration. The administration has been taxed by two changes in salaries during 1976. Calculating salary adjustments was simple compared with time-consuming explanations patiently given to employees who did not understand the changes.

The business office continued to do a good job. The installation of two new telephone lines, one direct to OPD and the other a call box for visitors, has eased both the receptionists' and the callers' task.

The social services department has faithfully carried on its ministry amongst patients and relatives, and an effort has been made to channel CHP referrals through the department. We continue to receive help from Dilaram House with the special care of some expatriate patients.

The dietary department has introduced a morning and afternoon tea service which is a popular innovation.

We are grateful to friends who have donated items of equipment, notably 22 new gatch beds, a dental x-ray and an electric sewing machine. We have also received books for medical and general libraries, surgical supplies and drugs. We have been able to give complete or partial charity to all who need it through the generosity of Christoffel Blinden Mission and donations to the Indigent Patients' and Childrens' charity funds.

The quarters used by our staff nurses in Surendra Bhawan had to be vacated, and these staff nurses are now housed in the SBH area. Whilst repairing the roof of Bethlehem, it was raised to allow an additional storey to be added. This will provide 8 single quarters, each with bed/sitting room and kitchen, but an ablution block has still to be constructed, and the housing problem remains acute. A design for further single quarters (8 units) has been submitted.

Mrs. Shanti Rana has now taken over the housekeeping department, releasing Miss Ruth Overvold for the new position of In-service Educator.

c) Staffing. The staff have been stretched during certain seasons, particularly in summer months with the greatest patient load and holiday periods.

We regretfully said farewell to the Willms family at the end of June,

45

and miss their fine contribution in surgery and OPD, in the pharmacy and physiotherapy. In August Dr. Tim Jack completed two years of invaluable service as anaesthetist, and was replaced by Dr. Mike Dobson. Dr. Ray Pinniger has served in several departments for six months, and has been greatly appreciated. None of these doctors ever seemed like short termers, for they gave us so much and were deeply involved here. So, too, were the surgeons Mr. J.B. Self and Dr. S. Sethi, who spent their annual leave from busy jobs at home helping our staff situation.

A temporary farewell has been said to Dr. and Mrs. Bond who went on furlough in June. We appreciate the services of Mr. D. Sada and Dr. Vaidya, who have undertaken the bacteriology and histopathology in the interim.

From January to July the nursing services were ably led by Mrs. Susong Sada during the home leave of Miss Ruth Judd, Nursing Superintendent.

New staff have come to the nursing service in various ways. In January 15 nurse aides graduated from an in-service program, and 10 remain at the end of the year. Four nurses (from the professional nurse training program) graduating in January, and five graduating in July, were allocated to Shanta Bhawan. Two Nepali nurses who trained in Delhi have also joined the staff. To balance this increase in nurses, a number have left through transfer to other UMN projects, or on resignation. Two of the senior nursing staff are currently doing a post-basic ward sister's course in Delhi.

In March Mr. Paul Williams took charge of the pharmacy, Miss Patricia Hodgson, physiotherapist, came on a longterm, and Miss Martha Hauser is helping her temporarily. Dr. Taisto Valta, general practitioner, initially worked part-time in OPD, and is now full time in medicine. Nepali resident doctors were attached to each of the services for most of the year.

- d) Training. Training in Shanta Bhawan continued throughout the year. Health Assistants gained clinical experience in the medical, dental and OPD treatment areas. Radiographer and pharmacy students also received practical instruction. A number of staff taught in the nurse campus, and were invited to help in examinations and curriculum planning.

The in-service education program has concentrated on giving extra experience to nurses at the completion of their training, the upgrading of junior nurse aides and simple health education to housekeeping staff.

- e) Constitution. The revised UMN constitution has led to some minor changes in the SBH Constitution and Bye-laws. The composition of the SBH Managing Board is slightly different, and it is now responsible to the Health Services Board of UMN. Once again we thank the members of our Board who have given their time and shared their experience with us.

In April, the resignation of Rev. F. Wilcox, who had been Chairman of the Board for six years, we expressed our gratitude to him, and welcomed Rev. G. Ruff as our new Chairman.

In conclusion, as the end of 1976 approaches, we as a team can say we look back with gratitude, forward with hope, and upward with confidence.

Dr. Mary Eldridge
Executive Director

II. NURSE CAMPUS (SHANTA BHAWAN PROGRAM)

The year 1976 has been a busy and fruitful year for our program. Two classes of student nurses graduated in 1976. There were 18 graduate nurses in January, and in the June semester examinations the twelve 6th semester students passed all their exams. All 20 of the 4th semester students passed to 5th semester, and all 24 of the 2nd semester passed into the 3rd semester.

In July for the first time an Assistant Administrative Officer was appointed who is responsible for the business matters of the program. On August 3rd we were sad to see Sister Hisa Asaoka leave for an extended furlough. She has been sincerely missed by all as she had done so very much, not only for this program, but also for the Mahaboudha program.

On August 5th, Convocation was held at the Mahaboudha Campus. At this time not only did the 6th semester students receive their Tribhuvan University certificates in nursing, but also the last two classes of the four year program received certificates.

At this function the Queen Mother presented the

~~Certificates.~~ Four students of Shanta Bhawan program stood first, and the first is to receive a prize from the University. In August some of the students of this program, along with the students of the Mahaboudha program, presented two short plays and a variety program at the City Hall. This was in aid of the National Disaster Relief, and an amount of Rs.20,000/- was raised.

In August we were all delighted to receive the wonderful gift of a new school bus. This is a Mercedes Benz bus, which seats 20 students. This was a gift from the United Church of Canada. It is a great help, for the sake of convenience, and also, it saves expenses as it runs on diesel.

In July or August all our Nepali teaching staff left for further study. Mrs. Bishnu Rai left for M.Sc.N. in Delhi; Mrs. Laxmi Thakur for B.Sc. in Ahmedabad; Miss Futila Bhutia is presently studying I.Sc. in Kathmandu, and Miss Bal Kumari Rajkarnikar left for USA for experience in intensive care nursing. Two staff nurses have been employed as clinical instructors.

In late August a new class of students was accepted after much delay due to entrance exams. A class of 25 students was accepted, of whom 22 are continuing, bringing the total student body number to 66.

In December we regretfully bade farewell to Sister Gunnel Borg, whose devoted service has been much appreciated by all. We are grateful to the following outside lecturers for their help during the two semesters of 1976: Dr. and Mrs. Hankins, Dr. and Mrs. Dickinson, Dr. and Mrs. Dobson, Dr. and Mrs. Bond, Dr. Williams, Dr. Eldridge, Miss Thuma, Mrs. Bigler, Miss Bowen, Dr. Pinniger, and Miss C. Arthur. We are thankful to our loyal staff, and to all who have helped with their gifts and prayers from all over the world. We look forward to another busy and exciting year in nursing education.

Miss Mary Nichol
Superintendent of Nursing Education.

III. COMMUNITY HEALTH PROGRAM.

The discussion of long-term planning at the HSB meeting in early December was greatly influenced by the two seminars on community-based health care, held just prior to the meeting. The discussion and the seminars suggested a different approach to this 1976 report on the CHP. Our previous reporting has emphasised output data. Instead of concentration on our output, it may be helpful to see if it is possible to describe the impact of CHP. It may also be worthwhile to try to examine our program in terms of cost/benefit analysis and of some of our restraints.

a) Impact. What was the impact of CHP in 1976? We don't know! Our goals and objectives have not been set up in such a way so that our impact can be measured. Also measurement data would have to be obtained. Is this a task we can give to the staff? Would the cost and effort be justified?

Dr. Lucas Hendratta of Indonesia suggested in the seminars a test to apply to see if a program such as the CHP is really a community health program. He suggested that community health must be defined in relation to community participation:

- 1) How does the program relate to the social structure of the community? If it does not, it is not community health.
- 2) Who defines the problem? If the institution or health worker does, it is not community health.
- 3) Who decides the priority of the problem? If the professional decides, it is not community health.
- 4) Who does the planning? If only the decision of the professional, it is not community health.
- 5) Who does the implementation? If all done by the health professional, it is not community health.
- 6) Where are the records kept? If the community is not able to assess the problem and the progress, it is not community health.
- 7) Who pays for the program? If all comes from the institution side, it is not community health.

Applied to our CHP, this test indicates it is not a community health program. Consideration might be given to changing the name to the SBH Outreach Program!

What was the impact of CHP? Maybe this is the wrong question to ask. Maybe the question is: How was the 'outreach program' able to involve the community in dialogue and in a partnership so that the community took responsibility for its own health? The answer is, very little. One attempt was when our staff assisted in the formation of six area health post committees (6 out of 7 areas), and also some village panchayat health com-

mittees. But most of the committees don't know what they are supposed to do or how to function. If the resources of manpower and interest in health care were mobilized at the ward or sub-ward level in the villages, it may be that the villagers themselves could measure the impact of their own community health programs. There were other attempts by the staff of CHP to involve the community, but such attempts were sporadic and lacked follow-through.

What was the impact? Who but God really knows the effect of the day-by day, moment-by-moment words, attitudes, behaviour and giving by the CHP staff, on outsiders and on each other.

- b) Cost/Benefit analysis. Our main priority in CHP has been to serve children between the ages of 0-5 years and pregnant and nursing mothers in Maternal & Child Health and Family Planning clinics, and home visits, with the main emphasis given to good nutrition using culturally acceptable and locally available resources. Our analysis shows the approximate costs of the limited impact of our program on the target population in our subdistrict areas. (This is without regard to the unknown impact of our other activities, such as advice, orientation, training, TB control, sanitation and compounder programs).

i) MCH/FP related activities.

Population data: The census for 2027/28 for all areas has been extrapolated by calculating the population increases at about 2.8% per year (about 15% increase in the past 6 years); the number of children 0-5 years is estimated at 18%; and the number of women between the ages of 15-44 years is estimated at 44% of the total number of women. The financial data for CHP extrapolated for 12 months, based on the cash expenses, plus the valuation of the contributed services and donated supplies (including those received from HMGN vertical health programs) for the first 6½ months of 1976.

Estimated population in 1976/77:

	Children 0-5 years	Women 15- 44 years	Total target population
Bungmati (Lalitpur Dist.)	2181	2640	4821
Chapagaon " "	2431	2943	5374
Badegaon " "	1926	2332	4258
Lubhu (Bhaktapur Dist.)	3013	3714	6727
	9551	11629	21180
Ikudol and Pyutar in Bhatte- danda area (LD)	640	770	1419
All of Nepal	2312,000	5680,000	8197,000

Total visits: MCH/FP clinic visits in all CHP subdistrict areas, of children and mothers, immunizations, home deliveries, pills, acceptors and home visits, extrapolated for 12 months is a total of 52,311.

Costs:

	Extrapolated for 12 months Rs.
CHP expenses (other than JAHWs)	133,534.
CHP expenses (other than JAHWs)	53,595
Personnel contributed services	6,506
UMN donated supplies	71,385
HMGN donated supplies	265,020.
2 JAHWs' salaries and allowances	5,466.

Analysis:

Visits/target population: 52311/21180 = 2.5 visits in 12 months.

Cost/visit: 265020/52311 = Rs.5.07 per visit.

Cost/target population 265020/21180 = Rs.12.51 per person in 12 months.

The HMGN National Health Plan for the Fifth Development Plan period, FY 1975/76-1979/80, shows expected services to the target population through the HMGN FP and MCH project: "Family planning service to 700,000 out of the total couples between 15 and 45 years of age; ante-natal and post-natal service to 100,000 women; and smallpox, BCG and DPT vaccination to 500,000 children below 5 years of age", with a budget Rs.70,000,000. Cost/target population = 70,000,000/5 years/8,197,000 = Rs.1.71 per person per year. Percentage of target population expected to receive service: 1,300,000/8197,000 = 15.9% in 5 years. Cost for population served: 70,000,000/1,300,000 = Rs.5.38 per person in five years. The comparison

may be incomplete as the CHP statistics are given per visit and not by person reached (although the meaning of 'service' in the HMGN plan is not defined).

ii) Two JAHWs in southern Lalitpur District. CHP has been supporting 2 JAHWs attached to the HMGN Bhattendanda Health Post, who are working in Ikudol and Pyutar village panchayats since July 1975. They have been regularly visiting each household in their panchayats at least once a month. They received one week's training at the nutrition rehabilitation unit at Chapagaon in May 1976. Three months later they reported that there were no longer any malnourished children in their respective panchayats! Salary costs extrapolated for 12 months: Rs.5466. Cost/target population: 5466/1419 = Rs.3.85 per person in 12 months.

iii) Nutrition Rehabilitation Unit, Chapagaon. A study in Sanagaon and Imadol (Lalitpur Dist) showed a decrease of from 60% to 20% of the children in the malnourished classification during the period under study, 1972-1973. There were seasonal variations observed. In this earlier study and in the NRU since June 1974, most of the malnourishment was in the one to two years of age children.

The NRU at Chapagaon has been taking referrals and accepting admissions with the following objectives: 1) To attempt to teach and demonstrate to mothers with malnourished children techniques and skills in feeding their own children. Materials, foods and cooking methods will be appropriate to present customs in Lalitpur villages. 2) To motivate these mothers to become teachers of these techniques to their own villages and communities. During 24 months in the period between June 1974 and July 1976, a total of 241 mothers and children were admitted for an average stay of 10.2 days. The cost was about Rs.10 per child, or about Rs.1 per day. (The cost does not include staff salaries and utilities.) Analysis:

Subdistrict area	Mothers and children admitted	Percent target population
Bungmati (Lalitpur Dist)	36	0.7%
Chapagaon " "	124	2.3
Badegaon " "	0	0
Lubhu (Bhaktapur Dist)	18	0.3
Other areas	63	NA
	<u>241</u>	

About 85% of the children gained weight, while at the NRU, and in addition some exchanged edema for 'good weight'.

c) Constraints. Some of the constraints on the development of our plans for 1975-1979 are forcing the re-evaluation of our program and the exploration of possible involvement with community-based health programs.

- i) A new HMGN district administration plan and the Second Amendment of the Constitution of Nepal is slowly being implemented. The Lalitpur District Health Coordinating Committee has taken an action asking CHP to help in developing health posts in our 3 subdistrict areas, but without the approval of the Chief District Officer nothing can be done. The CDO says that if there is no real involvement of the local people, when foreign help is withdrawn the whole program collapses.
- ii) The CHP offer to the Director General, Department of Health Services, HMGN to assist administratively, technically and financially in the HMGN development of integrated health posts in Lalitpur Dist. has not been acknowledged. In late 1975/76 the Dept. opened two integrated health posts at Gotikhel and Lele. The HMGN National Planning Commission has not approved Lalitpur as an integrated health district. The budget and personnel for the 4 health posts have not been transferred to the CDO and Senior Medical Officer. The Health Office in Bhaktapur, which has 2 health posts, but no integrated health posts. In both districts the budget and personnel are handled by the central government department itself.
- iii) There is a lack of an effective demonstration to show professional health workers, government administrators and village leaders the benefits of involving the community as a partner with continuing dialogue, and how to tap the great potential resources for development in the villages at the ward and sub-ward level.

Mr. San Ruohoniemi; Supt, CHP.

GENERAL FUND STATEMENT FOR THE YEAR 1976

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
1) <u>HOSPITAL.</u>				
Receipts:				
Fees	2100,000.	2700,645.		2500,000.
General gifts	90,000.	89,810.		90,000.
SBH General Fund	230,329.	-		168,826.
Budget allocation	127,228.	121,930.		-
Personnel Contributed Services	<u>203,104.</u>	<u>211,567.</u>		<u>252,910.</u>
	<u>2750,661.</u>		3123,952.	<u>3011,736.</u>
Payments:				
Salaries and wages	1111,066.	1148,569.		1163,636.
Foreign Staff (PCS)	203,104.	211,567.		252,910.
Medical expenses	3,000.	1,248.		3,000.
Drugs	500,000.	676,276.		500,000.
Surgical & medical supplies	211,500.	256,483.		256,000.
X-ray supplies	71,020.	82,430.		80,000.
Pathology lab, supplies	80,000.	67,118.		60,000.
Bedding and linen	50,000.	47,882.		60,000.
Kitchen supplies	125,000.	137,042.		134,000.
Laundry and cleaning	31,000.	32,349.		41,000.
Domestic repairs & replacements	9,000.	5,542.		10,000.
Power, light, heat, water	69,000.	80,293.		109,000.
Maintenance, grounds and bldg.	76,000.	90,599.		106,000.
Administration and stationery	43,000.	35,391.		55,000.
Rent	106,370.	115,090.		108,770.
Miscellaneous	4,000.	2,236.		5,000.
Medical training program	36,568.	34,618.		38,248.
In-service T.U. program	<u>21,033.</u>	<u>-</u>		<u>29,172.</u>
	<u>2750,661.</u>		3024,733.	<u>3011,736.</u>
Excess receipts over payments			<u>99,219.</u>	
2) <u>NURSE CAMPUS.</u>				
Receipts:				
Gifts for training	120,425.	163,439.		120,000.
Scholarships	-	137,813.		-
Budget allocation	138,609.	142,509.		170,754.
Personnel Contributed Services	<u>40,421.</u>	<u>42,105.</u>		<u>49,524.</u>
	<u>299,455.</u>		485,866.	<u>340,278.</u>
Payments:				
Salaries	103,370.	85,982.		79,130.
Foreign staff (PCS)	40,421.	42,105.		49,524.
Rent	-	31,250.		30,000.
Student allowances	)123,864.	)		107,250.
" medical expenses	)	)		5,304.
Supplies	)	)		45,250.
Electricity	-	)		6,000.
Water	-	)137,429.		720.
Telephone	-	)		900.
Transport	-	)		14,300.
Miscellaneous	-	)		1,900.
	<u>299,455.</u>		296,766.	<u>340,278.</u>
Excess receipts over payments			<u>189,100.</u>	

	Budget 1976	Actuals 1976	Total 1976	Budget 1977
3) COMMUNITY HEALTH PROGRAM.				
Receipts:				
C.A. grant per UMN	395,171.	157,244.		555,000.
Medicine sales	-	-		18,000.
	<u>395,171.</u>		157,244.	<u>573,000.</u>
Payments:				
Administration -				
Salaries and wages	8,241.	23,408.		19,000.
Supplies and expenses	2,500.	5,719.		9,000.
Rent and utilities	18,000.	16,944.		15,000.
Advice, research, training -				
Salaries and wages	40,186.	36,173.		38,700.
Supplies and expenses	2,800.	6,043.		6,000.
Daily & travel allowance	-	2,201.		8,300.
Transport expenses	30,000.	17,086.		22,000.
Health Posts operation -				
Salaries and wages	27,962.	32,933.		103,300.
Supplies and expenses	4,000.	6,555.		15,700.
Rent and utilities	-	8,059.		-
Nutritional Rehabilitation	2,500.	601.		2,000.
Drugs	-	4,502.		18,000.
HMGH Health Post subsidy -				
Personnel	) -	14,816.		68,000.
Current expenses	) 65,916.	6,262.		16,000.
Medicines	) -	-		12,000.
Health Post investment -				
Building expenses	-	-		140,000.
Exterior works	-	-		7,000.
Equipment	-	-		73,000.
Other capital investment -				
Transport	193,066.	-		-
	<u>395,171.</u>		181,302.	<u>573,000.</u>
Excess payments over receipts:			24,058.	

CAPITAL AND DESIGNATED FUND STATEMENT FOR 1976

	Balance 1.1.76	Receipts & allocations	Payments & transfers	Balance 13.1.77
Bethlehem renovations	-	28,862.	50,121.	(23,259.)
Children's Charity fund	8,709.	33,821.	44,164.	(1,636.)
Family Planning	-	1,020.	-	1,020.
Christmas Dinner fund	-	3,369.	2,487.	882.
Dietary equipment fund	-	5,602.	-	5,602.
Indigent patient fund	(1,522.)	43,865.	26,810.	15,533.
Income Tax, staff deposit.	-	7,062.	3 480.	3,582.
In-service education fund	-	3,004.	1,490.	1,514.
Kerosene	(6,753.)	15,550.	15,100.	(6,303.)
Bedding and linen fund	-	37,350.	-	37,350.
Christoffel Blinden fund	-	147,667.	78,962.	68,705.
Revolving loan (gift)	18,503.	2,276.	-	20,779.
Revolving loan (advance)	10,350.)	41,559.	38,632.	(7,423.)
Medical library fund	(44.)	416.	245.	127.
Nursery	4,270.	10.	-	4,280.
Religious life fund	6,786.	6,486.	2,804.	10,468.
Sauna fund	464.	300.	764.	-

	Balance 1.1.76	Receipts & allocations	Payments & transfers	Balance 13.1.77
Vehicle capital fund	37,686.	-	-	37,686.
Short-termers furnishings fund	3,467.	3,039.	1,280.	5,226.
Social life fund	225.	3,075.	1,777.	1,523.
Social service fund	13,381.	20,253.	20,948.	12,685.
Vehicle operation fund	(3,005.)	41,694.	68,958.	(30,269.)
Hospital equipment fund	33,333.	133,959.	158,297.	8,995.
Hospital Mobile unit	39,149.	-	39,139.	-
Maintenance equipment fund	8,683.	644.	1,539.	7,788.
Maternity Dept. renovations	1,143.	-	1,143.	-
OPD extension and UFC fund	84,934.	50,000.	96,000.	38,934.
Path, laboratory fund	39,078.	7,772.	-	46,859.
Refrigerator fund	3,199.	-	3,199.	-
Building renovations, SBH	313.	1,143.	-	1,456.
Undesignated capital fund	15,550.	94,074.	85,195.	24,429.
Lalitpur Health program	-	18,320.	18,320.	-
CHP latrines and drinking water	-	6,000.	6,000.	-
Community Health Service capital	51,698.	54,034.	66,901.	38,831.
CHP subsidy	21,916.	150.	4,162.	17,904.
Nursing School capital fund	8,605.	3,751.	12,356.	-
Nursing School account	-	227,573.	227,573.	-
	<u>379,418.</u>	<u>104,170.</u>	<u>1077,860.</u>	<u>343,258.</u>

STATEMENT OF BALANCES AS OF 13 January, 1977

ASSETS:

Cash in hand	25,485.
Cash in Bank: Nepal Bank	191,841.
Nat.&Grind.	4,561.
Balance with UMN Treasurer	844,729.
Accounts receivable:	
Rent advance	211,310.
Cash advance	98,892.
Postage fund	500.
Milk deposit	1,800.
Oxygen cylinder	3,412.
OPD revolving fund	220.
Nepal Gas Works Deposit	300.
Nepal Tem.Comm.Office	1,030.
	<u>1384,080.</u>

LIABILITIES:

Patients' advances	36,425.
Designated/capital funds	343,259.
Single staff quarters	208,242.
SBH General Fund bal.1975	550,353.
1976 General fund bals:	
Hospital	99,219.
Nusing School	170,741.
Community Health	(24,058.)
	<u>1384,080.</u>

LALITPUR COMMUNITY HEALTH PROGRAM.

	<u>1975/79</u>	<u>75/76</u>	<u>1/5th</u>	<u>1976</u>	<u>1977</u>
	<u>Budget</u>	<u>Actuals</u>	<u>Budget</u>	<u>Actuals</u>	<u>Budget</u>
Receipts:					
HMGN contributions in kind	688,000.	135,835.	137,600.	78,263.	199,600.
Payable to SBH	-	24,058.	-	(3,680.)	-
C.A. grant per UMN	3000,000.	752,400.	600,000.	258,500.	555,000.
Personnel Contribute. Svs.	<u>312,000.</u>	<u>120,608.</u>	<u>62,400.</u>	<u>66,764.</u>	<u>45,400.</u>
	<u>4000,000.</u>	<u>1032,901.</u>	<u>800,000.</u>	<u>399,847.</u>	<u>800,000.</u>
Payments:					
Investments:					
Site preparation	24,000.	-	4,800.	-	-
Building Expenses	912,000.	-	182,400.	-	140,000.
Exterior works	60,000.	-	12,000.	-	7,000.
Addnl. building costs	32,000.	-	6,400.	-	-
Equipment	34,000.	-	6,800.	-	34,000.
Contingencies	78,000.	-	15,600.	-	39,000.
Transport	198,000.	-	39,600.	-	-
Program Costs:					
Personnel salaries	1768,000.	319,666.	353,600.	197,926.	342,400.
Medicines, etc.	288,000.	113,861.	57,600.	56,289.	117,000.
Current expenses	458,000.	121,349.	91,600.	72,113.	120,600.
Contingencies	<u>148,000.</u>	<u>565.</u>	<u>29,600.</u>	<u>310.</u>	<u>-</u>
	<u>4000,000.</u>	<u>555,441.</u>	<u>800,000.</u>	<u>326,638.</u>	<u>800,000.</u>
Excess receipts over payments		<u>477,460.</u>		<u>73,209.</u>	

OKHALDHUNGA PROJECT REPORT FOR 1976

We have been keeping to our routine activities throughout 1976, waiting for the Letter of Exchange between UMN and HMG. The Hilary hospital in Phaplu opened in the spring, and two of their staff are Miss Pema Sherpa, RN, who trained in Shanta Bhawan and worked for a time in Okhaldhunga, and Miss Nyma Dorma Tibetan, AN, who trained here. We are enjoying good friendship with the doctors and sister there.

I. DISPENSARY.

Twenty-one beds were not sufficient for our patients during February, March and November, but as usual we were not busy during the rains.

- a) Staff. Miss Margaret Brass arrived in January as Nursing Superintendent. Miss Anna-Liisa Jokinen came back from furlough in May as business manager and Area Services Officer. Miss Anna Weir left for furlough in November. Mr. Tony Bouverie-Brine spent February and March helping in the laboratory and x-ray room, and establishing a new registration system. Mr. Isamu Sakamoto stayed until May to supervise the building of the house. Miss Nobuko Miyazaki, a nurse, helped us in collecting data from 14 years in the dispensary. Her report, 'Data Collected in Okhaldhunga', was presented to the HSS in August. We were very grateful to Dr. Helen Huston for coming to relieve Dr. Itoh's holiday in November, and to Shanti Shakya who worked in the dispensary from February to October. Miss Ujeli Rai, an AN-trained here, left us in May.
- b) Training. Two local girls continue their training with us, now in their second year, and two new ones began in April, 1976.
- c) Building. A house for the office and residence of the business manager was constructed from January to May. A dormitory for 8 trainee ANs was started in December under the supervision of Mr. Kanchha Magar, with money from Bread for the World and JOCS. Mr. Kanchha Magar also helped with the building in June, a building supervisor sent from the Butwal Technical Institute.
- d) Administration. We opened a new registration office, and Mr. Nir Bahadur Rai began work from April as the office clerk. A new cross-registration system has been started, with a village index. All TB patients have been listed up to November. We revised all prices of medicines, x-ray, operation fees, and are now charging Rs.2/- per day as a bed charge to all patients admitted.
Transportation is still one of our big problems. We have begun to use an agency in Kathmandu to send cargo by coolie because the cost of chartered plans is so high.
In January we found we had no proper sheets, and only 16 blankets for 21 beds! In February a lot of useful supplies came through the American Embassy and HQ, including blankets.
Team meetings for missionaries have been held every month regularly, but the staff meeting for all employees has not been held so frequently.
- e) Water supply. A work camp was held, by a group from the NCC of Japan, to make a reservoir on a creek, from which we are now getting our water. It was completed in April, and we hope it will considerably relieve the water shortage during the dry season.
- f) New Joint Hospital. In June the Medical Director was called to the CDO's office to see the land where the new hospital should be built. It was the same land which the CDO of four years ago and we of the UMN had looked at at that time. This time the survey has done at the request of high officials in the central government.

Dr. Kuniyuki Itoh
Medical Director

II. COMMUNITY HEALTH PROGRAM.

- a) Staff. At the beginning of the year Miss Masae Sakurai conducted a nutrition and health survey in two villages near the dispensary, Tekanpur and Duske, before leaving on furlough. The result of her survey was presented to the HSS of the UMN.

Miss Pat Pooler, nurse, left for furlough in May, and at that time Miss Ellen Muxfeldt, nurse, joined the team to carry on the community health work. Miss Susie Merry also arrived in December. Up to the present we have been dependent on the dispensary staff to help out with personnel at times. Since 1st November, 2 boys have made a promising start as village health workers.

- b) Work program.

We have continued to work once a week in the government MCH clinic in Okhaldhunga bazar, and joined the TABC immunisation campaigns of the local Red Cross. The local leaders have requested TABC to be given, by us or by themselves, and in both cases the campaigns were organised completely through their own initiative.

Close contact has been kept with the two villages where the nutrition survey was done, and by August a monthly MCH service was requested by Tekanpur (half an hour distant from the dispensary), and a weekly clinic is held in Duske (1½ hours distant) since August. A further monthly clinic is held in Rampur (3 hours distant).

Since her return from furlough, Miss Anna-Liisa Jokinen has contributed to the program with agricultural advice. In our nutrition improvement program we keep a vegetable garden for teaching purposes, and two pigs, the offspring of which we hope to supply to village people.

Miss Ellen Muxfeldt
Superintendent, Comm. Health Pgm.

PATAN HOSPITAL PROJECT

Two years after the agreement for the building of the Patan Hospital, this project has, in 1976, begun to get moving again. In April the UMN Board of Directors said it did not desire to withdraw from this project, but asked the Health Services Board to study and prepare a full, detailed plan, with costs, with respect to the building project and equipment. The Health Minister, HMGN, had requested that the number of beds be increased from 140 to 150, and that at least 50 beds should be private beds. HMGN has almost completed the acquisition of a site. The UMN has deposited Rs. 7,68,397 with the Bagmati Zonal Commissioner to be used to compensate the present owners and tenants. The UMN Health Services Secretary and Executive Secretary are trying to negotiate certain amendments in the original project agreement with HMGN. The UMN Executive Committee has approved the recommendation that the Patan Hospital be a separate project (from the Shanta Bhawan Hospital Project) under the responsibility and direction of the HSB and that the PHP Director be responsible to the HSS.

The PHP Building Committee prepared an architectural programme. The UMN Executive Secretary arranged for the services of a volunteer hospital consultant/architect, Mr. Adolf Roessling, and of a design consultant/construction engineer, Mr. Martyn Thomas. The project engaged a Nepali architect, Mr. Shankar Man Pradhan. Mr. Roessling worked almost 6 weeks in Kathmandu. The concept drawings presented by Mr. Roessling and Mr. Pradhan have been approved by the PHP Building Committee and the Director General of the Department of Health Services, HMGN. After Mr. Roessling's departure for the USA, Mr. Pradhan and Mr. Thomas have been working to complete the preliminary drawings and the cost estimates by March 1977.

The Protestant Central Agency of the Federal Republic of Germany has put the PHP into its 1977 budget for up to 75% of the cost. It is also trying to find the balance of the funding from some other similar agency.

STATEMENT OF ACCOUNTS FOR PERIOD 17.8.76-13.1.77. (2033/5.1 to 9.30)

Receipts:		
Grants per UMN	837,050.	
Contributions in kind from UMN	<u>13,159.</u>	850,209.
Payments:		
Building site	768,397.	
Design fees and miscellaneous	28,588.	
Furnishings and equipment	<u>7,824.</u>	804,809.
Excess receipts over payments		<u>45,400.</u>

HEALTH SERVICES PROJECTS STATISTICS FOR 1976

1) PALPA PROJECT

a) Hospital.

	1974	1975	1976
Inpatients	1,964	2,200	2,497
Outpatients	32,366	34,057	37,282
Major operations	603	670	656
Minor operations	963	1,848	1,258
Deliveries	119	117	149
X-rays	2,683	3,359	3,344
Miscellaneous x-rays	6,885	6,561	5,090
Fluoroscopies	224	133	85

b) Community Health

	Town Clinic	Village clinics	Hosp. clinic	Hosp.	Nawal- Parasi	Schools	Total
Children, 1-5	4,250	4,286	620	-	4,665	-	12,921
Ante-natal visits	1,459	211	88	-	47	-	1,805
Post-natal visits	128	43	9	-	3	-	183
Deliveries, etc.	148	2	-	159	6	-	315
D.P.T. immunizns.	735	1,093	131	-	361	-	2,320
BCG immunizns.	575	1,012	124	-	326	977	3,014
Smallpox imm.	80	31	-	-	-	-	111
TABC	-	4,569	-	-	2,400	-	6,969
Measles imm.	-	6,000	-	-	326	-	6,326
Tetanus toxoid	332	57	13	-	-	795	1,197
Family Planning	-	-	28	44	19	-	91

2) GORKHA PROJECT

a) Hospital.

	1975	1976
Outpatients	13,298	18,054
Inpatients	1,098	1,251
Major operations	104	206
Lab tests	11,978	16,267
X-rays	943	1,086
Deliveries	46	60

b) Community Health.

Panchayat work: Visiting - TB, leprosy, Under 5 follow-up, FP 868 visits
 General visiting to specific areas 102 days
 Village health register data 651 houses

Mass BCG: Gaikur panchayat, 9 wards, house to house

Other: Mass TABC and medical, Lapsibot - 4 days

Measles teaching and clinic, Lamjung - 3 days

Sputum testing, Gaikur panchayat - 2 days.

General statistics: BCG 1,752
 DPT 984
 Smallpox 24
 TABC 5,711
 Antenatal 45

School Feeding program - visits for weighing and teaching - 36.

3) OKHALDHUNGA.

a) Hospital.

Outpatients 6,000
 Inpatients 196

b) Community Health.

MCH 1,750
 DPT 785
 BCG 646
 TABC 1,441
 Family planning 4
 Antenatal 6

4) SHANTA BHAWAN

a) Hospital

	1974	1975	1976
Outpatients visits	, 941	, 941	86,963
Inpatients	4,400	4,771	5,649
X-rays	16,647	14,896	13,599
Operations, total	1,865	1,526	1,633
Deliveries	436	533	546
Inpatient average per day	110	114	123
Bed occupancy	82%	85%	91%

b) Community Health

MCH clinics: children 1-5	17,205
Antenatal & postnatal	3,618
Domiciliary deliveries	24
Family Planning	724
Immunizations: Smallpox	1,481
DPT	1,934
BCG	818
TABC	5,576
Measles	1,778
TB treatments and sputum exams.	408
Hansen's disease	9
Health education talks	1,384
Home visits	5,688
Ambulance services	66
Patients seen by village compounders with doctor	2,544
Do. alone	4,359

The Country.

By mid-1976 Nepal had a population estimated at over 13 million people with a growth rate of 2.2%. The larger towns and cities continued to have increasing numbers of people attracted to them. In the hills as well there is pressure of population expansion. Thus there is a continuing serious problem for food supplies and cutting of forests.

There was a marked improvement in Nepal's economic situation in 1976. Food grain production rose significantly, except for maize. The Food Corporation has taken steps to build up stocks of food grains for emergencies, which ought to help prevent severe shortages that have occurred in the past, following a bad harvest. On the industrial front, production of various manufactures increased significantly. Now that production of cement and cotton textiles has started, the outlook for production in the industrial sphere for the coming years appears more favourable.

Exports rose considerably in 1976. Tourism continues to be a major earner of export receipts, and efforts being made to expand this segment of Nepal foreign exchange earnings continue unabated.

The decrease in prices of food items was associated with an increase in food grain production. The Government seems resolved to continue to use all possible means to keep prices of food items under control. However, the increase in international prices of petrol, diesel and kerosene oil have exerted an inflationary impact on prices of a number of goods and services such as transport, communications, fuel and energy. This continues to be a grave concern to a non-oil-producing country such as Nepal. A growing amount of grants and concessional credit is being received from multi-lateral as well as bi-lateral sources overseas, and multi-lateral aid has been expanding substantially during the past year.

The Fourth Five-Year Plan (1970-75) placed emphasis on the preconditions for sustained and long-term economic growth: development of transport and communications, electricity and power, expansion and diversification of international trade, and stable prices. In some areas achievements were below the targets.

The development objectives of the Fifth Plan (1975-80) are stated to be: balanced regional development, establishment of an egalitarian society, and the participation of all citizens in the country's development. The Fifth Plan gives high priority to the development of agriculture. The Plan is also giving more attention to social services, particularly in the field of education.

The Mission.

As far as the United Mission to Nepal is concerned, the adoption of the new Constitution and Bye-Laws brought about major changes in the way in which its programs have been planned and carried out. After 22 years in which the Mission had been organised along geographical lines with a strong Executive Secretary post, the structure now is along functional lines. This development has occurred partly because there have been many improvements in communication facilities, relations with Departments of His Majesty's Government of Nepal, and growth and scope of UMN involvement in a multitude of projects readily identified as to functional nature. The new structure allows more shared responsibility with three full-time Functional Secretaries. The Economic Development Board has its own Secretary, as do the Education Board and the Health Services Board. By organising along functional lines there has been wider participation by a larger number of UMN workers in policy and decision-making processes. Also, more attention has been given, largely but not exclusively, by professionally qualified people in their areas of concern. This has made possible more responsive and responsible administration within the scope of each Functional Board. In addition, there has been less direct burden on the office of the Executive Secretary, which now has established procedures for sharing overall administration of the Mission with the three Functional Secretaries.

Experience gained during the last nine months of 1976 points to improvements that still need to be made by localising more decision-making authority in the Functional Boards and in the Coordinating Committee. This will relieve the heavy agendas that have become necessary for the Finance and Executive Committees. Study is going on with a view to proposing changes as more wisdom is gained.

A. Economic Development Board.

The overall agreement which forms the basis for most of the industrial and technical economic development projects of UMN had expired nearly two years ago. It was with great relief that the UMN/HMG Institute of Technology and Industrial Development Agreement was signed late in the year, with the Department of Cottage and Village Industries. It is valid until November, 1978, which is 15 years after the signing of the first agreement concerning the projects originating in Butwal. Very close cooperation with Government is essential to all the Economic Development activities of the UMN. There have been delays and difficulties from time to time, but relationships with Government authorities have been good on the whole. New doors are open and opportunities for services seem almost unlimited. The constraint is the professional and experienced UMN personnel who sense a calling to serve the people of Nepal in the Name and Spirit of Christ.

The Butwal Technical Institute continued its training of young Nepali men and at the end of the year there were 50 such trainees under various stages of instruction. The new Nepali management has taken hold and carried on the traditions from previous missionary leadership. In addition to the training program, there is a mechanical unit, the electric shop and the wood shop.

The Development and Consulting Services has continued to be the research and pioneer agency for UMN in economic development programs. There is a civil engineering consulting service which has been largely responsible for the Tinau Hydro Electric Plant. About half of the 800 meter long tail-race tunnel has been completed and offers the hope for nearly doubling the capacity to produce electricity.

The Gobar-Gas program made facilities available for the manufacture and installing of 95 bio-gas plants during the past year. This has brought cooking and lighting facilities to farmers in villages as well as allowed the manure to be used subsequently for fertilising the fields.

A Small Turbine Project gives hope of providing water powered turbines to be installed in various streams in the hilly villages. This would enable a farmer to power a rice-miller, a flour-mill or an oil-exPELLER. Later it may be possible to put in small generators for producing electric power in villages.

After the initial break-in years, the Butwal Plywood Factory has come almost to a profit-making organisation. It has worked out many of the initial difficulties and gives promise of producing high quality plywood to meet many needs in the country.

The Butwal Power Company had a successful year of growth in supplying electric power needs to Butwal town. There was an increase of 55% over the previous year's sales. Further production increases will be coming along as the third turbine is installed and the tail-race tunnel completed. The Company has supplied power to 824 domestic and 47 industrial users in the Butwal area.

B. Education Board.

In 1976 the Boys' Boarding School in Pokhara completed its fifth year of running under the management of the District Education Office, fully integrated into the National Education System Plan. The school has reached its goal of 300 boys in boarding and 50 day scholars with a total staff of 65 in all departments of the school. The building program has continued throughout the year and added service workers' quarters, a new classroom wing, a 50,000 gallon water tank and fencing of the entire campus. One senior teacher was away for five months for a field study program to improve his understanding of boarding school administration. Some members of staff went on a long

recruitment tour into remote regions and brought in 22 new students for the year. About 25% of the student body were aided financially in part or in full during the year.

In Mahendra Bhawan Girls' High School in Kathmandu, the enrolment increased to 540 students, of whom 156 were in the hostel. The major construction program, entered into by the Mission several years ago, was completed and the physical facilities are as fine as can be found in Kathmandu.

The Scholarship Program was active throughout the year and was blessed with a number of grants from several different overseas sources, as well as from within Nepal. At the end of the year 105 students were receiving scholarship assistance for their studies.

C. Health Services Board.

Throughout the year, we had anticipated the signing of a "Letter of Exchange" with the Ministry of Health, for our Health Services projects in Tansen, Amp Pipal, and Okhaldhunga. We have continued as before in each of these areas, but have been alert to the wide-ranging possibilities that would be present once these "Letters of Exchange" have been signed. Another general fact relating to all of the Health Services programs of the UMN were two seminars held in Kathmandu and Tansen, regarding community-based health care, with speakers being Dr. Hendratta from Indonesia and Dr. Kalyan Ram from India. They alerted our health services personnel to the exciting possibilities of changing from our present style of extension of health services to villages to real community-based health care, in which the people take the major responsibility for their own health. Results of these two seminars will certainly be reflected in the years ahead.

The health services ministry centred in the Dispensary/Hospital in Okhaldhunga continued about the same in 1976, but effective steps were taken to strengthen the missionary staff in this eastern, relatively isolated project of UMN. In spite of severe shortages, our personnel carried on cheerfully and reported fine results both in the hospital and in extension of health services into some of the villages.

In the UMN Hospital in Amp Pipal, Gorkha District, the year was one of treating more patients with fewer staff. Although strenuous attempts have been made to retain experienced Nepali medical staff, the result has been somewhat disappointing. The hospital building program came to completion when the new Maternal and Child Health Clinic, attached to the Hospital, was opened. Hospital staff cooperated in the Government training program for Auxilliary Health Workers. The Community Health Program continued in strength and had about one third increase in attendance at the various Maternal and Child Health clinics in the surrounding villages. A strong base has been laid for possible expansion of this kind of service, when the "Letter of Exchange" has been signed. Staff shortages plagued the community health program as well, and opportunities for expansion will depend a great deal on securing properly trained and experienced staff, both Nepali and expatriate.

In Tansen, the Hospital continued about the same and was able to utilize fully the newly completed addition. This brought the hospital bed strength up to 100 and in addition provided much needed space for several related services of hospital and community health. There has been increasing involvement and cooperation with local and central Government officials, which is laying a strong base for the signing of the "Letter of Exchange", to open many avenues of expanded services.

The Community Health Program has been active in a number of villages and has found ready acceptance. A real problem has been the lack of trained Nepali staff. A great deal of time has been given to training in field programs for Auxilliary Nurse Midwives and Auxilliary Health Worker students, but it has been disappointing that most of these students upon completion of training have not been assigned to our Tansen Project.

In the Auxilliary Nurse Midwives' School there has been an average of 61 students undergoing training throughout the year. The program of constructing the new Hostel

was well under way and great expectations have been raised for the following year when it will be occupied by the Auxilliary Nurse Midwife students and staff for their training program.

The Auxilliary Health Workers Field Training Program was able to take 190 students throughout the year for this specialised kind of training at the end of their academic study. During the year a curriculum outline for a new one-year course for high school pass students was prepared. This will result in a new program for General Medical Auxilliary Workers. Physical facilities were less than ideal, but there is expectation of using better quarters in the near future. Our personnel have been pioneers in most of this kind of training and now have valuable experience for developing and improving such training programs in the future.

In Shanta Bhawan Hospital the in-patient numbers and bed-occupancy as well as the out-patient numbers increased during the year. This put a greater strain on the inadequate numbers of senior staff for handling such patient-loads. The Nurse Campus continues its busy program of training nurses under the general direction of the Institute of Medicine, and again was greatly handicapped because of shortage of senior staff.

The Community Health Program sought to be flexible in the light of some political changes in Lalitpur District, resulting in curtailling or altering some of the planned programs. Attempts were also made to measure the impact of the community health program and not to be content simply with knowing the output.

The Patan Hospital Project took on new life during 1976 when the Government officially notified the UMN that land had been acquired and the money was paid to Government for compensating the owners and tenants of the land. The Building Committee got under way strenuously following that development. With the professional assistance of our own Design Consultant/Construction Engineer, a Nepal Architect, and a volunteer Hospital Planner from overseas, the plans for this long-delayed hospital took visible shape. Great encouragement came also from a donor agency in Europe regarding its willingness to bear up to 75% of the total cost as well as to seek other donor agencies in Europe for the remaining 25%.

D. Mission-wide Concerns.

The annual Workers' Conference held in Kathmandu under the leadership of Bishop A.J. Dain of Sydney was an inspiring experience for all who were able to attend. Annually our missionary fellowship looks forward to spiritual uplift, fellowship and recreation during the six days of Workers' Conference. At the end of the year there were about 230 workers, including Board Appointees and Direct Appointees. Two Member Bodies of the UMN withdrew, International Christian University Church, Tokyo, and United Fellowship for Christian Service. The latter merged with another Member Body. On the other hand we welcomed a new Member Body, the Finnish Missionary Society. The new UMN Film, "Living Water for Nepal", was completed in Swedish, Norwegian and English versions and was eagerly sought by many organisations in various countries of the world. Also, a special film on economic development activities in Butwal, was completed in Norwegian language version.

In every area of our work, UMN personnel are involved with training Nepali people:
In formal academic teaching in schools, under the New Education System Plan,
In professional teaching of para-medical people under the Institute of Medicine,
In academic-cum-work programs for young tradesmen,
In providing in-service training to upgrade employed staff,
In acting as counter-parts for experienced Nepali staff,
In employing promising younger Nepalis and grooming them for responsible places of leadership,
In providing Scholarships for a number of students to enable them to continue their studies in various fields.

This has been and will continued to be a major emphasis of UMN, both to fulfill the terms of our Agreement with HMG/N and to comply with one of the articles of the UMN Constitution. The most precious resource of the Mission is its personnel, both Nepali

and expatriate. We thank God for providing such dedicated and talented people. We continually seek His will for the best assignment for each worker.

The Treasurer's report will tell again the wonderful story of God's gracious provision for financial needs for the UMN. At no time did we have any doubt that He would supply all of our needs, but we were graciously rewarded in our faith in His providence. Money for capital needs from several overseas Donor Agencies, Rs. 3,358,568.- was ample for the programs which had been planned. Resources for recurring or maintenance needs, Rs. 1,721,000.- were somewhat short of the planned budget, but the UMN General Reserve Fund was sufficient to make up that deficit. The Board of Directors approved an increase in the Per Capita Grant for workers supplied by Member Bodies, increasing the expected grant from 1978 by 50%, to Rs. 7,200 annually for each worker. This was recommended and approved only after careful study of the continuing recurring financial needs of the Mission in the light of inflationary costs and new opportunities for mission involvement in Nepal.

The Church which God is raising up in Nepal continues steady growth. The Nepal Christian Fellowship held four separate conferences, one in each of the Regions of the country with attendance multiplied over what had formerly been in one annual gathering. A basic simple, confessional statement was adopted.

After nearly six years in the office of Executive Secretary, Frank Wilcox and his wife Billie returned to the United States for relocation. Their impact on the United Mission will be felt for a long time. Along with the departure of Frank Wilcox, there was a general exodus of other experienced administrative staff of the United Mission to Nepal. It took several months for the new administration to learn the new Constitution and to become familiar with each other in working procedures. By God's gracious guidance a unity was formed and a new team became confident of God's continuing overarching love and mercy as it sought to carry out the mandate of the United Mission to Nepal. Again, we have seen God's enabling power and His amazing grace effective throughout 1976.

PALPA PROJECTDetails of UMN Building Department Funds held in Tansen:

A) ANM School/Hostel, Tansen:			
Receipts, including opening balance	1,194,362.		
Payments	<u>945,343.</u>		
Balance at 13 January 1977			249,019.
B) ANM Pokhara Hostel:			
Receipts, including opening balance	477,217.		
Payments	<u>8,000.</u>		
			469,217.
C) Tansen Hospital Extension:			
Receipts, including opening balance	1,579,796.		
Payments	<u>1,467,692.</u>		
Balance at 13 January 1977			112,104.
D) Dharmshalla			
			<u>38,000.</u>
Total balance, 13 January 1977			<u>868,340.</u>

Balance Sheet:

<u>Assets:</u>		<u>Liabilities:</u>	
Cash	10,848.	ANM Hostel, Tansen	249,019.
Nepal Bank	170,824.	ANM Hostel, Pokhara	469,217.
BTI	32.	Hospital extension	112,104.
Tansen Hospital	<u>686,636.</u>	Dharmshalla	<u>38,000.</u>
	<u>868,340.</u>		<u>868,340.</u>

BOYS' BOARDING SCHOOL, POKHARABuilding Account Balance Sheet as at 13 January, 1977

Cash in hand	34,321.		
Cash at bank	41,879.		
Balance with UMN Pokhara Project	1,104,321.		
Building stock in hand	137,773.		
Advances: BTI	1,013.		
DCS			5,155.
Other	5,000.		
Deposits			1,205.
Recoverable accounts	24,694.		
Equipment, less depreciation:			
Office	1,627.		
Construction	25,082.		
Tools	<u>8,478.</u>		
Construction costs		35,187.	
		<u>5,308,416.</u>	
Dutch Government funds			5,113,998.
UMN Funds			<u>1,572,246.</u>
		<u>6,692,604.</u>	<u>6,692,604.</u>

GORKHA PROJECT: REVISED STATEMENTS FOR THE YEAR 1976

General Fund

	Budget 1976	Actuals 1976	Total 1976	Budget 1977
1) AREA ADMINISTRATION.				
Receipts:				
Budget allocation	18,100.	18,682.		23,216.
Personnel contributed services	26,730.	15,384.		4,722.
	<u>44,830.</u>		34,066.	<u>27,938.</u>
Payments:				
Salaries	8,100.	11,129.		14,216.
Foreign staff (PCS)	26,730.	15,384.		4,722.
Agent expenses	2,000.	796.		1,500.
Maintenance	3,000.	4,192.		3,000.
Water Allowance	3,000.	1,492.		3,000.
Travel	500.	33.		-
Office expenses	1,500.	1,034.		1,500.
	<u>44,830.</u>		<u>34,060.</u>	<u>27,938.</u>
Excess receipts over payments			6.	
2) HOSPITAL.				
Receipts:				
Fees	214,500.	310,398.*		290,420.
Budget allocation	74,080.	78,866.		83,076.
Personnel contributed services	43,810.	59,506.		59,506.
	<u>332,390.</u>		448,770.	<u>433,002.</u>
Payments:				
Salaries	119,480.	106,925.		138,996.
Foreign staff (PCS)	43,810.	59,506.		59,506.
Medicines	100,000.	84,511.		140,000.
Medical & surgical supplies	25,000.	24,971.		35,000.
Bedding, linen and uniforms	8,000.	8,191.		12,000.
Laundry and cleaning	3,000.	5,334.		6,000.
Maintenance	5,000.	5,344.		10,000.
Power, heat and light	20,000.	19,906.		22,000.
Administration	6,000.	12,003.		8,000.
Travel	1,000.	398.		1,000.
Miscellaneous	500.	195.		500.
Rent for on-call house	600.	600.		-
	<u>332,390.</u>		<u>327,784.</u>	<u>433,002.</u>
Excess receipts over payments			120,986.	
* Includes Rs.35,038. from TB & Leprosy charity fund.				
3) COMMUNITY HEALTH				
Receipts:				
Medicines	19,665.	15,333.		20,000.
Food Supplements	4,000.	905.		3,000.
Budget allocation	76,830.	78,857.		75,350.
Personnel contributed services	86,228.	50,912.		78,876.
	<u>186,723.</u>		146,007.	<u>177,226.</u>

	Budget 1976	Actuals 1976	Total 1976	Budget 1977
Payments:				
Salaries	48,445.	23,035.		44,550.
Foreign staff (PCS)	86,228.	50,912.		78,876.
Medicines	27,250.	17,205.		27,000.
Food supplements	5,000.	2,577.		5,000.
Medical supplies/equipment	3,500.	3,728.		5,300.
Teaching and publicity	1,500.	1,878.		1,500.
Administration	4,500.	4,066.		4,500.
Travel	1,500.	1,641.		2,000.
Vaccines	6,200.	231.		6,000.
Uniforms and linen	1,100.	106.		1,000.
Miscellaneous	1,500.	1,044.		1,500.
	<u>186,723.</u>		<u>106,423.</u>	<u>177,226.</u>
Excess receipts over payments			<u>39,584.</u>	

CAPITAL FUND STATEMENT FOR 1976

	Balance 1.1.76	Receipts & allocations	Payments & transfers	Balance 13.1.77
1) AREA ADMINISTRATION				
Staff furniture	9,074.	-	904.	8,170.
Undesignated	1,487.	-	170.	1,317.
Guesthouse	1,377.	-	1,377.	-
Phone extension & new phones	295.	594.	-	889.
Roof on house near school	10,480.	1,500.	6,495.	5,485.
Fire Protection	335.	98.	-	433.
Calculator/adding machine	1,143.	-	433.	710.
Meeting room renovations	(168.)	168.	-	-
Water system	8,283.	-	-	8,283.
	<u>32,306.</u>	<u>2,360.</u>	<u>9,379.</u>	<u>25,287.</u>
2) HOSPITAL				
Building and equipment	40,220.	56,437.	27,407.	69,250.
Gobar gas plant	(2,556.)	6,933.	4,327.	50.
Bee keeping	(636.)	4,500.	-	3,864.
TB deras	(2,800.)	8,000.	3,870.	1,330.
Plastic buckets	-	-	360.	(360.)
Insulation for roof	(-)	-	4,513.	(4,513.)
	<u>34,228.</u>	<u>75,870.</u>	<u>40,477.</u>	<u>69,621.</u>
3) COMMUNITY HEALTH.				
MCH building	15,587.	122.	50,014.	(34,305.)
MCH furniture & equipment	-	2,500.	150.	2,350.
Nutrition project	3,179.	2,563.	6,756.	(1,014.)
Medical equipment/supplies	2,431.	-	456.	1,975.
Hardware	683.	-	-	683.
Furniture	2,777.	-	2,684.	93.
School feeding program	(3,225.)	615.	403.	(3,013.)
School & village toilets	1,622.	-	-	1,622.
Refrigerator	6,000.	-	5,688.	312.
Furniture/equip. 2 clinics	7,000.	-	-	7,000.
Furniture/equip., CH office	4,280.	-	4,794.	(514.)
Terrace lease	-	3,000.	3,000.	-
	<u>40,334.</u>	<u>8,800.</u>	<u>73,945.</u>	<u>24,811.</u>

	Balance 1.1.76	Receipts & allocations	Payments & transfers	Balance 13.7.77
4) <u>EDUCATION</u>				
General: Luitel school	10,653.	1,000.	12,775.	(1,122.)
Primary: Luitel School	25,562.	-	-	25,562.
District Schools	422.	-	422.	-
	<u>36,637.</u>	<u>1,000.</u>	<u>13,197.</u>	<u>24,440.</u>

Summary of Balances as at 13 January 1977

Assets:

Cash on hand	23,079.	
Cash in Nepal Bank	23,247.	
Cash in American Express Co.	2,876.	
Balance with UMN Treasurer	182,132.	
Checks in transit	(9,555.)	
Household store	16,181.	
Inventory accounts	(4,479.)	
Provident Fund loans	3,440.	
Special accounts	28,180.*	
Accounts receivable	24,499.	
Medicine inventory	114,926.	
Suspense	6,032.	
Staff accounts	40,328.	
Provident fund	2,502.	
		<u>453,388.</u>

* Includes Rs.18,959. from May robbery.

Liabilities:

General fund balances:	Administration	6.	
	Hospital	120,986.	
	Community health	39,584.	
			160,576.
Capital fund balances:	Administration	25,287.	
	Hospital	69,621.	
	Community health	(24,811.)	
	Education	24,440.	
			94,537.
Freight		1,778.	
Staff accounts		26,307.	
Reserve for medicine stock		79,339.	
Staff savings		2,743.	
Special accounts		88,108.	
			<u>198,275.</u>
			<u>452,388.</u>

APPENDIX 0

UMN TREASURER

General Fund Statement for the year 1976

	<u>Budget</u> <u>1976</u>	<u>Actuals</u> <u>1976</u>	<u>Total</u> <u>1976</u>	<u>Budget</u> <u>1977</u>
<u>Receipts:</u>				
a) Member Body grants;				
Assemblies of God	9,600.	-		9,600.
Baptist Missionary Society	48,000.	45,297.		48,000.
Bible & Medical Miss.Fellowship	182,400.	166,800.		183,600.
Christian Church (Disciples)	9,600.	-		4,800.
Church Missionary Socy,Australia	28,800.	32,459.		28,800.
Church Missionary Socy, UK	14,400.	13,170.		14,400.
Church of North India	10,000.	10,008.		10,000.
Committee for Service Overseas	19,200.	19,200.		57,600.
Darjeeling Diocesan Council & Church of Scotland	9,600.	8,840.		9,600.
Finnish Missionary Society	-	-		4,800.
Free Church of Finland	52,800.	69,297.		67,200.
Gossner Mission	4,800.	14,670.		14,400.
ICCU Church, Tokyo	4,800.	-		-
Japan Overseas Cooperative Serv.	28,800.	29,880.		14,400.
Leprosy Mission	25,000.	25,240.		25,000.
Lutheran Church of America	9,600.	12,450.		9,600.
Mennonite Board of Missions	38,400.	41,832.		28,800.
Mennonite Central Committee	48,000.	89,640.		76,800.
Methodist Missionary Society	10,000.	10,000.		10,000.
Presbyterian Church in Canada	9,600.	-		9,600.
Regions Beyond Missionary Union	28,800.	42,924.		62,400.
Swedish Baptist Mission	19,200.	46,708.		19,200.
Swedish Free Mission	9,600.	-		9,600.
Swiss Friends Missions	4,800.	25,250.		4,800.
United Fellowship for Chn.Service	4,800.	-		-
United Church of Canada	24,000.	24,000.		24,000.
United Methodist Church	43,200.	43,200.		38,400.
United Presbyterian Church	43,200.	52,800.		48,000.
Wesleyan Church of America	4,800.	21,788.		4,800.
World Mission Prayer League, Norway	72,000.	72,000.		72,000.
World Mission Prayer League,USA	52,800.	52,800.		48,000.
	<u>870,600.</u>		970,254.	<u>958,200.</u>
b) Member body grants for prior years:				
Committee for Service Overseas:				
1974	-	62,400.		-
1975	-	43,200.		-
Free Church of Finland, 1975	-	65,459.		-
Gossner Mission, 1975	-	4,750.		-
W.M.P.L., USA, 1975	-	9,997.		-
			185,806.	

	<u>Budget 1976</u>	<u>Actuals 1976</u>	<u>Total 1976</u>	<u>Budget 1977</u>
c) Special gifts:				
Presbyterian Church in Canada	-	-		250,000.
United Church of Canada	65,000.	102,212.		65,000.
United Methodist Church	171,600.	130,277		171,600.
United Presbyterian Church	4,000.	3,124.		57,825.
W.M.P.L., Norway	-	-		36,000.
	<u>240,600.</u>		235,613.	<u>580,425.</u>
d) Other income:				
Interest earned	150,000.	327,329.		150,000.
Miscellaneous	-	2,843.		-
	<u>150,000.</u>		330,172.	<u>150,000.</u>
TOTAL RECEIPTS	<u>1,261,200.</u>		<u>1,721,845.</u>	<u>1,688,625.</u>

Payments:

Headquarters	259,700.	269,816.	307,800.
Mission-wide Expenses	359,800.	366,835.	384,000.

Education Projects:

Pokhara - Area Administration	3,600.	9,100.	6,600.
NAMV Agric. Dept.	5,000.	5,000.	5,000.
Student Financial Asst. Program	-	-	45,000.

Health Services Projects:

Palpa - Area Administration	41,600.	40,295.	39,206.
Hospital	102,900.	196,286.	187,313.
Leprosy work	24,600.	27,952.	37,304.
Com. Health; Adminstrn.	30,700.	34,553.	25,015.
" " W. Palpa	91,200.	103,116.	105,180.
" " Nawalparasi	30,500.	26,145.	28,982.
ANM Program	59,584.	55,480.	62,194.
GMA program	-	-	13,200.

Gorkha - Area Administration	18,100.	18,682.	23,216.
Hospital	56,000.	78,878.	83,076.
Community Health	69,905.	81,856.	75,350.

Community Health Office	39,800.	32,230.	43,300.
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Shanta Bhawan - Hospital	-	121,930.	-
Nursing School	124,000.	142,510.	178,072.

Okhaldhunga - Dispensary	95,000.	97,297.	97,096.
Community Health	11,500.	12,338.	11,677.

Economic Development Projects:

Butwal Area Administration	41,000.	52,309.	37,400.
Development & Consulting Servs.	22,200.	22,700.	32,300.

Contingencies (including salary increases on equalisn.allcs.)

	<u>10,000.</u>	<u>100.</u>	<u>25,000.</u>
	<u>1,496,689.</u>		<u>1,795,408.</u>
			<u>1853,281.</u>

Excess payments over receipts

73,563.

1977-1982

At the request of the UMN Board of Directors in April, 1976, this Five Year Plan of the United Mission has been prepared. Underlying its preparation have been several factors. First, this is an attempt to set the course and determine priorities of mission involvement for the next five years. Second, the plan takes into consideration the fact that the UMN has an Agreement with His Majesty's Government which runs to May, 1980. Third, His Majesty's Government has its own Five Year Plan which ends in July, 1980.

At the outset of preparation of this UMN Five Year Plan, it was recognised that looking that far into the future was somewhat hazardous. The Government plans change from year to year and frequently more than once during a year, thus affecting the UMN involvement in development programs for the country. Several agreements with Government are pending, any one of which, could affect certain portions of this plan. The resources needed to carry out this plan, both in personnel and finance, are dependent entirely upon overseas Donor Agencies and UMN Member Bodies. The UMN has no control over these, but can only present well documented proposals and hope that suitable and sufficient responses will be made.

Considering these deterrents to any really effective planning, there may have been a tendency to wonder if producing such a plan was worth the heavy involvement of scores of people across the Mission. Almost without exception, each of the Board Appointees in all Projects has had an opportunity for input in planning at the "grassroots" or project level. Encouragement has come from Ecclesiastes 11:4. In the Revised Standard Version it reads: "He who observes the wind will not sow; and he who regards the clouds will not reap". The Living Bible translation puts it this way: "If you wait for perfect conditions you will never get anything done". Taking that admonition to heart, the plan has been conceived in prayer, and has been brought to birth depending entirely upon the grace and power of God.

Roughly in the form of a rectangle about 500 miles long east to west and averaging about 100 miles wide from north to south, the 54,362 sq.miles of Nepal are pressed between India and the Tibet region of China. In this small, mountainous, Hindu Kingdom there are semi-tropical jungles in the Terai along the southern border, green valleys packed with terraced rice fields in the middle area, and along the northern border are the bleak mountain sections with the towering peaks of Everest, Annapurna, etc., where 8 of the world's 10 highest mountains lift their magnificent snowy peaks to an altitude of more than 26,000 feet. Its population of about 13 million has an annual growth rate of 2.2%. Approximately 85% of its people are Hindu; most of the rest are Buddhist; about 1% are Muslim; and there is a tiny minority of Christians (about 1,400).

Nepal, like many developing nations, is a mysterious amalgam of ancient traditions and modern innovations, of age-old modes of life and new advanced technology. While some people ride elephants through the monsoon-soaked forests of the Terai, most still walk the narrow mountainous trails, and still others "take the wings of the morning" in modern aeroplanes, flying to dirt airstrips perched on the ledges of precipitous mountainsides, or carved from the occasional valley floor which is sufficiently long and wide.

Nepal is more than land-locked; it is, as one of its Prime Ministers used to put it, "India-locked", since its only other border, with China, is blocked by the world's highest mountains, including Everest. Most of the approximately 13 million people live on subsistence farms, growing little terraced patches of rice or wheat up and down the mountainside. None of them are starving, but many Nepali people are continuously malnourished.

Nepal has often been described as the picture-postcard paradise of clean streams, alpine hiking trails and snowy peaks. But the country is also traversed by barefoot people trudging miles every day with heavy loads supported by slings across their foreheads. They lead a hard life which lasts on average, only about 40 years. /2

Because of the Himalayan mountains, Nepal is unusually disparate for its size, with isolated pockets of people speaking more than a dozen languages. In an effort to put it all together as a Nation and to achieve his stated goal "to enhance the welfare and dignity of our people", King Birendra travels extensively throughout the country, using a helicopter, because so many of the people live several days' walk from the nearest road.

Nepal has been listed among the 10 least developed nations of the world with minimal natural resources except for the tremendous potential of hydro-electric power provided by the 20,000 foot drop that its rivers take. 90% of Nepal's foreign trade comes from India. Yaks carry a trickle of commercial goods across the high mountains to China. Over the past decade the Gross Domestic Product has increased by 2.67% per annum, but the population growth of about 2.5% per annum indicates that the real per capita Gross Domestic Product seems to have remained stagnant over the past 10 years.

The Fifth Five Year Plan of His Majesty's Government of Nepal, July 1975-July 1980, has as the development objectives:

1. Balanced Regional Development.
2. Establishment of an egalitarian society.
3. Participation of all citizens in the country's development.

To achieve these objectives His Majesty's Government has the following priorities:

- a. Agriculture, in which 90% of the labour force is engaged, accounting for the two thirds of the Gross Domestic Product;
- b. Social Services, providing to the maximum number of people the most urgently needed facilities in such areas as drinking water, minimum health services, primary education;
- c. Population Control, including an extensive resettlement program;
- d. Employment Generation, with emphasis on labour-intensive techniques;
- e. Hydro-electric generating capacity, including increased irrigation facilities to utilize more effectively the huge water resources of Nepal.

In his annual report on "Development Assistance to Nepal", for 1975/1976, the United Nations Development Program Resident Representative lists 44 agencies that have contributed in finance or personnel. The only identifiable Christian organisation among these is the United Mission to Nepal.

The United Mission to Nepal has been functioning in this country since ten mission societies joined together in 1954. There has been a steady growth in the UMN ever since then, and at present there are 29 societies as Member Bodies of the United Mission. Through the years more and more missionaries from many lands and denominations have come for longer or shorter periods of service. A steady expansion into new projects and programs has occurred. Some large institutions have been established. Relationships, commitments, and patterns of work have developed. There is a momentum toward expansion development in new areas. At the same time, tending to deter radical change, are these factors: an inertia in habits, Agreements with His Majesty's Government, our own Constitutional Regulations,.

On the one hand, radical change may appear to be a logical development while looking objectively at a planning document. On the other hand, marked departure from standard procedures is expensive in terms of overcoming our inertia of habits. The proposed benefits of such changes must be weighed against the cost. It is hoped that this plan represents a reasonable balance between standard proved procedures and fresh inovative initiatives.

Until recently, the land of Nepal has been supporting the population, at least on a subsistence level. Nepal has limited scope for expanding its arable land area. In the hills this is being done by moving the fields up hill into marginal land, at the expense of cutting valuable forests. The forests are already dwindling as the growing

population cuts more and more trees for fuel, building and animal fodder. In the Terai, forests are being cleared for the timber and to create new farms.

Ecological balance is being tipped. Once the richly forested hills and fertile valleys of Nepal supported a population with easy access to fuel, building materials, animal fodder, water and food. But the point at which population exceeds the capacity of the land to support it seems to be approaching rapidly. Forests are disappearing in man's relentless need for their products. Marginal land is opened up. Cultivation marches up the hills. These events result in loss of ground cover and consequent loss of topsoil. Rainwater, once held in reserve by the great forests, now runs off rapidly, eroding the thinning topsoil, silting the streams and often producing land-slides. Water runs off more freely, ordinary springs and wells are beginning to dry up, village people must walk farther and farther for fuel, fodder and water.

Farmers in the hills generally are shut off from the benefit of the new "miracle grains". The magic of these grains is that they can make maximum use of large inputs of water, fertiliser and pesticide to produce increased harvest. Farmers in the hills are effectively shut off from such benefits because of the long distance from any motor-road or distribution centre that most farms are located. With farm output limited and population growth continuing, there is an increasingly serious factor of malnutrition in Nepali life. Recent surveys indicate that 70% of children were under-nourished. Malnutrition invites infectious diseases. It is estimated that out of every 10 babies born, 4 will die before reaching 5 years of age.

But the patient, sturdy people of the Nepal hills are really a tremendous resource. They live in hard situations, they suffer disease and die early. They toil for a meagre existence from an increasingly grudging land, yet they maintain a fortitude and cheerfulness that is amazing. Their culture has been developed over centuries of partnership with a hard but generous land. They inherit the wisdom acquired through many generations of trial and error learning. They have developed their farming methods, their family systems, their communal arrangements and their values and attitudes through long experience in their own environment. But now the bases of their culture are changing. Population pressure has altered the delicate balance. The land is not so generous and the old ways do not quite fit into the new situation. The villagers know that change must come, but they bide their time and are cautious. They cannot afford radical experimentation. The old way has served their ancestors well; the new way is uncertain. It is this sturdy, self-reliant and cheerful people for which His Majesty's Government sets forth its own Five Year Plan. It is for these same people that the United Mission to Nepal has come into this land to take its part in the share of development.

The UMN Agreement with His Majesty's Government includes a clause, "to conduct its activities in the fields of education, health services, agriculture, technical and development services, and in other fields subject to separate agreements concluded with the concerned ministries and departments of HMG/N".

Another clause indicates that "UMN shall in all its activities attempt to work within the framework of HMG/N planning and shall ask for the advice and guidance of concerned departments of HMG/N regarding execution of the Projects in which they are involved."

Another clause in the Agreement indicates that "the UMN and its members shall confine their activities to the achievements of the objectives of the project to which they are assigned and shall not engage in any proselytising and other activities which are outside the scope of their assigned work".

Two other important clauses in the General Agreement refer to training of Nepali people: "Appropriate training shall be given to the Nepalese employees in order to replace their foreign counterparts at all levels as soon as possible".

"The UMN agrees to give preference to the Nepalese citizens for being employed in the paid posts of teachers, trained nurses, compound dressers and other medical and technical posts etc. in the projects".

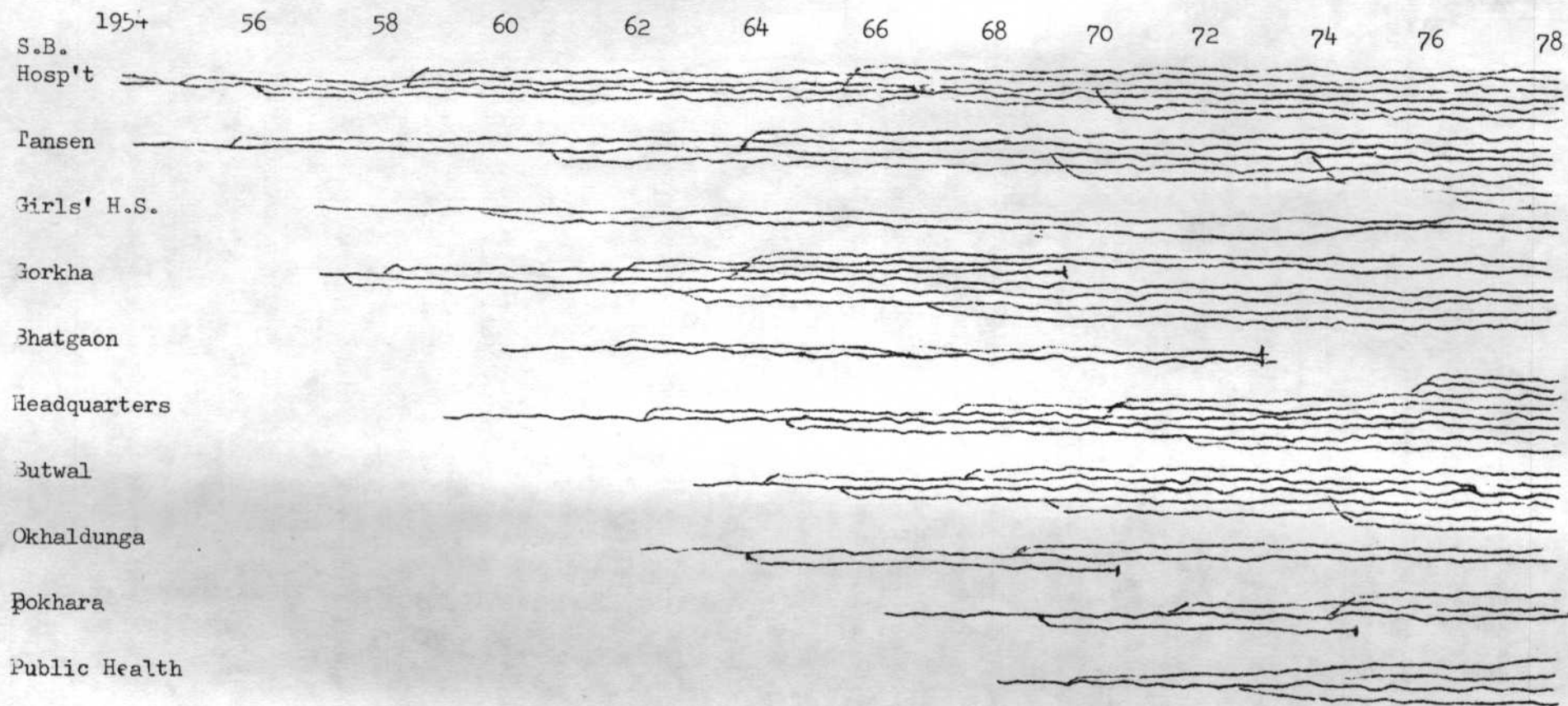
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The UMN Constitution states as its purpose:

- "A. To minister to the needs of the people of Nepal in the Name and Spirit of Christ, and to make Christ known by word and life thereby strengthening the universal Church in its total ministry.
- "B. In doing so it will be the purpose of the United Mission to undertake the proper care and treatment of the sick, the prevention of disease, the education of children and adults, the development of agriculture and industry, and such other activities as are conducive to the fulfilment of the purposes of the United Mission.
- "C. It will be a fundamental principle of the United Mission to train the people of Nepal in professional skills and leadership."

The first entrance of UMN into Nepal was by Government request to open medical work in Tansen and Kathmandu. Following that, the UMN sought permission to open new projects in other areas of the country. Some were granted; some were rejected. The basic work and projects were all under way during the first 10 years of the UMN's existence. In the subsequent years, until 1976, considerable expansion took place, but largely around older existing places or projects. The new factor now is that Government is approaching UMN asking us to take up new projects largely in new areas in the east, west, north and south, expanding our geographical involvement in the country. We need clear policies and guidelines as to the future according to proposed plans and opportunities detailed in succeeding pages of this Plan.

After 23 years of experience with varying degrees of success in seeking to assist His Majesty's Government in their successive Five Year Plans, and in fulfilling the purpose of the United Mission to Nepal as stated in its Constitution, this UMN Five Year Plan, 1977-1982, is presented to the Board of Directors. Although it is presented by the Executive Secretary, obviously it represents a cooperative effort. Each Functional Secretary and the Personnel Secretary have made major contributions. The chart of the "flow" of our work in an ever broadening stream of influence, comes from Jonathan Lindell. The Plan seeks to take advantage of the accumulated years of wisdom and experience in setting forth its objectives, priorities, and goals for contributing, under God, toward the continuing development of Nepal and for giving UMN's service in the Name and Spirit of our Lord Jesus Christ.



A visual impression of the volume of flow of UMN work through the years.
(All details are not accurate)

New Proposed Projects

1. Rural Youth Train'g Prog. -----
2. 7 teachers to Gorkha -----
2 to Lausibot -----
3. Far West Board'g School -----
4. Stud.Fin. Ass't Prog. -----
5. Patan Hospital -----
6. Palpa/Nalwal-Parasi CHP -----
7. Okhal. CHP/Hosp't -----
8. Small Area Dev.Proj. -----
9. Gobar Gas + Agri. Imple. -----
10. Himal Hydro -----
11. Dhankuta Tech. Centre -----
12. Foreman Training Proj. -----
13. Maintenance Training -----

1977-82

1. What is "Economic Development"

Until the Economic Development Board was established a year ago, economic development work in UMN was almost synonymous with Butwal. And still, most of the activities under the EDB are located in Butwal. However, in order to work out a Five Year Plan for Economic Development activities of UMN, it is necessary to look beyond what is going on in Butwal. What should the meaning of "Economic Development" be as a functional area of UMN's work?

The process of expanding our horizon in this respect must take time. The Five Year Plan which is now being submitted, can only be considered a first attempt to define the term "Economic Development" and the role of UMN in this field. It is good and necessary to plan and look ahead. But planning should not be just an exercise in listing ideas and wishes. In order to be useful our planning must be realistic and it must be constantly corrected in the light of experience. The present plan can only be a brief outline of what "Economic Development" seems to mean to us in practical terms today. And next year we may be able to work out something better.

2.. Goals and Strategy.

Basically, UMN's involvement in economic development must be directed towards the improvement of the living conditions of ordinary people in this country. As long as people remain in such poverty as is common in Nepal, there is little hope that programs for improvement of their social and health conditions will have any effect. First, an economic base must be established which can sustain these other development programs.

The fundamental goal or purpose of UMN's economic development projects must be to contribute, directly or indirectly, to help people establish an economic base sufficient to support a richer and happier life and thus free themselves from this bondage of poverty in which they are now living.

Because of the enormity of this task, and the very limited resources available to UMN, the direct effects of UMN's programs on the economy of the country will be like a drop in the ocean. Our emphasis must be on the quality rather than the quantity of our contribution.

Realizing this, we think that the basic principles of our service should be:

- a. To serve - through example and training - as a catalyst of economic development based on locally available resources.
- b. To develop and apply technology which is appropriate to the needs and resources of the local area.
- c. To demonstrate Christian ethics in the economic life of Nepal as we serve "the people of Nepal in the Name and Spirit of Jesus Christ".

Our enthusiasm in doing this must, however, be matched by our understanding of the people, their society and culture, as well as of the economic, ecological and political realities we are facing. There must be a dual emphasis in our development activities; a balance between what we bring with us from outside, and what we see and learn here in Nepal.

It is not easy to find this balance. It is extremely difficult. In all we attempt to do, there is always a "but":

We wish to:

- remove poverty, BUT within the limits of available resources.
- utilize the available natural resources, BUT at the same time protect and improve the environment.
- promote economic growth, BUT avoid uprooting people and causing uncontrolled urbanization.

...../2

- work for social justice and equal opportunities, BUT without causing destructive social and political upheaval.
- influence people through example and training, BUT also let the people themselves decide on their development and future.
- see our projects and programs grow big and strong, BUT only as elements of integrated community development where people matter more than money and statistics and ^{that} programs can be turned over to the people to manage after a reasonable period of time.

3. Problems and restraints.

Our basic goal is to help people out of this situation where they are unable to satisfy their elementary needs of food, clothing, shelter, basic health services and education, etc. And first we must find out why they are in this position. Why are people in Nepal poor? - The following may be some of the answers:

- limited natural resources, particularly arable land.
- rapidly growing population.
- heavy population pressure in the hills threatening permanent damage to the environment.
- regional imbalances (hill-terai and rural-urban)
- infra-structure lacking, especially communications in the hills.
- employment opportunities almost non-existent apart from farming.
- lack of suitable technology, particularly for hill conditions.
- shortage of skilled labour and leaders with practical understanding.
- limited local initiative and motivation for self-help.
- some traditional attitudes and beliefs of people counteractive to economic progress.

In our efforts to help people in Nepal overcome some of these problems, we in the UMN are subject to restraints of another kind:

Firstly, our resources are limited. This applies to finances. But today shortage of funds is usually not a serious problem. The serious shortcoming in our economic development work is lack of suitable personnel, especially people with experience from working in a developing country. UMN's strength, as compared with other aid organizations and Government agencies, should be the quality of our people. And if this kind of personnel are not forth-coming, then UMN has nothing to offer.

Secondly, the fact that everything UMN does in Nepal depends on the close cooperation with the Government bureaucracy. This may delay and complicate things. On the other hand, if we do work in close contact and consultation with concerned Government officials, then we will get cooperation - although it may take some time.

4. Methods of solving these problems.

It is our responsibility to make up our own opinion concerning the activities in which we are to become involved. We must consider the likely effects our programs or projects will have on the economy and welfare of the people affected, and make sure that they are really beneficial to the country, and give maximum benefits for the costs. And it may well be that through our intimate contact with concerned Government officials we may to some extent influence their thinking regarding desirable development.

Through years of discussion and experience in the UMN projects in Butwal, some elements of an economic development philosophy have crystalized. These are briefly expressed in the three principles referred to above in section 2 and may be further enlarged upon as follows:

- To start small, with poor planning, and adjust plans as experience is gained, is better than to start big with 'perfect' plans, and not being able to change when

plans after all turn out to be faulty.

- The attitudes of people are more important than capital and technology.
- People's attitudes can most effectively be influenced through example and long-term personal contact.
- Therefore, training must always be a major part of development programs.
- On the job training is the most economical and in many cases the most effective form of training.
- The success of economic development projects must be measured in economic terms, which means profit, although this should not be the sole measure.
- Accounting must be realistic, and one must be aware of hidden subsidies which may result in unpleasant surprises at the time of national takeover of projects.
- A certain concentration of effort is necessary to initiate self-sustained takeover of projects.
- Decentralized and balanced regional development must, however, be the overriding consideration, and prevail over short-term economic advantages.
- Economic development programs must be broad, and individual projects must be planned and carried out taking into consideration the many secondary effects there may be, of positive or negative type.

5. Impact areas and Project Evaluation.

The indirect impact of our work is mainly through example, personal influence, inspiration, motivation of people to do things themselves. Over a long period of time experts may perhaps be able to measure or somehow register these effects. For the present staff of EDB this is beyond what we are able to do - timewise and professionally. We work in faith and try to use common sense.

As regards project evaluation, there are two indications which we always want to use: Firstly, comparing the achievements with the original plans (which should state the goals of each individual project as to size, timewise etc.). Secondly, the financial result. This requires, as already mentioned, that accounting methods are suitable and realistic. Financial adjustments or provisions should be made to reflect also the intangible results as far as possible.

6. Priorities.

Fixing priorities for economic development programs and projects, is very difficult. There are three main reasons for this:

Firstly, the close cooperation with the Government requires both flexibility and a certain amount of give and take. When HMG specifically requests that we take up a particularly project, we cannot easily say: "Sorry that type of work has not a high priority in our planning".

Secondly, making up a plan and fixing priorities on paper is one thing. Getting the necessary personnel and funds is quite a different thing. Without the right kind of personnel available at the right time, we can do nothing. On the other hand, if UMN personnel with very special and rare qualifications become available, it may be right to take up a new kind of activity for that very reason, even if it is not in our plans.

Thirdly, economic development projects are not clean-cut and easy to categorize. Depending on all sorts of factors, they may be made up of different types of programs. For example, a new technical centre in the Eastern hills may, besides production-cum-training, be involved in bio-gas, hydro power and rural electrification or ropeway building. It is a question of growth and development which is impossible to predict and plan many years ahead.

On the other hand, there is a need of direction. UMN cannot get involved in any sort of opportunity which comes up. There need to be limits set for UMN involvement in

funds and expatriate personnel. And above all, there needs to be set a limit in time of UMN participation. This limit should be fixed in the beginning because it will then influence the execution of a project from the very start. And the most important test of the soundness of economic development projects run by foreign aid is the process of turning over to national management and ownership.

Such a time limit has been built into the plans of most old or new economic development projects initiated by UMN. In Butwal we are coming close to the end of UMN involvement. And we must take this seriously, and not think that, well, if it does not work, then UMN involvement may be continued by mutual agreement with HMG. We do not want this to happen. On the other hand, when justified, a certain amount of consultancy and professional support should be available, also later on, if the Nepali management request it.

Due to our limited resources it may not be possible for UMN to carry out all the projects and programs which are being planned. Some of them may have to be delayed or perhaps cancelled altogether because of lack of suitable personnel or for other reasons. When faced with these problems, it will be necessary to fix priorities.

Obviously, when fixing priorities, UMN does not have complete freedom. Firstly, we have obligations to employees and trainees in ongoing projects. There are limits to these obligations, but they have to be considered seriously when decisions are made. Secondly, we must honour our commitments to HMG as far as it is possible. Because of changing conditions, inside or outside UMN, it may at times become impossible to carry out the tasks we have taken on through agreements with HMG. Then it is important that we have established good relations with the concerned officials, so that agreements may be re-negotiated without breaking down confidence and trust.

Regarding plans for projects and programs where UMN has not yet made any commitments, it is easier to fix priorities. This is what the EDB has attempted to do, as indicated in the following listing of projects. But such listing of priorities may be of limited value. One reason is that our economic development projects are of such different natures that one project cannot easily be substituted for another as far as demands on UMN resources are concerned. Another reason is that those various activities listed below are not all "projects" in the sense that they can be physically defined. Some of these are programs or perhaps rather concepts, which will not necessarily be carried out separately, but which may appear as integrated parts of other projects.

Because of all this, it would appear to be more fruitful and practical to define priorities with reference to impact areas. In section 4 above, certain criteria have been stated which may serve as a guide when fixing priorities for future activities of the EDB. From applying these criteria it would seem that top priority should be given to projects of the following three types:

- i. Growth centres of the "production-cum-training" type. This is what Butwal basically has been, and what the new centre in the East is supposed to be. These centres must be located in under-developed areas which do have some potential for growth. They shall - through example and training-- function as catalysts for economic development.
- ii. Energy related projects. This is a crucial area of the economy, worldwide and particularly in Nepal. It is an area where introduction of appropriate technology may be especially useful. And it is the base without which economic development can hardly take place.
- iii. Projects in the border area between engineering/industrial development and rural/agricultural development. Such projects may be the fruit of (i) and (ii). It is an area where benefit/cost ratio often is high, and where an organization like UMN should have special advantages. Being spread out over the country, such projects also give good opportunities for contact with people.

Broadly speaking, these are the kinds of projects in which EDB is presently engaged, or which are planned. Agricultural expansion programs may be added to this, or growing out of these projects. But that area has not been properly studied, and no firm plans have been developed as yet.

7. Brief description of on-going activities under EDB.

a. Service Functions. Some of the following projects serve the whole of UMN, others mainly economic development projects. They are all financially self-supporting, charging fees as required to cover expenses. Except for the DCS Engineering Office which has not yet been set up, there are no plans to expand or reduce these activities during the coming 5 years, except for perhaps adding a few posts for Nepali employees.

- EDB Service Office in Kathmandu. Purpose: to serve all EDB projects mainly by maintaining liaison with Government offices and other agencies in Kathmandu.
- DCS Service Office Butwal and Calcutta. Purpose: to serve EDB and other UMN projects in the field of purchase, clearing and forwarding.
- DCS Engineering Office. Not yet approved. Purpose: to serve UMN projects by offering consulting services in connection with construction of buildings etc. Proposed expatriate staff: 3 plus a varying number of persons in a Building Personnel Pool.

b. Other on-going activities under the EDB. All located or based in Butwal.

i. Butwal Technical Institute. This production-cum-training centre was established by the signing of an agreement between UMN and Department of Industries in November 1963. In accordance with this contract BTI will be handed over to Nepali ownership in November 1978. BTI has had its own Managing Board with HGM representatives as voting members since three years ago, and has been under full Nepali management for two years. Presently, only one UMN Board Appointee remains in BTI (as Product Development Engineer). One Advisor for Woodshop is being sought for short-term assignment.

BTI is a fully self-supporting enterprise, using income from production to pay for training activities. The EDB has approved the following capital projects for possible funding from UMN:

For class-room block (already built)	Rs. 115,500
For share investment in galvanizing project	" 100,000
For establishment of a foundry.	" 300,000
	<u>Rs. 515,000</u>

None of these projects will require UMN personnel nor recurring grants.

During the remaining 1½ years of UMN involvement in BTI, UMN personnel will continue to give advise and support to the BTI management when required, and requested. In particular, UMN will continue to be involved in negotiating the future set-up of BTI: The establishment of the three production units as separate companies, possibly with a cooperative of employees owning part of the shares, and the exploration and negotiation of suitable form of Government ownership of BTI as a whole.

ii. Butwal Power Company Pvt. Ltd. 2/3 of shares are owned by UMN, (total approx. Rs. 5½ million), the rest mainly by HMG. No expatriate staff for the last few years. Only some professional advice and support given to management. DCS is planning and supervising the Tinau Hydro Project (owned by BPC) as a paid consultant. The final accounting for UMN share investment in the third stage of the Tinau project expected to be completed before end of 1977. By this time also the construction work is supposed to have been completed, and there will be further commitments from UMN. The only remaining question is to decide what to do with the UMN held share interests. Probably the Company will soon be taken over by HMG.

iii. Butwal Plywood Factory Pvt. Ltd. 2/3 of shares are owned by UMN, the rest by NIDC. No UMN personnel working in BPF at present. In the future DCS staff may help out with installation of new machinery etc. on a consulting basis. A Rs. 800,000 grant is being used to purchase and ship additional machinery from Europe. This will be completed within 1977. Total UMN investment will then be approx. Rs. 4 million. No further investment from UMN is considered. UMN involvement will then be limited to giving advice and support to the management. The question of how to dispose of UMN held shares remains to be decided. This will probably be negotiated with the concerned Departments of HMG before the expiry of the current agreement in November 1978.

iv. Development and Consulting Services. In the current agreement with HMG concerning the UMN "Institute of Technology and Industrial Development" which expires in November 1978, there are two sections: One covers BTI and the other covers DCS. While UMN involvement in BTI definitely will be terminated at this time, it is expected that the agreement will be renegotiated to provide for DCS to continue to operate as a UMN owned and managed organization. The question of turning over DCS as such to national ownership will never come up, because DCS is in fact nothing but a channel for UMN participation in economic development in Nepal. If UMN is no longer involved in this kind of work, then DCS will simply disappear.

On the other hand, it is expected that also in the future DCS will initiate new development projects of various types, which in time, when grown and matured enough, to stand on their own, will be spun off as new companies. And these projects will eventually be turned over to Nepali management and ownership like the BPC and the BPF.

DCS will, at least up to November 1978, be stationed in Butwal. But, it is likely that it will continue to be based in Butwal after BTI is turned over to HMG. But this will have to be negotiated in connection with the new agreement between UMN and HMG. There is no necessity for DCS always to be based in Butwal. But for several years it will continue to be practical for DCS to make use of BTI workshop facilities, and it will also be of advantage for BTI to have DCS as its neighbour.

The ownership of living quarters and DCS office building (all built on land which most likely will be registered in BTI's name), will also have to be decided by November 1978. Perhaps an agreement can be made whereby BTI will own the buildings, while DCS will have the right to use them to the extent necessary.

- DCS Central Administration. Presently this has two UMN Board Appointees: Director and Business Manager. It is expected that this will continue, while Nepali staff may increase or be reduced depending on the number of activities and programs managed by DCS from time to time.
- DCS Consulting Services are entirely depending on the number and kind of UMN personnel offered for this type of work. At the moment there are 10 approved posts for consultants, out of which only 3 are filled. It is not expected that all the posts will ever be filled simultaneously. Some of these consultants may be short term people. If on the average half of these posts were filled, it would probably be quite sufficient.
- Research and Development will be carried out by some of these consultants. At present two programs are on the way or being started: a) Gobar gas research trying to develop better designs for gobar gas plants in Nepal. This program may go on for at least another couple of years. Related to this is a proposed program for development of gobargas drums (gas receivers), grain storage silos, etc. made of ferro-cement. Only a beginning has been made as yet due to lack of personnel. b) Development of agricultural tools and implements. This program is just being started up and may continue for 2 or 3 years. The idea is to produce and test prototypes which later on may be produced in BTI workshops and elsewhere in Nepal. These programs are financed by capital grants through UMN.
- Gobar Gas Construction. This program is now in its second season of operation. Two UMN workers are presently engaged and three posts are vacant. Nepali personnel are being trained for posts as branch officers and regional managers. During 1975-76 season 100 plants were constructed in the districts around Butwal. This current season the plans call for the construction of 200 plants. The program is operated on a commercial basis, financed by the Agricultural Development Bank except for working capital which has been provided by a capital grant through UMN. In the future this program will be transferred from DCS to a separate firm, Gobar Gas and Krishi Yantra Bikash Pvt. Ltd. which is now in the process of being established (see below).

- Tinau Hydro Power project. Two UMN engineers are presently engaged in the final stage of this construction project which is supposed to be completed during 1977. DCS is involved only as a paid consultant working for Butwal Power Company on a contract basis. During the several years this work has been going on, a good deal of experience has been gained, and a team of Nepali workers and foremen/supervisors have been trained. It is expected that these will be transferred to the proposed new Himal Hydro Construction Co. Pvt. as soon as this has been set up (see below).
- Small Turbine and Mills Project. This is a project run by DCS, but closely related to BTI's Mechanical Unit which is developing and manufacturing turbines etc., installed by DCS at locations in the hills. Two UMN engineers are presently involved in this. The project is run on a commercial basis. The development costs and working capital have been paid for by capital grant through DCS. It is expected that this program will continue for a couple of years as a project under DCS, whereafter it will either be turned over to private contractors or to a new share company to be floated. Possibly some of this work may be transferred to the Himal Hydro Construction Co., in particular if the project gets involved in small hydro-electric power schemes and rural electrification. Presently, in response to request from HMG, preliminary designs are being prepared for such a project in Baglung. DCS may take on the contract for this project if the Government so decides. It will be financed by HMG, and may take 1 to 2 years to complete and will require a part time UMN site engineer.

3. Projects which have been approved but not implemented.

A. First priority - UMN already committed.

- i. Gobar Gas and Krishi Yantra Bikash Pvt. Ltd. This project will take over and continue the Gobar Gas construction program described above. The new company will have its headquarters in Kathmandu, and will gradually build up its activities to cover the whole country. UMN will invest Rs.300,000 as share capital, and two other partners Agricultural Development Bank and Nepal Fuel Corporation will put in Rs.200,000 each. The company will be operated as a commercial enterprise, and its purpose will be to promote and install Gobar Gas plants in villages all over Nepal, and thereby help to meet the fuel crisis which is threatening Nepal. About 6 UMN workers will be required for a period of 5 years.

A major part of this project will be to train Nepali personnel to work as branch officers and regional managers in the many offices spread out over the whole country. The project will cooperate with the DCS gobar gas research program, and use their results. The problem of financing and/or subsidizing gas plants for poor farmers will also have to be taken up. Considering the need for lakhs of gobar gas plants in Nepal, this is far beyond UMN financial resources. But UMN may play a role in channeling funds from other agencies for this purpose.

- ii. Himal Hydro Construction Pvt. Ltd. UMN proposed two years ago to participate in establishing this enterprise in partnership with HMG. Recently the decision has been made by HMG to accept this proposal. The details have still to be negotiated. It is assumed that the initial share capital of the company will be between 3 and 4 million Rupees, out of which UMN will invest Rs.2 million. An application for a grant of this size has been presented to a donor agency and it is expected that the money will be granted soon.

The purpose of the new company is to take over the trained manpower, and the expertise and reputation gained from the Tinau Hydro Power project, as mentioned above, and use this as the starting base for establishing a national construction firm which will be the only one so far in Nepal experienced and specialised in hydro power construction work. Initially, the company will probably take contracts for 'mini power plants' (below 100 kW) and 'micro power plants' (between 100 and 1000 kW) which are now being planned all over the country. Gradually, as its financial and technical strength increases, it may also take on larger projects.

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UMN involvement in the construction firm will be limited to 10 years. During the first 5 years the number of UMN personnel engaged in this project is assumed to increase to 10. During the following 5 year period, the management will gradually be taken over by Nepali employees. Since the size and technical level of projects is likely to grow over the years, the number of UMN personnel may increase or continue to be high. But their role will more and more become advisory.

iii. Dhankuta Technical Centre. This project was offered to HMG by UMN two years ago, but no progress was made because of the delay in the renewal of the ITED agreement. It is similar to BTI, since both projects are of the 'production-cum-training' type. In many ways the new project will be a copy of BTI. On the other hand it will be very different because of its location up in the hills, without road connection until the planned motor road from the Terai is completed 5 years from now. The Dhankuta centre will have to be geared to the needs of the hills. The project is placed in a strategically good location: Dhankuta is the gateway to the Eastern Hills and will be the administrative centre of East Nepal. As a base for other economic development activities of various kinds, the project may exert a lot of influence in a large and populous area of Nepal where UMN has had no work until now.

It is hoped that building work may start within a year. The growth will be slow, and plans for the physical plant are modest. During the first three years the staff of UMN personnel will increase to 5, making maximum use of Nepali workers trained in BTI. After the initial buildup of facilities, more UMN personnel may be added, depending on to what extent the project will be used as a base for rural/agricultural development programs (gobar-gas, small turbines and hydro plants, rural electrification, ropeways as well as agricultural extension work etc.). The capital investment is estimated to be Rs.2.7 million to build up the centre itself. The cost of district activities will be additional to this. There will be no need of recurring grants from UMN.

B. Second Priority - UMN not yet committed.

i. BTI Foreman Training Project. We have been seeking a qualified person to head up this new activity for a couple of years, but no response has been forthcoming so far. There is a great need for advanced, practically orientated training of industrial supervisors and foremen both within BTI and other EDB projects, and in Nepali industry in general. This program does not require any physical facilities additional to what already exists in BTI, and it will be fully financed by fees. It is assumed that a UMN Board Appointee will be required for a three year period.

ii. UMN Maintenance Program. One UMN Board Appointee is being sought for this project which is meant to be a service offer for all UMN projects, particularly for the hospitals. It will mainly involve on-the-job-training, and perhaps short courses for maintenance personnel. All the costs will have to be born by the projects making use of these services.

iii. Galvanizing Project. This is only indirectly a project under EDB. Both BTI and DCS have approved capital budgets of Rs.100,000 each towards share investment in a proposed new company which is to be set up by several mechanical workshops in Nepal. This will be a joint venture for taking on large contracts which no single workshop in Nepal is able to handle alone, and for setting up a galvanizing plant which does not yet exist in Nepal and which is a necessity for production of transmission line towers and poles etc. BTI wants to participate in this project because of the long-term business interests of its Mechanical Unit. DCS is involved in the project as a consultant, and would want to buy shares in order to be represented on the company board. There will be no further involvement of personnel or finance from the UMN side.

iv. Small Area Development Project.- SADP - This is an integrated hill community development project launched by HMG to stimulate development in certain selected key districts spread over the whole country. Altogether HMG plans to establish 20 such projects over a 5 years period. Each project will cover an area with a population of about 20,000 and will require an investment over 5 years of Rs. 5 millions. Local Boards will manage each project, and HMG wants various aid organizations to take one project each, provide the funds and experts who will function as advisers. /9

UMN has been in contact with HMG concerning possibly taking the responsibility for one of these projects. A capital budget of Rs. 100,000 has been approved to pay for the initial survey which is required, but no funds have been received. On the basis of this survey the final plans will be worked out and presented to HMG and UMN for approval, whereafter a contract between UMN and HMG could be made and funds sought, if approved by UMN Board of Directors.

This project could at the earliest be started a year from now. Besides the capital investment there would be need of between 5 and 7 UMN workers. It is expected that 4 of these might be posted to the project by EDB and the others by the Education Board and the Health Services Board. UMN involvement in the project would last 5 years, and there would be no recurring budget.

9. Projects and programs for which no detailed planning has been undertaken as yet.

i. The agricultural sector. This is the most important area of economic development in Nepal, to which the Government is giving top priority. It is an area in which UMN was involved some years ago. Under the present general agreement between UMN and HMG, the agricultural sector has again been opened for UMN to serve in. But due to lack of qualified personnel with time to spare, we have not yet been able to prepare plans for any activity specifically directed towards agricultural development.

There are of course, the Gobar Gas, the Grain Storage Silo and the Agricultural Implements Development programs under DCS which all are oriented towards agricultural development. The same is true concerning the Small Turbine and Mill program. These all belong to the border area between engineering/industry and rural/agricultural development referred to above, which have high priority in EDB planning.

In addition to this, we would like to be able to take up work more directly related to the various sides of agriculture and farming. This can be done by using the gohar gas and small turbine/mill programs as the starting point. Or it can be done from Community Health side considering the nutritional aspects of agriculture. But in order to be worth while, such programs, must be planned in a systematic way. It will not work simply to recruit some agriculturalists, assign them to some project and tell them to go ahead and do whatever they think is right. We need a comprehensive agricultural plan for UMN based on thorough study and research done by a competent person. This is why EDB is seeking an agricultural planner.

Other areas related to rural/agricultural development are those of irrigation, soil conservation and forestry. These are vital areas which most certainly should form parts of any integrated hill development project. But again, before we can even plan something in these fields we need well qualified personnel who can help us to do the planning.

ii. Rural electrification and transport. Without electric power supply and means of transport it is nearly impossible to have economic development in the hill districts. In the past it has been thought that both electrification and transport were areas where things could only be done on a big scale. However, these days there is a new awareness that bigness is not always the best, that quite often "small is beautiful". It may not be necessary to build motor roads costing six million rupees per km. in order to provide transport facilities for hill areas. Simple ropeways may do the job. And rural electrification in a hilly country like Nepal is possible without big dams and expensive power plants and transmission lines. The answer is 'mini power plants' which supply electricity to nearby villages, to irrigation pumps and ropeways, without heavy capital investment.

We are already touching these areas through the Small Turbine and Mills program. BTI Mechanical Workshop is able to and interested in producing much of the equipment needed for this kind of installation. The new Dhankuta Centre is ideally located for taking up some of these challenges. But before we can present realistic plans and projects for approval, we need to study the problems and gain some experience from related activities which are already under way.

iii. Andikhola Hydro Power project. With the completion of the Tinau Hydro project we are in need of a new project of similar type, involving tunneling etc., where we can put our skilled workers and foremen from Tinau to work. And for many years we have looked at the Andikhola project as the ideal job for following Tinau. The civil engineering works there would be very similar to those done in the Tinau project, in some ways simpler. But the power output could be 5 to 10 times larger. By the time the Andikhola power plant could be ready to produce, there would be need of that much additional energy in the Western sector, supplementing the Tinau and other sources. Technically and economically it is an ideal plant. For the Himal Hydro Construction Company it would also be an ideal job. But it would cost a lot of money, perhaps 20 to 25 million rupees. No firm plans for this project have been prepared yet. We would like to do so when there is spare capacity among the DCS engineers.

iv. New production-cum-training and other industrial projects. It takes a long while from the time an idea for a new project is first raised, until all the formalities have been settled and the work on the site can actually begin, usually several years. For EDB long-term planning, it is therefore necessary to look far ahead, beyond 5 years. It is our intention to do so. During this current 5 year period we want to explore and investigate new projects which we in due course may take up and where we may eventually offer our services. This will continue to be one of the tasks of the EDS, drawing on the services and advice of DCS and other consultants inside or outside UMN, and keeping constantly in touch with concerned authorities within HMG.

EDB Personnel needs.

(Estimated as at 20. Feb. each year. Does not include language students.)

A = Approved posts.

F = Filled posts.

* = EDB workers serving under other F. Boards. ** = Only guess, no firm plans.

Program	Post	1977		1978		1979		1980		1981	
		A	F	A	F	A	F	A	F	A	F
UMN Building	* Patan Hospital	2	1	2	1	2	2	2	2	1	1
	* Pokhara NMV	1	1	1	1	-	-	-	-	-	-
	* Pokhara ANM	1	-	1	1	1	1	-	-	-	-
	* Tansen ANM	1	1	-	-	-	-	-	-	-	-
	* New projects	1	1	2	1	2	2	2	2	3	3
		6	4	6	4	5	5	4	4	4	4
BTI	Auto supervisor	1	1	-	-	-	-	-	-	-	-
	Prod. Devt. Eng.	1	1	-	-	-	-	-	-	-	-
	Wood advisor	1	-	1	1	-	-	-	-	-	-
	Foreman training	1	-	1	-	1	1	1	1	-	-
		4	2	2	1	1	1	1	1	-	-
DCS	Director	1	1	1	1	1	1	1	1	1	1
	Business Manager	1	1	1	1	1	1	1	1	1	1
	Hostess	1	1	1	1	1	1	-	-	-	-
	* Eng. Office coord.	1	-	1	1	1	1	1	1	1	1
	Const. Ind. actg.	1	-	1	-	1	1	1	1	1	1
	" Civil Eng.	1	1	1	1	1	1	1	1	1	1
	" ferro cem. etc.	1	-	1	-	1	1	-	-	-	-
	" mech. eng.	1	-	1	1	1	1	1	1	1	1
	" econ. devt.	1	-	1	1	1	1	1	1	1	1
	" mang/sales	3	-	3	1	3	1	3	1	3	1
	" Ind. engg.	1	-	1	1	-	-	-	-	-	-
	" rural electr.	1	-	1	1	-	-	-	-	-	-
	" bio gas	1	1	1	1	1	1	-	-	-	-
	" " res.	1	-	1	1	1	1	-	-	-	-
	Inst/maint. eng.	1	1	1	1	-	-	-	-	-	-
	Site eng. Tinau	2	2	-	-	-	-	-	-	-	-
	* Surveyor	1	-	1	1	1	1	1	1	1	1
	* Builder	1	-	1	-	1	1	1	1	1	1
	Proj. man. small turb.	1	1	1	1	1	1	1	1	1	1
	Other jobs	-	-	1	-	2	1	2	2	2	2
		20	9	19	13	18	15	14	12	14	12
Gobar Gas Co.	Project manager	1	-	1	1	1	1	1	1	-	-
	Field workers	4	2	5	3	6	5	5	5	4	4
	Advisor	-	-	-	-	-	-	-	-	1	1
		5	2	6	4	7	6	6	6	5	5
Himal Hydro	Manager	1	-	1	1	1	1	1	1	-	-
	Site eng.	2	-	3	2	4	3	5	4	5	5
	Inst./maint. eng.	1	-	1	-	1	1	1	1	1	1
	El. eng.	-	-	-	-	1	1	1	1	1	1
	Technical Man.	-	-	-	-	1	1	1	1	1	1
	Advisors	-	-	1	1	2	1	2	2	2	2
		4	-	5	4	10	8	11	10	10	10

Dhankuta	Project Leader	1	-	1	1	1	1	1	1	1	1	1
	Instr. buildg.	1	-	1	1	1	1	1	1	1	1	1
	Procurement	1	-	1	-	1	1	1	1	-	-	-
	Instr. wood	1	-	1	-	1	1	1	1	1	1	1
	Instr. mech.	1	-	1	-	1	-	1	1	1	1	1
	Add. staff.consult.	-	-	-	-	2	-	2	1	2	2	2
		5	-	5	2	7	4	7	6	6	6	6
Other programs	*** New Prod./train cent.	-	-	-	-	4	-	4	2	6	5	5
	SADP (under EDB)	-	-	3	1	3	2	4	3	4	4	4
	** Ropeways	-	-	1	-	1	1	1	1	1	1	1
	** Irrigation	-	-	1	-	1	1	1	1	1	1	1
	** Agriculture	-	-	3	1	5	2	7	4	7	6	6
	* UMN maint.	1	-	1	1	1	1	1	1	1	1	1
	Seconded outside UMN	3	3	1	1	1	1	2	1	2	2	2
		4	3	10	4	16	8	20	13	22	20	20
	Totals:											
	A. Service for UMN:											
	* Seconded builders	5	4	6	4	5	5	4	4	4	4	4
	* DCS Engg. Office & Builders Pool	3	-	3	2	3	3	3	3	3	3	3
	* UMN maintenance	1	-	1	1	1	1	1	1	1	1	1
		9	4	10	7	9	9	8	8	8	8	8
	B. EDB own projects											
	BTI	4	2	2	1	1	1	1	1	-	-	-
	DCS (excl.UMN Serv.)	15	9	16	11	15	12	11	9	11	9	9
	Gobar Gas Co.	5	2	6	4	7	6	6	6	5	5	5
	Himal Hydro Co.	4	-	5	4	10	8	11	10	10	10	10
	Dhankuta	5	-	5	2	7	4	7	6	6	6	6
	New and other work	4	3	10	4	16	8	20	13	22	20	20
		37	16	44	26	56	39	56	45	54	50	50
All EDB workers:												
Service for UMN			4		7		9		8		8	8
Own projects			16		26		39		45		50	50
Totals			46	20	54	33	65	48	64	53	62	58
Add each year			2		13		15		5		5	5

NOTE: Nepali employees in EDB Projects.

	UMN Personnel	Prof.& skilled	Unskilled	Trainees
BTI	1	50	50	50
BPF	0	20	110	
BPC	0	8	20	
Tinau	2	20	100	
DCS Admin.	2	5	5	
Gobar Gas	3	3	20	5
Small Turbine	2	2	2	
Other	2	2	3	
	12	110	310	55
			485	

- 13 -

Forecast of EDB Capital Needs - 1977 - 81. In 1,000 Rupees.

	Funds in hand use '77	Additional funding required.				
		1977	1978	1979	1980	1981
A. Projects already planned:						
BTI: Workers' housing		115(2)				
Class room block		153(1)				
Foundry			200(3)			
BPC: NORAD approc.	500					
BPF BFDW	800					
DCS: General	38	22(2)				
Galv. Plant		100(2)				
Gobar Gas research, MCC	200					
Small turbines, MCC	300					
Gobar Gas Co.		300(2)				
Himal Hydro Co. NORAD		1,800(1)	200	250		
SADP : Survey		100(1)				
Dhankuta.			500(3)	1,400(3)	800(3)	
Total planned:	1,838	2,590	900	1,650	800	-
B. Projects without definite Plans as yet.						
SADP: Implementation			1,000	1,000	1,000	1,000
Gobar Gas subsidy			1,000	1,000	1,000	1,000
Andikhola and/or other power projects.		500	2,000	2,000	3,000	5,000
Ropeways, rural electrif- ication			500	500	500	500
New prod./train. centre					500	1,500
Agriculture, irrigation, reforestation.			500	800	1,000	1,000
Total:	1,838	3,090	5,900	6,950	7,800	10,000

- (1) Application pending
- (2) Budget approved, no application submitted
- (3) Budget proposed.

There will be no needs of recurring budget grants from UMN for any EDB project.

1977-82

GENERAL INTRODUCTION

It is not a very easy task to draw up a 5-year plan for UMN education work in Nepal because of the situation under which we work. Five years ^{in December 1971} ago the NESP (New Education System Plan) came into existence. This plan, in a systematized manner, brought all of the schools of Nepal, including those in which the UMN worked, into the national system. When this took place it meant that UMN no longer maintained administrative control in the various educational projects where it was working, but rather worked under the administrative structure of the HMG/N (His Majesty's Government of Nepal), Ministry of Education. From that point onwards the UMN has been in the position of assisting HMG/N in the implementation of the NESP in the areas where UMN had education work going on previously, but in a modified form.

Since the implementation of the NESP, the UMN has clearly had to assume the servant role. This should not be taken as an undesirable role, but rather a very desirable one because it is probably the most effective position that the UMN could be placed in for its education work in Nepal. Christ was truly a servant to mankind, for whom He became the Saviour. We are, as Christians, called to be more Christ-like in our lives. We are called to be servants, not just to Christ but to our fellow men with whom we work and to whom we are trying to witness and serve. Being a servant makes it very difficult to plan what one might be doing over the coming five years. The master can change his mind at any time and demand most anything. As servants, within our capabilities, we must try to be ready to meet our masters' (Ministry of Education) needs and through that work and role, serve our Supreme Master (Jesus Christ) as a witness here in Nepal.

BACKGROUND TO THE NEW EDUCATION SYSTEM PLAN

Education has been something which could not be taken for granted in Nepal. Until the early 1950's education was often suppressed in order to ensure control. (Education awakens people to their needs and can create unrest). From 1951 until the beginning of the NESP the student enrollment in schools in Nepal was as follows:

<u>Year</u>	<u>% of Student Age Population</u>		
	<u>Primary</u> (age 6 - 10)	<u>Secondary</u> (age 11 - 15)	<u>Higher</u>
1951	0.9%	0.17%	0.035%
1961	15.8%	1.89%	0.463%
1970	32.0%	7.36%	1.178%

In comparison with the actual situation just before the beginning of the NESP in 1971 the goals of the NESP are very optimistic. In all cases they are at least double. At the end of the first 5 years of the NESP, 1976, the goals in terms of student numbers at the different levels are as follows:

	<u>% of Student Age Population</u>			
	<u>Classes 1,2,3.</u> <u>Primary</u> (age 6 - 8)	<u>4,5,6,7.</u> <u>Lower Secondary</u> (age 9 - 12)	<u>8,9,10.</u> <u>Secondary</u> (age 13-15)	<u>Higher Ed.</u>
1976	64%	25.6%	12.8%	2.4%

In addition to this very hearty goal there are many other goals and aspects of the NESP to be implemented as well. Some of them are as follows:

1. Providing trained teachers.
2. Creating and implementing a national curriculum.
3. Creating and distributing government produced standardized textbooks.
4. Creating a system of internal assessment and altering the examination system.
5. Emphasising the equalization of opportunity for education by:
 - a) creating more schools in the sparsely populated remote areas,
 - b) making textbooks and education free in those remote areas,

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- c) providing scholarships for the benefit of the economically handicapped,
 - d) Provision of hostel facilities for the benefit of remote students.
6. Emphasise strong vocational education at the secondary level for providing lower-level trained manpower needs.
 7. Provision of wholesome extra-curricular activities for students.
 8. Establishment of school libraries.
 9. Establishment of Model Schools.
 10. Carrying out Adult Literacy and Functional Education.

Many of these specific goals of the first 5 years of the NESP have not been fully attained. These and other goals have been set for education within the context of the current 5-Year Plan for all of Nepal (1975-80). In that plan the primary, overall goals of the education work are as follows:

1. To produce citizens who are loyal to the nation, monarchy and national independence, and who remain ever alert and active toward their rights and duties under the Panchayat System.
2. To develop, preserve, expand and extend such learning, science, technology and skill as may be necessary for the development of the country and to produce a cadre of able workers who can shoulder responsibilities in every development sector.
3. To preserve, develop and propagate the national language and literature, culture and arts.
4. To inculcate the following qualities in all:

a. Moral integrity	b. Habits of work
c. Self-reliance	d. Creativity
e. Scientific approach	f. Powers of appreciation
g. Aesthetic awareness	h. Cosmopolitanism.

In addition to these overall goals which have continued into the current 5-Year Plan of Nepal, the following specific items have been emphasised:

1. Free primary education except in boarding schools.
2. The same goals as before regarding % of student population to receive an education.
3. Increased teacher training.
4. Encouraging more girls to attend school and more women teachers.
5. Emphasise extra-curricular activities.
6. Provide boarding facilities for the remote region students and provide financial assistance for the poor.
7. Establish at least 1 Model School in each Development Region.
8. Provide educational opportunities for the handicapped.
9. Continue to emphasise Adult Literacy work (600,000 made literate)
10. Continue Adult Functional Training program.

UMN 5-Year Education Plan

1. Mahendra Bhawan Girls' High School.

This school has been in existence for over 20 years. It was started as a "Mission School" and operated as such until the implementation of the NESP in the Kathmandu Valley, 3 years ago. From the very beginning the UMN has maintained a very minimal involvement of UMN personnel. For many years the Headmistress was the only UMN worker in the School.

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In the development process of the School the UMN took on a rather extensive capital improvement program. All together more than Rs. 2,500,000. has been spent for this purpose. Now the capital development aspect of the work is nearly complete with only a few small projects to be completed. The UMN Executive Committee has taken a policy decision (EC (2)-11/73) that no new capital projects be approved for the school. Since that time a few smaller capital items have been considered to be necessary, but most of them have been met from funds already in hand in the name of Mahendra Bhawan Girls' High School. In line with this policy decision there should be no significant outlay of capital for the Mahendra Bhawan Girls' High School in the next 5 years.

The UMN continues to feel that there should not be a large involvement of UMN workers in the School at any one time and that the School should continue to run and be strengthened under Nepali management with UMN workers helping from the sides as much as possible. In this line the Education Secretary has been encouraged by the EB to maintain a close personal contact with the administration of the school and encourage the Advisory Committee to take a firm hand in the proper management of the School. The Education Secretary/should serve on the Advisory Committee representing the UMN. and one other UMN worker

During the last 12 months an agreement for continued UMN involvement in the Mahendra Bhawan Girls' High School was drawn up and discussed with HMG/N Ministry of Education officials. It has not become a signed document, but it has been mutually agreed that this paper would be the plan of UMN involvement in Mahendra Bhawan Girls' High School at least to the end of the existing UMN General Agreement in 1980. The main features of that agreement are the, a) turning over of the property title to the School when requested.

- b) helping the School to develop a more administrative structure,
- c) improving the quality of teaching and development of teaching materials.
- d) scholarship assistance.
- e) using the School as a training institution for new UMN education workers.

The agreement contains six suggested posts for UMN workers in the School. (One of those posts is the School Nurse which actually falls under the ISB). As mentioned previously there was only one UMN worker at the beginning of 1977. This will not increase until about mid-1977 when we expect there will be a total of 3 UMN workers. It is hoped that by the beginning of the 1978 school year there would be at least 5 workers with the additional post being filled by 1979. By 1981, the end of this 5-year plan, the school should have developed strongly enough that the UMN personnel involvement will start to decrease again.

As a part of the strengthening of the leadership and administration of the School a request may be made to the UMN Scholarship Committee to give one or two of the staff members short-term training programs such as is already being done in the Nepali Adarshaya Madhyamik Vidhyalaya, Pokhara.

At present the Mahendra Bhawan Girls' High School has 600 girls enrolled in classes I - X. Of these about 170 live in the boarding facilities provided at the school and the rest attend as day-scholars. There are about 25 girls receiving Scholarships or financial assistance through UMN or UMN handled sources. It is anticipated that this assistance will continue over the next five years; and possibly expand somewhat with the emphasis upon providing financial assistance to those from more remote areas rather than from the Kathmandu Valley.

2. Nepali Adarshaya Madhyamik Vidhyalaya, Pokhara.

Nepali Adarshaya Madhyamik Vidhyalaya, N.A.M.V., was started as a private school (not a "Mission School") a little over 10 years ago. Until the implementation of the NESP in 1971 it was owned by a Nepali Managing Committee and decisions were taken by a 3 party School Board made up of members of the Managing Committee, International Nepal Fellowship and the United Mission to Nepal. The School was administered by a UMN Headmaster.

The primary goal in establishing the N.A.M.V. has been to establish a good quality boarding school for boys and within that school give a heavy emphasis to vocational education and developing well rounded citizens of Nepal. In attempting to meet this goal the UMN has been involved in the School in the following ways:

- a. Providing capital for developing and furnishing the physical facilities as well as supervising the construction of those facilities.
- b. Providing personnel to help develop the various aspects of the internal school operations, i.e. academic, hostel, health, library, extra-curricular, farm, etc.
- c. Providing finances through the UMN Scholarship Program for the further training of Nepali staff.
- d. Serving as a channel for and providing financial assistance for needy students.

In 1971 N.A.M.V. was integrated into the NESP. Administratively this did away with the Nepali Managing Committee and the School Board as the School came directly under the administration of the District Education Office. Unlike Mahendra Bhawan Girls' High School a UMN worker has remained as Headmaster in the School since the beginning of the NESP.

At present there are more than 350 students enrolled in classes II - X with 300 of them living in hostels on campus. Over the next two years classes II and III will be phased out and the second section of high school classes added. This is being done in order to make it possible for the School to serve in the NESP better by:

- a. Allowing opportunities for remote region students to obtain a quality education.
- b. Allowing for more vocational subjects to be added to broaden the vocational program in the School.

In establishing and developing this School, the UMN has taken a much heavier involvement financially as well as with UMN personnel than has been the case with Mahendra Bhawan Girls' High School.

The UMN has approved the financing and the carrying out of a capital development program equalling almost Rs.9,000,000.- for land, 24 buildings plus equipment for furnishing those buildings. At the beginning of 1977 the construction of one staff house, a laundry unit, two agricultural buildings, an assembly hall/gymnasium and landscaping are the major projects which remain. With the exception of the assembly hall/gymnasium most of this work will be completed by the end of 1977. Money has been budgeted for the starting of a fourth vocational curriculum (Business Management), but before that can be begun HMG/N must grant permission. Permission for adding that vocational subject will probably begin sometime during 1977 with the expectation that it could begin in 1978 or 1979.

UMN workers in the School began with only 1 person in 1966, but has increased over the years to the present number of 15 which includes the Site Engineer and School Nurse who are not under the EB. As the School is growing closer to its planned maturity it is envisioned that UMN personnel numbers will begin to decline with more and more of the work turned into competent Nepali hands. By the end of 1981 UMN workers in N.A.M.V. will probably be reduced to only 3-4 workers and these persons will not necessarily be holding top administrative positions in the School, but will rather be there for enrichment purposes.

During the coming 5 years the primary goals of the UMN work in the School will be as follows:

- *1. Completing the development of the physical facilities within the next 2-2½ years
3. Continuing to develop a mature internal administrative structure in all areas of the School, - academic, business, domestic, farm, etc.
4. Training Nepali personnel to take on this administrative work.
5. Developing subject departments and teaching materials and working with the Nepali teachers to strengthen the quality of the academic program.
6. Developing further the activities and programs for the students outside of the academic area.
7. Continuing the Student Financial Assistance Program and concentrating more heavily on recruiting remote region students.
8. Restarting the Adult Vocational Agriculture Program.
- *2. Providing UMN Personnel, decreasing from 14 to 4.

8. Using the N.A.M.V. as a training institution for new UMN education and agriculture workers before they go out to other work.

In fulfilling the third goal, one Nepali person, through the UMN Scholarship Program has taken a 5-month study leave for further training in school administration. It is anticipated that another will do a similar program in counselling and student discipline during 1977 and possibly others in 1978 or 1979.

At present more than 80 students (23%) are receiving some form of financial assistance in the School. This money comes from the School, UMN or UMN handled resources. The latter two make up the largest bulk of the financial assistance. It is anticipated that this assistance will probably remain constant with between 20% and 25% of the students enrolled receiving some form of financial assistance. It is envisioned that more and more of this assistance will be shifted towards the remote region areas of the Western Development Region in an effort to serve that region more fully.

There is an unknown which possibly lies ahead in the life of N.A.M.V. during the next 5 years which could greatly effect and possibly add to the plans laid down thus far. As has been pointed out earlier, one of the features of the NESP during the present 5-Year Plan is that there will be a Regional School appointed in each of the four development regions. There has been much talk and thought about this in the past three years and it is possible that N.A.M.V. may be appointed the Regional School for the Western Development Region. The complete definition of what a Regional School will be has not been drawn up by the Government as yet, although we know that much of what is already being done at N.A.M.V. already fits into the thinking. If this appointment comes to pass, it may alter and possibly expand UMN involvement in the School during the next 5-Years, on the other hand it may change it very little.

3. Gorkha District Education Work.

In the Gorkha District the UMN has been involved in education work for the past 20 years. This work has not been localized in only one school, but has involved a number of different schools in the District. Luitel High School and Amp Pipal School were both started and run as "Mission Schools" until the beginning of the NESP in the Gorkha District three years ago. In addition to those two schools, the UMN has given assistance in the form of money for buildings, finances for running the school, volunteer teachers, etc. to other schools in the District as assistance to local efforts. These other schools are: Multighara, Bajerydada, Nawalpur, Jaubari, Chepleti, Lausibt.

With the beginning of the NESP in the Gorkha District all financial assistance for running schools was ceased and the management of the Luitel and Amp Pipal Schools was turned over to the District Education Office of the Ministry of Education. UMN has continued to be involved in the Gorkha District with some volunteer UMN teachers until mid-1976 when the last UMN teacher in the Gorkha District went on furlough. Though there are 7 UMN approved posts for teachers in Gorkha District and the District Education Officer has said that UMN teachers are welcome as secondary level teachers, the UMN does not have anyone it can send there at this time without hurting other work. It is anticipated that by mid-1977 two UMN workers will have returned from furlough and will return to the Gorkha District. The UMN received a request from the Lausibot High School for two teachers and presently the UMN is seeking permission from the Ministry of Education to send two teachers to that School.

The education work in the Gorkha District is different from that in Mahendra Bhawan Girls' High School and N.A.M.V. in that it is not a project in any one school, but simply involves sending one or two teachers to work in various schools in the District. Therefore, when personnel are not available, no education program is stopped. The schools run pretty much as normal, maybe short staffed, but nevertheless they run. UMN workers are an added help to the school and not a necessity to its continued running. This being the case it is very easy, when there is a shortage of personnel to post them to other places where their presence is needed to keep programs running, etc. Until we get a significant increase in education personnel this trend is likely to continue, but should the numbers pick up there is more opportunity beyond the two posts to be filled in 1977. If personnel are available the UMN should post at least 5 or 6 teachers in the Gorkha District by 1978 and increase that number to 7 or more by 1980, depending upon a continued opportunity for these teachers to be placed in various

schools with District Education Officer appointment. The main type of teachers needed for the Gorkha District are secondary teachers of mathematics, science, vocational agriculture and English.

During this 5-Year Plan there is no anticipation of further capital involvement in the Gorkha District.

4. Scholarship Program.

The Scholarship Program of the UMN began in 1967 and since that time 240 students have been granted financial assistance. 105 students are currently receiving financial aid from the Scholarship Program.

The Scholarship Program has been set up as a post-SLC program for higher studies except for cases where UMN in-service personnel must get SLC qualifications before going on for further training to upgrade them in their work. At present the Scholarship Program offers assistance to those who fit into any one of the following categories, giving preference to those who are training in areas of study where there are in-service needs within the UMN or where there are manpower shortages in Nepal:

- a. Remote Region persons (there are 3 grades of remoteness).
- b. Women.
- c. Socially deprived minority groups.
- d. UMN in-service workers or in-service workers in UMN-related institutions that have served at least 2 years.

It is anticipated that the receipts for the Scholarship Program will continue around Rs. 300,000.- per year during the next 5 years and that the Scholarship Committee will grant between 35 and 45 new scholarships each year. This means that during the next five years approximately 200 more students will receive financial assistance from the UMN towards obtaining training to fill the manpower needs of Nepal.

5. Student Financial Assistance Program.

Although the types of activities described in the Student Financial Assistance Program, (SFAP) have been going on for years in the UMN, it has only been formalized as a specific program beginning with 1977. In primary and secondary schools where the UMN has been or is involved, quite often, UMN personnel become interested in assisting certain deserving students. They may use their own money or money sent to them from other sources. This involvement has grown over the years until in 1976 there were more than 100 students receiving financial assistance in the Mahendra Bhawan Girls' High School and N.A.M.V. either through UMN or UMN handled sources. This involvement amounts to more than Rs. 200,000.- per year.

In the recent Executive Committee Meeting (EC(2)-5/76,d) the formation of the SFAP as an approved program of the UMN was accepted. In addition to reporting the money which goes into the program through presently UMN approved channels an additional amount of Rs. 45,000.- was approved in the 1977 budget for granting financial assistance to deserving remote regions students in the NAMV and MBGHS.

If the UMN begins assistance in other schools in Nepal it is anticipated that during the coming 5 years both the non-UMN funds as well as the UMN funds in this program will increase.

It is planned that by 1979 the UMN approved financing will have increased to Rs. 90,000.- above the 1976 level, and that non-UMN funds in the program will increase to Rs. 300,000.- as further interest in the program develops. This increase is contingent on UMN involvement in another boarding school somewhere in Nepal.

6. Materials Development Program.

This program was approved for 1976 as a separate program apart from the Capital Development Budget at the NAMV, EC(2)-10/75,c). For further reference see AC-8/75e and FC(2)-9/75,d. At that time a budget of Rs. 107,085 was approved.

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This program has developed out of an effort of various teachers at NAMV to develop formal lesson plans and teaching helps in their subject area for use in the NAMV school, sharing with the Ministry of Education and other Schools. In 1976 a complete set of materials for Science VIII Based upon the HMG/N Ministry of Education curriculum and textbook was produced.

Work on this project was moved ahead slowly mainly because of a shortage of UMN education personnel with time available. It is anticipated that in the coming 5 years, materials will be produced for all classes of Science and English and that possibly some materials for other subjects will be developed as well. When there are experienced teachers at other Schools with time and a desire to do this type of work, the project will broaden out beyond its present NAMV base. It is planned that the work in this program will expand in 1979 and it will be necessary to ask for a further capital grant to cover typist salary and stationery materials. This will be approximately Rs. 50,000.-, as foreseen at this time.

7. Rural Youth Training Program.

This is a 4-year pilot project approved by the UMN (EC(2)-5/76,f) and is presently being considered by HMG/N Ministry of Agriculture and Ministry of Finance for approval. If approved the program will begin about mid-1977.

The emphasis of this program is to provide sound vocational training in agriculture and home science to rural youth who have dropped out of school before reaching the High School level where vocational training is given.

During the first year the program will reach approximately 100 youths and from the 2nd year onwards 200 youths. Budget allocations are Rs.55,500; 105,000; 73,000; and 73,000 respectively for the years 1977-80.

For the first year the program will be based in Pokhara using the NAMV agriculture facilities and personnel. During 1978 when the second centre is established in Kathmandu there will be need of an additional agriculturalist to work in the program. Other needed help can be obtained from existing personnel in the Kathmandu area.

UMN involvement in this program will come to an end at the end of the 4 years as it is envisioned that if the program is successful the Ministry of Agriculture will continue it as a modified form of the 4-H(char pati) organization which now exists.

8. Boarding School, Far Western Development Region.

It has been proposed by the EB and acted upon by the Executive Committee, EC(2)-5/76,e, that UMN consider possible involvement in helping HMG/N Ministry of Education in the establishment of a Boarding School in the Far Western Development Region which would probably become the Regional School for that region. At present the UMN is waiting further action on this by the Ministry of Education.

If such a project materializes and UMN approves it, the UMN involvement will most likely be as follows, from 1978 onwards:

- a. Provide the capital funds for building and equipping the school facilities or adding onto existing facilities. Perhaps Rs.5,000,000.- to 10,000,000.-.
- b. Supervise the planning and building of the facilities, This would mean one Building Site Supervisor provided by the EDB.
- c. Providing educational personnel (teachers, hostel parents, etc.) and possibly a school nurse (HSB personnel) for working in the school to develop quality programs. In the first year or two this might be only 2 or 3 UMN workers, but later it would increase to as many as 6 or 7 workers.
- d. Providing financial assistance for remote region students through the Student Financial Assistance Program as mentioned previously.

9. Small Area Development Project.

Another project presently being negotiated with HMG/N is UMN involvement in a Small Area Development Project, SADP. This is a program covering a 9-12 panchayat area (approx. 20,000 population) and is an integrated program including agriculture, forest, education, health, cottage industries, transportation, etc. UMN participation in

this program would be financial, (about Rs. 5,000,000.-) and with a team of 6 or 7 advisory personnel. Just what the specific financial involvement as well as personnel involvement will be in each of these areas is very difficult to say at this time, but it will most certainly involve at least one education worker to advise and help coordinate the education work in the project. As the NESP has more or less developed the formal education program throughout Nepal the probably emphasis in the program will be upon improving school facilities and doing literacy work, particularly functional literacy.

10. Secondment of other Education Workers.

During recent months the Ministry of Education has shown some interest in possibly using experienced UMN education workers in other places than those where UMN is presently involved in education work. In some instances this would be working in a specific school and in other instances it might be in a 'roving' capacity. The EB has approved the post of 'Roving Librarian' for a person to work both within institutions where UMN is involved as well as in other institutions if the opportunity arises. In addition, the EB has approved two other posts, Asst. Administrator and Teacher for UMN workers in a Regional School. The recent visit of the ES with the Secretary of the Ministry of Education indicated that this might be an area where the UMN might be called upon for additional workers. Although no workers will be available for this purpose in 1977 it may be possible to provide as many as 2, 4, 7 and 7 respectively in the years 1978-81.

11. Language and Orientation Training Program.

This program is under the EB and is operated for the purpose of providing Nepali language study and orientation to all new UMN workers and to help those who need assistance in continuing their language study. At present two 4-month programs are held each year with one beginning in February and the other in August. The UMN approved post of Language and Orientation Supervisor is presently filled on a part-time basis by a UMN worker. The UMN is seeking a full-time Language and Orientation Supervisor with linguistic training and experience in order to provide a better quality program. It is envisioned that this will continue over the next five years.

12. Cultural Resource Worker.

This post was approved by the Executive Committee (EC(2)-5/76,g) after being recommended with a job description by the EB. It is envisioned that such a person might become available to begin training and working in this post sometime during 1978.

IMPACT OF UMN EDUCATION WORK

The ultimate impact of the UMN education work included within this Five-Year Plan cannot be truly measured for 10 or 20 years, and even then it would be very difficult. Only some indication of the way these programs have the potential of influencing can be indicated at this time.

In the schools where UMN works there is the obvious impact upon the students of the schools. In 1977 this will be nearly 1,000 students in a total of three schools and this will expand when UMN begins participation in other schools throughout the plan. In addition there is the impact which the UMN personnel working in the schools have on the other staff members of that school in terms of motivation, encouragement and help. At Mahendra Bhawan Girls High School and N.A.M.V. in Pokhara, there is the added impact brought about by students and teachers from other schools as well as Ministry of Education officials visiting the schools from time to time and observing what is happening. This would be similar in the case of the Regional school in the Far Western Development Region. At Pokhara there is also the impact of the work within the vocational agriculture department including classes for local farmers, supplying of breeding stock, providing limited veterinary service, informal teaching, etc.

One way of measuring the immediate impact of the Scholarship Program and Student Financial Assistance Program is in terms of the number of persons aided, which is pointed out in the plan, but the true impact is not discernible until one knows what the various students do with that education.

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The impact of the Materials Development Program is very difficult to measure as copies of this material are being distributed widely throughout Nepal. Often it is further duplicated and distributed without our immediate knowledge. The Ministry of Education has indicated that copies of the material produced will go into the hands of every person teaching that subject in Nepal.

The number of youth to be reached by the Rural Youth Training Program has been specified previously, but the real impact can only be measured after 5 to 10 years when one returns to see what these youths really are doing on their land.

All of this suggests that at the end of this Five-Year Plan, or possibly even later than that, the UMN should budget for and carry out an in-depth true evaluation of the impact of the UMN education work in Nepal. Until then we can only project what we think the impact might and should be and make decisions accordingly.

COMMENTS

It should be clearly realised that in all of the education work approved and proposed in this plan there is practically no involvement of recurring money beyond providing housing, travel, etc. which is supplied to all UMN personnel. These programs assume that in order to be fully integrated into the NESP all recurring expenses must be met through resources within Nepal. The only exception to this may possibly be the Student Financial Assistance Program, but more than likely this will be a Program Funded item rather than recurring budget funded item. At present the only recurring budget funded program is the Rs. 5,000.- subsidy to the agriculture work at N.A.M.V. for carrying out programs not essential to the education program in that school. This amount will probably continue throughout the coming 5 years.

ANTICIPATED EDUCATION PERSONNEL

Program	1977	1978	1979	1980	1981
1. Mahendra Bhawan Girls' High School	3*	5*	6*	6*	4*
2. N.A.M.V.	14*	11*	9*	6*	4*
3. Gorkha District	2	5	6	7	7
4. Scholarship Program	1	-	-	-	-
5. Student Financial Assist. Program	-	-	-	-	-
6. Materials Development	-	-	-	-	-
7. Rural Youth Training	-	1	1	1	1
8. Boarding School, Far Western Reg.	-	3	3	5	7
9. SADP	-	-	1	1	1
10. Secondment to other educ. workers.	-	2	4	7	7
11. Language & Orientation	1	1	1	1	1
12. Cultural Resource Worker	-	1	1	1	1
ANTICIPATED PERSONNEL	21**	29	32	35	33
TOTAL APPROVED POSTS	37	42	43	43	43

* These figures include the posts of School Nurse and/or Site Engineer which are not posts under the EB.

** This figure is larger than the actual number of education personnel present during 1977 because of several persons filling more than one post.

UMN CAPITAL OR PROGRAM FINANCIAL INVOLVEMENT

	1977	1978	1979	1980	1981
1. MBGHS	*	-	-	-	-
2. NAMV	*	-	-	-	-
3. Gorkha District	-	-	-	-	-
4. Scholarship Program.	300,000	300,000	300,000	300,000	300,000
5. Student Fin.Asst. Program	45,000*	45,000	90,000	90,000	90,000
6. Materials Devel. Program	-	-	50,000	-	-
7. Rural Youth Training Prog.	55,500**	105,000**	73,000**	73,000**	-
8. Boarding Sch. in Far West	-	5,000,000	to 10,000,000	-	-
9. SADP	-	-	-	-	-

	1977	1978	1979	1980	1981
10. Secondment of other workers.	-	-	-	-	-
11. Lang. and Orientation Prog.	-	-	-	-	-
12. Cultural Resource Worker	-	***	***	***	***
Totals (Excluding Boarding School, Far West. Dev.Reg.)	400,500	450,000	513,000	463,000	390,000

* These funds have already been received or promised.

** The funds for this program have been promised by World Neighbours though not yet approved by HMG/N.

***The necessary funds regarding personnel bedgetted in UMN HQ or Mission-wide budgets.

UMN FIVE YEAR HEALTH SERVICES PLAN

(Abstract of Planning Document)

1974 - 1981

A. Health situation in Nepal.

1. Malnutrition - up to 70% of children in the hills.
2. Infection - rampant:
 - a) Reinforced by, and reinforcing, malnutrition.
 - b) Tuberculosis - up to 5% in some areas. No valid national statistics.
 - c) Leprosy - up to 0.5% in some areas. No valid national statistics.
 - d) Respiratory infections and diarrhea are common, and the chief killer of infants.
 - e) Malaria - recurring.
3. People - caught in a changing world. Some old ways are contrary to modern health practices.
4. HMG programs - trying to meet the need by developing programs and personnel.

B. Goals for specific areas of UMN influence.

1. To affect the lives, and improve the health, of at least 100,000 people.
2. To influence improvement in local economic conditions with minimal nutritional requirements.
3. The availability of appropriate health care at prices people can afford.
4. To improve the general environment so that only 50% have intestinal worm load, and 85% of the populace have available clean water.
5. The reduction of infant mortality to no more than 80/1,000 births, and child mortality to no greater than 50/1,000 children.
6. The reduction of tuberculosis, leprosy and serious complications, by 50%.
7. The proper spacing of children in 80% of families.
8. The establishment of community based health programs in 50 villages.
9. To encourage greater concern by professional and para-professional staff for individual and community health needs.
10. To enlarge the understanding of Nepal's health problems.

C. Priorities.

- First: To honour the Name of Jesus Christ.
- Second: To fulfil our commitment to HMG and others.
- Third: To assist in economic development.
- Fourth: To attack disease and death.
- Fifth: To train Nepali personnel.
- Sixth: To extend into new geographical and/or professional areas.

D. Methods.

1. Continue the present programs, as agreed with UMN, attempting to improve the quality and acceptability of services as we continue.
2. Develop and extend programs of care, prevention and control of tuberculosis, leprosy, intestinal and respiratory diseases, directed at key segments of the population.

3. Attack malnutrition by education, assistance in agricultural and economic development.
4. Attack infectious disease by attempting environmental sanitation through technical assistance and behaviour modifications,
5. Attempt to encourage and assist communities to become involved in their own health care.
6. Assist appropriate agencies in agricultural and economic development.
7. Set up both output targets and impact objectives.

E. Funds.

1. Continue present projects and commitments with current funding sources:

- a) Okhaldhunga dispensary/hospital (15 beds) and community health program.
- b) Shanta Bhawan Hospital (135 beds) and community health program.
- c) Amp Pipal Hospital (25 beds) and community health program.
- d) Tansen Hospital (100 beds) and community health program.
- e) Nurses training in Shanta Bhawan Hospital.
- f) Training of ANM and GMA workers in Tansen.
- g) Seconded workers in Kathmandu and to INF.

2. Major new programs will largely be funded by outside agencies:

- a) Patan Hospital, by E.Z.E.
- b) Palpa/Nawal Parasi community health program, by I.C.C.O.
- c) Okhaldhunga District Hospital and community health program, undetermined.

These programs will be funded nearly in full by these donors as projects with specific termination dates, when HMG will be expected to take over. Some unspecified funds may need to be raised from other sources. Until definite negotiations can be made, no figures can be given.

3. Some new expansions may require capital grants. No specific figures can be given.

4. Increased running expenses will be kept to a minimum by:

- a) limiting expansion of present projects;
- b) attempting to participate in new projects which are funded from outside sources (HMG and others).

- 3 -

Summary of Recruiting Needs

	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>	<u>1981</u>
Physicians	6	4	3	-	-
Directors	-	-	-	-	-
Hospital nurses	1	-	-4	-4	-
Community health nurse/midwives	7	6	10	-2	-10
Senior Staff Tutors	-	1	-	-	-
Nurse tutors	5	-	-	-	-
Dentists	1	1	-	-	-
Pharmacists	-	1	-	-	-
Physiotherapists	-	-	-	-	-
Laboratory technicians	1	-	-	-	-
Medical social workers	1	-	-	-	-
Prosthetics technician	-	-	-	-	-
Health educators	2	2	1	-	-2
Health visitor	-	-	-	-	-
Nutritionist	1	-	-	-	-
Nutrition Improvement worker	2	-	-	-	-
Hospital Administrator	1	-	-	-	-
Secretaries	2	-	-	-	-
Housekeeper	1	-	-	-	-
Hostess	-	-	-	-	-
Maintenance officer	1	-	-	-	-
Sanitarian	1	-	-	-	-
GMA school staff	4	-	-	-	-
Occupational therapist	1	-	-	-	-
Therapeutic dietitian	-	1	-	-	-
Total:	38	16	10	-6	-12
Builders (listed under EDB)	2	-	-	-1	-1
	40	16	10	-7	-13

UMN FIVE YEAR HEADQUARTERS AND MISSION-WIDE PLAN

1. Headquarters administrative expenses will increase minimally.

The basic expatriate staff needs are largely met at present, except for an auditor/accounting advisor. There has been, and likely will continue to be, an increasing workload because of the additional volume of visas, etc. which have to be processed. There may be need for one or two more Nepali staff in the entire Headquarters operation. The Language and Orientation Training Program will increase if replacements are found for personnel terminating service, plus new personnel in expanded programs. This, however, is basically self-supporting. Increasing numbers of UMN personnel will certainly put a strain on guesthouse facilities, but there are possibilities of flexibility in arrangement all of this. We do not envisage any large increase in guesthouse facilities.

2. Mission-wide expenses will increase with expanded programs.

Undoubtedly with more personnel in the whole UMN program, there will be more expenses for the following items:

- Rent of residences;
- Maintenance of residences;
- Travel, both for assignment changes and to various kinds of meetings;
- Freight shipments;
- Capital needs for project housing and furniture.

3. Increased expenses resulting from additional personnel.

It is anticipated that such increased expenses will be met by ^{additional} increased per capita grants for such workers provided by member bodies.

C O N C L U S I O N

Generally, it is anticipated that increased recurring costs from expanded programs in this Plan will be limited to increased per capita income resulting from greater numbers of personnel sent by UMN member bodies. Recurring funding obligations will not increase proportionately with expanded programs. We expect that these new programs which will be undertaken will be with funded grants for specific projects and within set time limits.

Increased numbers of personnel in approved posts will mean also approximately 40% more to be included because of spouses. These persons will, however, bring per capita grants with them too. Experience has shown that the UMN secures personnel for roughly 55% - 66% of the total approved posts at any one time. The larger number now being planned will allow for flexibility as personnel with particular skills become available. The present personnel picture is as follows:

	<u>Approved Posts</u>	<u>Personnel Appointed</u>	<u>Percentage</u>
Headquarters	16	14	87%
Education Board	35	15	43%
Economic Development Board	49	20	41%
Health Services Board	122	96	79%
	<u>222</u>	<u>145</u>	<u>65%</u>
Plus spouses	88	59	

It seems reasonable to assume that roughly no more than the same percentage, 55% - 65%, of approved posts will be filled in any one year. We expect to receive personnel for present commitments, both for unfilled approved posts and replacements, but we also look for additional personnel to meet approved expanded programs opened up to UMN by our God.

The following table shows a consolidated picture of the approved posts and personnel needs as outlined in the various sections of this Plan:

Additional Personnel needed to fill Total Approved Posts:

	<u>1977</u>	<u>1978</u>	<u>1979</u>	<u>1980</u>	<u>1981</u>
Headquarters	2	-	-	-	-
Education Board	15	5	1	-	-
Economic Development Board	26	18	11	-1	-2
Health Services Board	38	16	10	-6	-12
Total new and unfilled posts over and above present UMN workers:	81	+39	+22	- 7	-14

P/45 REPLACEMENTS for present workers terminating service in the next five years.

Total Approved Posts	222	261	283	276	262
Expected personnel (60% average)	133	157	170	165	159
(Presently 65% 145)					
Plus spouses (40%)	53	63	68	66	64
(Presently 40% of 145 59)					
	186	220	238	231	223
204					
(Plus some in extra posts, extended furlough, etc. 20)					
224					

We shall continue to emphasise in program and implementation the training of Nepali people, so that as programs or projects are completed experienced Nepalis will take over. With an adult literacy rate in Nepal of only 14%, difficulties must be honestly faced and realistically considered in organising the training sector of the UMN Five Year Plan.

Each project must have built into it a method of evaluation. Provision must be made annually to update the Plan, and, if necessary, to alter the priorities.

Twenty-three years ago, when interested people came together in Nagpur, India to consider forming a United Mission to Nepal in response to invitations which had come to two couples to open medical mission work in Nepal, a decision was taken to invite other friends and possible joiners. Following are quotations from two such letters which were sent out in April and May, 1954:

"In all the meetings in connection with this enterprise, we have been conscious of God's blessing and leadership, and have had a most happy sense of fellowship together and with Him. We are constrained to move forward in faith, hoping for developments that will make possible the full achievements of the objectives declared in the statement of principles."

"There is untold scope for development of all kinds of work, and I am convinced that if we can come together...we shall be able to forge an instrument glorifying to the Lord in the establishment of His Church in Nepal."

It appears that after 23 years of working in Nepal, gaining experience, becoming a really united body, building trust in the country, winning the confidence of HMG/N officials at all levels, demonstrating integrity and capability, and being increasingly supported by prayer and resources of personnel and money from larger

numbers of member bodies, the UMN may be poised for a second wave of God's choosing to thrust it forward for greater and wider ministry "to the needs of the people of Nepal in the Name and Spirit of Christ, and to make Christ known by word and life".

Glossary of Abbreviations used in the Plan

ANM	Auxiliary Nurse Midwife
BPC	Butwal Power Company
BPF	Butwal Plywood Factory
BTI	Butwal Technical Institute
DCS	Development and Consulting Services.
EB	Education Board
EDB	Economic Development Board
EDS	Economic Development Secretary
ES	Education Secretary
FWDR	Far West Development Region
GMA	General Medical Assistant
HMG/N	His Majesty's Government of Nepal
HSB	Health Services Board
HSS	Health Services Secretary
MBGHS	Mahendra Bhawan Girls' High School
NAMV	Pokhara Boys' Boarding School
NESP	New Education System Plan
NIDC	Nepal Industrial Development Corporation
SADP	Small Area Development Plan
SFAP	Student Financial Assistance Program.
SLC	School Leaving Certificate (Matriculation, High School diploma)
UMN	United Mission to Nepal
INF	International Nepal Fellowship
EZE	Protestant Central Agency For Development Aid (Germany)
ICCO	Inter-church Coordinating Committee For Development Projects (Netherlands).

MARCH, 1977

Zur Ablage

Aktenplan-Nr. 226

Datum 6.10.78

Handzeichen

Dr. H. H. H.



Note

page 117

AGENDA
Meeting
BOARD of Directors
of the
UNITED MISSION
TO NEPAL

April 1-2, 1977

Kathmandu

The Board of Directors, numbering 40 people, representing the 29 member missions and the leadership of the missionary staff, had been meeting to the end of the second day. They had been working their way through the 200-page folder of duplicated papers, listening to the presentation of items of business and then making a contribution in the discussion and decisions.

Now they had spent a full afternoon studying a carefully prepared plan for the next 5 years of the work of the Mission.

This plan described how the Mission proposed to deal with its existing work on the road ahead, pushing along this way and that way, and then how it proposed to deal with a large number of new programs and projects for work which have been



coming into focus in recent months. The picture is that the cause of the Christian missions came into Nepal on a strong tide of vision, strength and work and spread into many places and kinds of work in the past 20 years. Now it is as if a second tide is gathering up and lifting the Mission cause into an added new and wider spread. This has largely come about in these present times because of various Ministries of His Majesty's Government coming to the Mission and asking that it undertake added works in new places: in the far east, in the far west, to the north and to the south.

The Board considered this picture: the wide flowing streams of the Mission's works and ways in the country up to now, and the new streams that could be flowing into the wider current if we could move out into these new opportunities. A 'flow chart' in the agenda papers illustrated this picture.

As the various factors, considerations and implications of the situation, were considered by the Board, the attention of all was focused finally down to a factor which became the crux of the matter. The Board and the Mission at large, favour going in to this road ahead as defined in the Five Year Plan. There



are understandings, or agreements with Government opening the road to go ahead; it is believed that the money needed can be obtained. The attention boiled down to this crux of the matter: we can do it if there are people for it. So the Board turned to the Personnel Secretary and asked: Do we have the workers for this road ahead? What workers are needed? Can we get them?

Betty Young, the Personnel Secretary, stood up before the Board members and said:

"Please turn to page 117 in your agenda folder. Here is the list of the most urgently needed workers for Mission posts in Nepal now. There is a line-box drawn around them to set these apart for ready notice and attention.



On the following pages are other needed posts connected with the present and the new programs and projects of the Mission, as defined in this Five Year Plan. We believe that 20 years ago God made a large door of opportunity for His people to come and live and work and witness in Nepal. And we believe that He is continuing that opportunity and enlarging it. And we ask all you Board members and the constituencies which you represent, to make known this need and opportunity among your churches; and may it please God to call and guide individuals to come and take up this work with Him and His Mission here."

So, that is pretty well where the matter rests. Again and again, in the pages of the Plan, this factor was emphasized; workers are needed who have a professional training and experience for the kinds of work to be undertaken, who can preferably continue for long-range work, and who have a clear Christian faith and can relate it to their life and work.

Here is the list in
the box on page 117,
a very large variety
of jobs:



Business managers/administrators

Office Secretaries

An Auditor

Language and Orientation Program Supervisor

Consultant Librarian

Adult Vocational Agricultural Educator

Consultants in agricultural planning

Consultants in industrial accounting

Consultant in hydro-electric power engineering

Builders and site engineers

Field workers in agriculturally related programs

Lady doctors

Paediatricians

Community Health Nurse/Midwives

Nurse Tutors

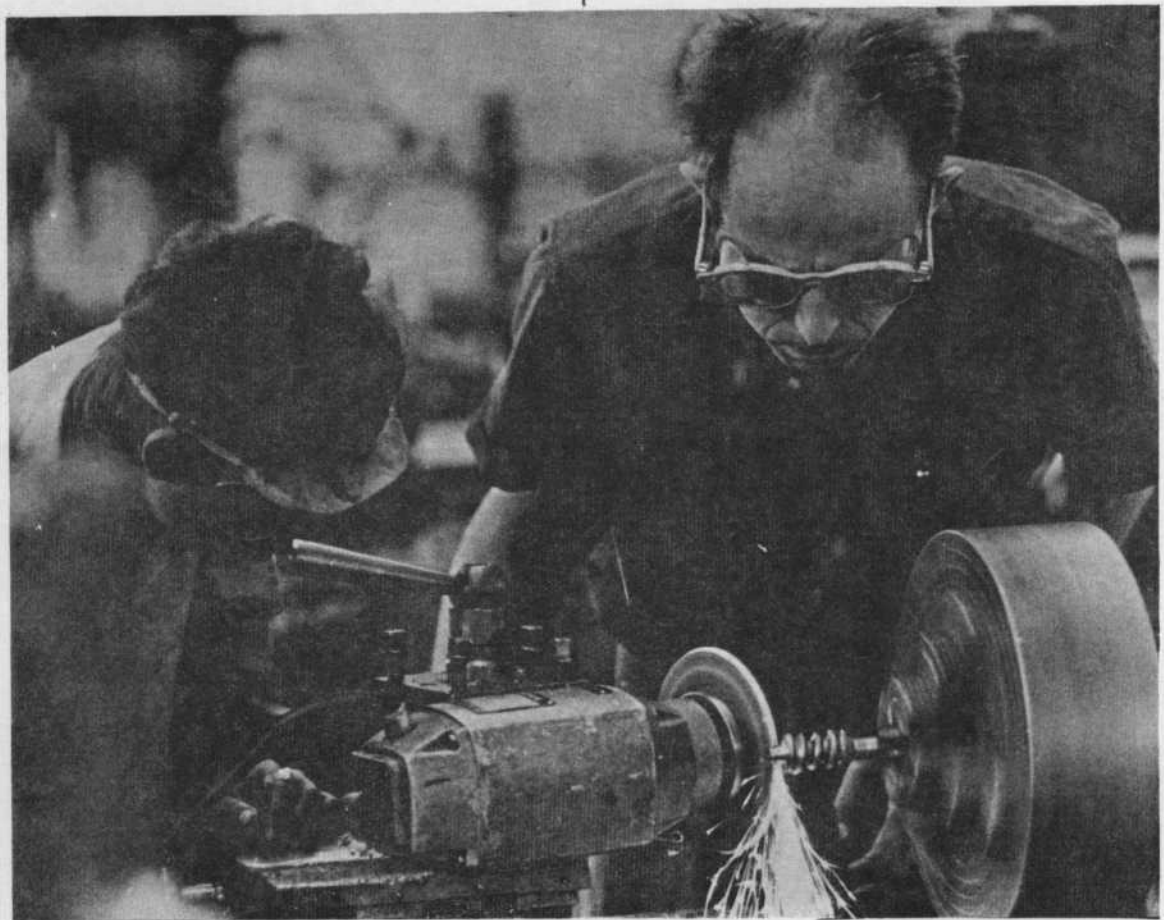
Anaesthetist

Dentist for work and teaching

In the lined box are more details with each category of worker. With the projects and programs there are job descriptions. With the Five Year Plan there are 50 pages giving the aims and purposes of the Mission in its work; giving guiding policies and methods together with solid descriptions of the more than 40 projects and programs. Other literature of the Mission describes its history, nature and 'working style' in this country. These materials are available from offices of member bodies of the United Mission, or from its office in Kathmandu.

We share this information with you, Reader, with two requests:

1. We believe that this is a live and moving area of God's mission today, and that we can with faith pray God to send workers into His mission here. Will you join in this prayer?
2. If God puts some 'spark' in you of interest to learn more about this place of work, will you respond by asking questions, getting more information, and see where it leads you in your serious desire to live your life in vocation with God?





THE UNITED MISSION TO NEPAL
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KATHMANDU
NEPAL

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UMN BOARD OF DIRECTORS MEETINGheld in Kathmandu, 17-19 April, 1980

The Annual Meeting of the Board of Directors was held in Kathmandu, at the Blue Star Hotel. Sessions began at 7 p.m. on Thursday, 17th April, continued through the morning and afternoon of Friday 18th, and the morning of Saturday 19th. Mr. Bert Lobe, Mr. Carl Johansson and Dr. Margaret Owen opened each day's sessions respectively with devotions.

BD-1/80 Schedule of Membership and Roll Call. The schedule of membership of the meeting was as follows, with delegates present except as indicated. (Included in this listing are two new member bodies accepted in BD-2/80, after which action their delegates immediately became voting members of the Board):

a) UMN member body representatives:

American Lutheran Church: None
 Assemblies of God: Mr. J. Parsley
 Baptist Missionary Society: Mr. S. Mudd, Rev. G. Gröse
 B M M F 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, U.K.: Mr. M. Warner
 Church of North India: Mr. A.C. Dharmaraj (absent)
 Committee for Service Overseas: Mr. K. Kaiser, Mr. C.I. Itty (absent)
 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
 Lutheran Church in America: Dr. F. Neudoerffer (absent), 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: Rev. A. Beals (absent)
 World Mission Prayer League, Norway: Miss A. Aadland, Mr. A. Bjoroy
 World Mission Prayer League, USA: Miss N. Torkelson

b) Nepal Christian Fellowship representative :

Mr. S. Pandey

c) Co-opted Members:

Leprosy Mission: Dr. R. Thangaraj (absent), Dr. Samuel

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:

BMME/RBMU: Dr. H. Rowdon
 Gossner Mission: Dr. P. Singh
 Orebro Mission: Rev. I. Berndtson

UPC, USA: Dr. Douglas Brian
 Health Services Secretary nominee: Dr. S. Mogedal
 Economic Development Secretary nominee: Mr. A. Schlorholtz
 Associate Health Services Secretary: Mr. P. Spivey
 Associate Economic Development Secretary: Mr. T. Mogedal
 Integrated Rural Development Committee representative: Mr. J. Williamson
 Information Officer: Miss G. Bonnedal

BD-2/80 Acceptance of new member bodies. Applications for membership in the United Mission were received from the following groups, with the recommendation of the Executive Committee that they be accepted:

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

It was RESOLVED to accept these two bodies into membership in the United Mission, with gratitude to them and to God for their interest and desire for participation in the work of the UMN through the coming years.

BD-3/80 Agenda. It was RESOLVED to accept the agenda as presented by the Executive Director, with the addition of two items.

BD-4/80 Confirmation of Minutes. The Minutes of the Board of Directors Meeting held on 5th and 6th April, 1979 had been circulated to the members present at that meeting. It was RESOLVED to approve these as correct.

BD-5/80 Greeting. A cable message of greeting was received and shared from Rev. & Mrs. Gordon Ruff, and the Board expressed a warm response of appreciation.

BD-6/80 Orientation Session. On the opening evening of the Board meeting, the Executive Director led a review and orientation session, which was appreciated as a helpful introduction to the rest of the meeting. The subjects covered included:

- a) A review of the purposes and expectations of the Board in relation to the Finance Committee and Executive Committee.
- b) A review of relationships between the executive role of the Board/ Finance Committee/Executive Committee and administration.
- c) A role play encouraging openness filled with love and unity in Christ.
- d) Brief delineation of the tasks and expectations of the meeting and work, by the Functional Secretaries.
- e) Display of charts, photographs, and other publicity materials.

It was recommended that the papers read should be kept on record so that in future new delegates coming to the Board meeting may better understand the roles outlined under a) and b) above.

ANNUAL REPORTS

RD-7/80 Annual Reports and Financial Statements for 1979. The Annual Reports and Financial Statements for 1979 of the UMN projects and UMN-related projects had been circulated to members before the meeting. It was noted that these had been studied by the Finance and Executive Committees, and the comments of these Committees observed. The reports and statements were referred to functional discussion groups at the Board and recommendations brought to a plenary session that they be accepted. It was RESOLVED to accept and approve these reports and statements with appreciation; they are found as appendices to these minutes as follows:

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

Health Services Projects:

Health Services Secretary, Appendix E
 Palpa Project, Appendix F
 Gorkha Project, Appendix G
 Shanta Bhawan Project, Appendix H
 Okhaldhunga Project, Appendix I
 Patan Hospital Project, Appendix J
 Community Health Office, Appendix K
 Buling/Arakhala Project, Appendix L

Education Projects:

Education Secretary, Appendix M
 Pokhara Project, Appendix N
 Gorkha District, Appendix O
 Mahendra Bhawan School, Appendix P
 Training & Scholarship Program, Appendix Q
 Jumla Project, Appendix R

Language & Orientation Program, Appendix S
Materials Development Program, Appendix T
Student Financial Assistance Program, Appendix U
Rural Youth Training Program, Appendix V
Cultural Resource Office, Appendix W

Economic Development Projects:

Economic Development Secretary, Appendix X
EDB Service Office, Appendix Y
Butwal Area, Appendix Z
Development & Consulting Services, Appendix AA
Rural Development Division, Appendix BB
EDB-related Projects, Appendix CC
EDB New Projects, Appendix DD
Maintenance Training Program, Appendix EE

BD-8/80 Workers' Conference Report. Miss A. Maw, the Workers' Conference representative, gave a brief report on the main aspects of the Conference held in Pokhara in January 1980. The Minutes of the Conference are found as Appendix FF to these Minutes.

BD-9/80 NCF Report. A report was given by the NCF representative, and a time of questions and discussion followed. The participation by other NCF members in the small group discussions was also greatly appreciated.

MATTERS ARISING FROM REPORTS AND SMALL GROUP DISCUSSIONS

On the first morning of the meetings, after a devotional study of the UMN Basis of Faith and Purposes, the members divided into four groups for discussion; these groups were augmented by Nepali colleagues and UMN resource personnel. Reports and recommendations were brought back to the afternoon plenary session. Details of these follow; and final resolutions were made by the full Board.

BD-10/80 Administration Group. The Administration group recommended acceptance of the 1979 Annual Reports and Financial Statements of the Executive Director, Treasurer, Provident Fund, Headquarters and Missionwide Expenses. It also discussed several topics; resolutions are noted separately :

- It was noted that the general fund expenditure in administration has remained fairly constant over five years, while grants to projects have increased. The amount spent on administration including missionwide expenditures (rent, etc.) is approximately 40% of general funds, and projects' grants 60%. This does not take into account designated and program funding.
- A recommendation was made concerning an increase in per capita grants; the projection of receipts and expenses given does not take into account unknown factors such as inflation, recommendations of the Commission on Institutional Implications, etc.
- It was noted with appreciation that the Nepali hymnal is now in use, and a music edition is also available.
- In discussion of recruitment of personnel, it was suggested that new candidates be made aware of the investment made for them in terms of language study, etc., making a longer term far more worthwhile. The growth and size of the UMN was discussed, the number of member bodies, and the possibility of seeking guidelines on such growth. Ref. EC(1)-51/80.

BD-11/80 Per Capita grants. Acting on the recommendation of the Administration group, it was RESOLVED:

- That from January 15, 1981 the amount of the per capita grant be raised;
$$Dh\ 1,500 \times 3 = Dh\ 4,500$$
- That the amount be set at \$800 US, or Rs.9,600 NC, on the basis of a fixed relationship between the US dollar and the Nepali rupee; understanding that in the event of revaluation of either currency the higher figure will be the accepted per capita grant figure. If this revaluation be excessive, the Finance and Executive Committees will make a recommendation to member bodies regarding a new figure for the grant.

BD-12/80 Recruitment of personnel. It was noted that the concerns of the Board expressed in BD-18/79 have been followed in the past year in terms of:

- Emphasis being placed on expansion in people-oriented projects.
- A large number of Nepalis working with UMN personnel in each project (in health services, 89% Nepali; in education, 75% Nepali; in economic development, 93% Nepali; in administration, 55% Nepali).

- c) An emphasis on longer term commitments from new personnel.
- d) The acceptance of a number of new Asian personnel being offered by member bodies; also the acceptance to membership of a new Asian member body.

BD-13/80 Requests for privileges from HMG. It was RESOLVED to direct the administration to use discretion in discussing the matter of privileges such as remission of visa fees, reduction of air fares, etc., in the negotiations of agreements with government.

BD-14/80 Working hours for Board Appointees. The policies quoted in EC(1)-46/80 were carefully noted, emphasising that Board Appointees should conscientiously carry out a full assignment of work, and that off-time may be adjusted according to the hours of the work load. A further recommendation was received from the Administration group, as follows:

"In responding to the call of God to the work of the UMN, it must be remembered that the person is called by God to live in Nepal - in its communities - as well as to fulfill a work assignment; that the working hours of the job will normally be the normal working hours, and people are expected to fulfill that quota, but also to take the necessary time for other commitments of their calling."

It was RESOLVED that the above should be taken together with the policy quoted in EC(1)-46/80, and that it be left to the discretion of the projects to work this matter out sensitively in each situation.

BD-15/80 Education Group. The Education group recommended acceptance of the Annual Reports and Financial Statements of the education projects for 1979. The following topics were discussed; resolutions are noted separately:

- a) In seeking to solicit further funds for the Training & Scholarship Program, it was suggested that personalised stories of recipients might be effective.
- b) The value of the Materials Development Program was again stressed, and the need to find a fulltime Coordination/writer to take charge of this work.
- c) In discussion of the future trends of the education work, it was felt that three main areas should be stressed: the formal school teaching, non-formal teaching, and scholarship assistance.
- d) The reason and effect of strikes in the schools in the past year was also discussed.

BD-16/80 Language study for Board Appointees. It was RESOLVED to:

- a) Request the Executive Director to emphasise the language study time requirement in assignment letters to personnel after the initial 4½ months Language & Orientation Program;
- b) Request Functional Secretaries to follow this up with workers and their project directors or supervisors.
- c) Request UMN administration, in conjunction with workers, to consider carefully the possibility of lengthening the time of fulltime language study before new workers begin their assignments of work.

BD-17/80 Evaluation of teachers. It was RESOLVED to request that the UMN undertake at an appropriate time, an evaluation of the contribution of UMN teachers working in government schools which has been made to those schools and the society which the schools serve.

BD-18/80 Formal and Non-formal Education. Recognising that the Education Board is heavily involved in formal education, but also that there are great needs for non-formal education, it was RESOLVED:

- a) To encourage the Education Board to continue to be involved in giving thought and input into what appropriate formal education is;
- b) At the same time to emphasise that the Education Board needs to give attention to the large group of young people who do not receive formal education, and to consider how their needs may be met;
- c) To encourage the Education Board to give strong leadership and direction to the non-formal education efforts throughout the work of the UMN;
- d) To appeal to UMN member bodies to respond to the urgent need for a non-formal educator, and ask them to give special attention to seeking out a suitable candidate.

always!
not to be recommended by UMN

Gifts or stipend for Work-Programmes?

BD-19/80 Health Services Group. The Health Services Group recommended acceptance of the Annual Reports and Financial Statements of the Health Services projects for 1979. Other matters were discussed as follows; resolutions are recorded separately:

- no consideration of side effects?*
- a) The Five Year Plan outlines are being followed, except that the Community Health Programs are somewhat behind target.
 - b) Appreciation was expressed for the Food for Work Program, and the good participation and input from the village people.
 - c) The minutes of the Commission for Institutional Implications were noted, and it was recommended that some changes be made in wording. These were received for information; "poor" to read "poor and needy"; "economic viability" to read "relative economic viability."
 - d) The problems and opportunities of seconded workers were discussed.
 - e) The group sought to encourage the Jumla Project in its plans for the development of the health training and health service side of the program.

BD-20/80 Food for Work Program. It was agreed that an evaluation of the program is needed, keeping in mind the fact that this type of program has not been a regular feature of UMN work, but was an ad hoc program to meet a particular need. It was RESOLVED to approve that the UMN should not exclude the possibility of responding in a similar way in another emergency situation, even before the evaluation of this program is done.

BD-21/80 CMC Report. The CMC Report was noted and received with appreciation. It was RESOLVED to encourage the Health Services Board in the ongoing process of evaluation, noting the matters which need urgent attention; and to request that a progress report be brought back to the Executive Committee in Nov.

BD-22/80 Future of Shanta Bhawan Hospital. It was noted that a Committee has been set up to study the future of the Hospital, and also to act in an advisory capacity concerning planning for the initial functioning of the Patan Hospital. This information was received, recognising that the matter has not yet developed to the stage of policy decision.

BD-23/80 Role of Nurses in UMN. A report of the study made to date was received and administration was requested to continue to study and take into consideration the recommendations made; also to report to the Executive Committee in November.

BD-24/80 Economic Development Group. The Economic Development group recommended acceptance of the Annual Reports and Financial Statements of the economic development projects for 1979. Other matters discussed follow; resolutions are noted separately:

- more initiative?*
- a) The Five Year Plan was reviewed, and it was noted that there has been considerable change; the main thrust now is in four areas - growth centres, energy projects, border-line projects, rural development.
 - b) The matter of negotiations with government in handing over projects was discussed. The growth of people as individuals in BTI was noted.
 - c) Concern was noted about the benefits of technologies, and appreciation for sociological studies in connection with bio gas, etc.
 - d) It was reported that the agreement for Andhikhola Project is being discussed, including proposals for low tariffs and an IRD program.
 - e) It was noted that the Executive Committee has approved the change in location for the new Technical Centre from Dhankuta to Surkhet.
 - f) It was emphasised that institutions and industry are needed because of the lack of industrial bases in Nepal, and should be complementary to community development. Motivational and non-formal education skills need to be emphasised in rural development.

BD-25/80 Foreign agencies in development work. It was RESOLVED to request UMN administration to prepare an overall picture of the total involvement of foreign agencies in Nepal engaged in development work, together with their individual philosophies, in order to see the UMN's place and contribution in this perspective. Further, to request that this report be prepared and circulated before the next meeting of the Board.

BD-26/80 Long-term personnel for development work. It was recognised that ongoing community development work should be encouraged, although it is sometimes difficult to get the necessary long term personnel needed.

It was RESOLVED:

- a) To urge member bodies to place a high priority on long term service (more than five years) in the recruiting and offering of personnel for rural development work.
- b) To request the Executive Director to circulate a letter to member bodies emphasising this;
- c) To note that the importance of training Nepali workers for community development work should also be stressed.

GENERAL MATTERS

BD-27/80

Mr. & Mrs. Jonathan Lindell. Jonathan and Evey Lindell, in response to God's call, came to join the United Mission in May 1956. Jonathan was soon involved in planning and negotiating with government regarding further UMN work. As a result the UMN Gorkha Project came into being in 1957. From then until April 1960 Jonathan served as a teacher and Area Superintendent of the Gorkha Project. While in that area, Jonathan, Evey and their children provided a warm, open home to many Nepalis as well as fellow workers, and each made a significant contribution in witness and service to Jesus Christ.

In April 1960 Jonathan became Acting Executive Secretary; then in April 1961 he was appointed Executive Secretary and continued in that post through January 1971. Jonathan's many years of experience in Christian mission work in Asia, as well as his strong personal faith and commitment to serve Jesus Christ, undergirded him and enabled him to do the Lord's work in providing able leadership to the UMN through ten years of growth and development.

While in Kathmandu the Lindells' home was open for new UMN workers studying language, and in 1964 Evey started the first UMN guesthouse for language students, workers from projects, and other guests. This service enabled the Lindell family, through their open home, to minister to many.

Jonathan resigned from the post of Executive Secretary in January 1971, and, after a time of study in India, assumed the post of Headmaster of the Pokhara Boys' Boarding School in June 1971. His leadership and guidance were greatly appreciated, not only by UMN, but by the HMG Ministry of Education through the early years of the New Education System Plan.

In January 1977 the Lindell family returned to Kathmandu where Jonathan for varying lengths of time, filled the posts of Language Program Supervisor, UMN Historian, and Acting Education Secretary. His book, "Nepal and the Gospel of God", written for the occasion of the 25th anniversary of the UMN, has drawn together the threads of God's presence and work in this land for others to read and understand.

When the Lindells moved to Kathmandu, Evey became the hostess of the second UMN guesthouse, extending this service to meet the expanding growth in numbers of language students and workers from projects.

The Lindells resigned from the UMN in March 1980, after almost 24 years of service in Nepal, in order for Jonathan to take up duties in the home office of the WMPL, USA. Their contribution to the life of the UMN, the Nepali Church, the local community and God's work in Nepal will be long remembered. The Board wishes to express its deep thanks and appreciation to Jonathan and Evey for these many years of outstanding service in the work of the Lord here in Nepal, and commends them to God's gracious care, praying that He will continue to bless and use them in their new ministries at home.

BD-28/80

Outgoing Functional Secretaries. The Executive Director drew attention to the fact that with the introduction of the new administrative structure in April 1976, three Functional Secretaries had been appointed on a fulltime basis for the first time, Dr. Carl Friedericks as Health Services Secretary, Mr. Odd Hoftun as Economic Development Secretary, and Mr. Larry Asher as Education Secretary. These three men have given leadership to the three functional board areas during the past four years, are now moving into other spheres of ministry in the UMN, and may well be all present together at this Board meeting for the last time. Deep appreciation was expressed for their ability, their excellent cooperation in the work of the UMN, and their ministry serving within the functional boards as the Secretaries.

The new team of Functional Secretaries and Associates was welcomed, as they take up heavy responsibilities in the direction and development of the mission.

BD-29/80

Acting Executive Director. It was noted that the Executive Committee had appointed Mr. Richard Clark as the Acting Executive Director during the absence of Mr. Carl Johansson from Nepal from late May to late August '80.

BD-30/80 Appointment of Treasurer. The recommendation of the Executive Committee as found in EC(1)-35/80 was approved, and the Executive Director asked to circulate Board Appointees as recommended.

BD-31/80 General Agreement. The Executive Director reported that it is hoped that the present General Agreement, renewed for a further five years will very soon be signed by HMG. It has been approved by all Ministries concerned, and is presently before Cabinet for final sanction.

BD-32/80 Regional Consultations. The Executive Director outlined the plans and proposed agendas for the two Regional Consultations to be held this summer: In London, for European member bodies, May 27-30; and in Chicago, for North American member bodies, June 10-13.

BD-33/80 Progress Reports. The Executive Director reviewed the Progress Reports which have been circulated to member bodies during the year, covering the topics:

- a) Asianisation
- b) Children's Hostel
- c) Salaries for qualified Nepali staff
- 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.

BD-34/80 Children's Hostel. Further to the request of the Workers Conference and the report noted in the Executive Committee minutes (WC-15/80 and EC(1)-45/80), it was RESOLVED to note and approve the following steps:

- a) That Board Appointees be assigned to the post of Hostel parents, as from June 1980;
- b) That UMN administration accept the responsibility for the Children's Hostel, with the following clarification:
 - i) The Hostel will be under the responsibility of the Education Board and its Functional Secretary;
 - ii) The Hostel expenses will be defrayed in the following manner as a program-funded project:
 - 1) The basic costs will be met by the member bodies and parents having children in the Hostel;
 - 2) This may be supplemented by occasional grants from member bodies wishing to contribute, even though at this time they have no children in the Hostel;
 - 3) This may be further supplemented by gifts from friends or from non-member bodies which might have children in the Hostel if there is space.
- c) The Education Board will appoint a Children's Hostel Committee for resident oversight and management; it will receive capital and recurring budgets to be approved by the Education Board and Finance Committee, noting that recurring costs do not come out of UMN recurring funds, but as noted above.

BD 35/80 Agenda for the 80s/Growth of UMN/Philosophy Paper. The recommendation of the Executive Committee, found in EC(1)-50/80, was considered. It was RESOLVED to approve this for implementation, with the further recommendation that the new Three Year to Five Year Plan be studied by the Board in functional sections similar to the groups which had met at this Year's meeting.

*answers
be circulated*

BD-36/80 Structure of Board and Mission. The appreciation of the Board was expressed for the considerable degree to which the administration had interacted with the Board during the past year and in preparation for and during this present meeting, as was requested last year.

BD-37/80 Bye-law amendment. It was RESOLVED to approve the following amendments:

- a) 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.
- b) Bye-law VII, E, new 12 to read: "To compile relevant materials for meetings of the particular Functional Board, and, in so far as possible, circulate them to the members at least one week in advance." Re-number the remaining items in Para E.
- c) Bye-law VII, H, 2: Delete, and re-number remaining items in Para H.

- BD-38/80 Power of Attorney. It was RESOLVED to confirm the following action:
The Board of Directors of the United Mission to Nepal hereby appoints Mr. Carl Johansson (Executive Director) and Mr. Frank Clarkson (Treasurer) to hold the Power of Attorney for the Board of Directors of the United Mission to Nepal from 16th November 1979; and authorises each of the aforementioned persons, acting singly, to buy, sell, give in hire or take in hire any properties owned by the United Mission to Nepal; to transact general business in behalf of the United Mission to Nepal; to act in litigation in behalf of the United Mission to Nepal.
- BD-39/80 Power of Attorney, Summer 1980. It was RESOLVED to confirm that while Mr. Richard Clark holds the position of Acting Executive Director, May - August, 1980, he is authorised to act on behalf of Mr. Johansson in the above quoted Power of Attorney (BD-38/80).
- BD-40/80 UMN Banking procedures. Ref. BD-14/79. In the light of a report received it was RESOLVED to request the Executive Director and Treasurer to reconsider the UMN's dealing with UBS, provided that an adequate substitute by another bank can be found, with less involvement in human rights in South Africa; and that they report back to the Finance Committee in November.
- BD-41/80 Patan Hospital Board. It was RESOLVED to appoint Mr. Arne Bjoroy as the representative of the UMN Board of Directors on the Patan Hospital Board for the remainder of the time he will be in Nepal.
- BD-42/80 Executive Committee, 1980/81. A Nominating Committee, comprised of Mr. P. Spivey, Rev. E. Gass, Dr. M. Owen and Dr. S. Mogedal, made its recommendations for the appointment of a new Executive Committee for the year 1980/81. These were considered, and it was RESOLVED to appoint the following:

President	:	Rev. Paul Kniss	<i>Memorite</i>
Vice President	:	Rev. Eric Gass	<i>Chs. Church</i>
Other members	:	Mr. Bert Lobe	<i>Memorite</i>
		Mr. Malcolm Warner	<i>CHS/UK</i>
		Rev. Jiro Mizuno	<i>Methodist USA</i>
		Mr. Samuel Isaac	<i>LCA</i>
		Mr. Ernie Campbell	<i>Pres. USA</i>
		Rev. Geoffrey Grose	<i>BMS</i>
		Rev. Jean Malm	<i>Ordre</i>
		Mr. Mike Roemmele	<i>BMSF</i>

It was noted that the Finance Committee appointed last year will continue:

Chairman	:	Mr. M. Roemmele
President of Board	:	Rev. Paul Kniss
Other Member	:	Mr. M. Warner

- BD-43/80 Vote of thanks. A sincere expression of appreciation was given to Mr. Bert Lobe for his excellent leadership as Chairman of the Board throughout the year, and in particular at this meeting.
- BD-44/80 Dates of next meetings; The dates set for the coming meetings were noted:
- | | | |
|---------------------|---|--|
| Finance Committee | : | November 10-11, 1980 |
| Day for discussion | : | November 12, 1980 |
| Executive Committee | : | November 13-14, 1980 |
| Finance Committee | : | March 27-28, 1981 |
| Executive Committee | : | March 30-31, 1981 |
| Board of Directors | : | March 31, 1981 (after 6:00 p.m. supper together) to April 3, 1981. |

The meeting was closed with the singing of the Doxology and with prayer.

Minutes of the

UMN BOARD OF DIRECTORS MEETING

held in Kathmandu, 5-6 April, 1979.

EINGEGANGEN

25. APR. 1979

The Annual Meeting of the Board of Directors was held in Kathmandu, at the Blue Star Hotel, for two full days. Rev. Jean Malm and Rev. Gordon Ruff opened the morning sessions with devotions on Thursday 5th and Friday 6th respectively.

BD-1/79. Schedule of Membership and Roll Calls. The schedule of membership of the meeting was as follows, with delegates present except as indicated. (Included in this listing are three new member bodies accepted in BD-4/79), after which action their delegates immediately became voting members of the Board):

a) UMN member body representatives:

American Lutheran Church: None.
Assemblies of God: Mr. Ron Peck (absent).
Baptist Missionary Society: Mr. S. Mudd, Rev. G. Grose.
Bible & Medical Missionary Fellowship: Mr. M. Roemmele, Miss H. Quirk.
Christian Church (Disciples): Rev. E. Gass.
Church Missionary Society, Australia: Miss R. Judd.
Church Missionary Society, UK: Mr. M. Warner.
Church of North India: Rt. Rev. R. Bhandare (absent).
Committee for Service Overseas: Mr. K. Kaiser, Mr. G. Pfafflin.
Darjeeling Diocesan Council & Church of Scotland: Rev. W. Murison.
Finnish Missionary Society: Mr. A. Hukka, Mrs. L. Hukka.
Free Church of Finland: Mr. V. Korhonen.
Gossner Mission: Miss D. Friederici, Mr. H. Vogeli.
Japan Overseas Cooperative Service: Mr. T. Nara.
Lutheran Church of America: Dr. F. Neudoerffer, Mr. S. Isaac.
Mennonite Board of Missions: Mr. W. Shenk, Rev. P. Kniss.
Mennonite Central Committee: Mr. B. Lobe, Mr. P. Myers.
Methodist Church, UK: Rev. G. Shaw.
Orebro Mission, Sweden: Rev. J. Malm, Mrs. S. Eriksson.
Presbyterian Church in Canada: Rev. E. Roberts, Mr. C. McMullen (absent).
Presbyterian Church in Ireland: Rev. C. Young.
Regions Beyond Missionary Union: Rev. G. Larcombe, Dr. M. Owen.
Swedish Free Mission: Rev. E. Andreasson.
Swiss Friends for Missions, in India and Nepal: None.
United Church of Canada: Rev. F. Carey.
United Methodist Church, USA: Rev. J. Mizuno, Mr. J. Bischoff.
United Presbyterian Church, USA: Dr. F. Wilson, Dr. R. Seaton.
Wesleyan Church, USA: Rev. W. Wright.
World Concern, USA: Rev. A. Beals.
World Mission Prayer League, Norway: Mr. J. Kristiansen, Mr. A. Bjoroy.
World Mission Prayer League, USA: Rev. A. Berg, Mr. T. Manaen.

b) Nepal Christian Fellowship representative:

Mr. N. Tamang.

c) Co-opted members: (co-opted by vote of the Board)

Christian Church (Disciples): Dr. T. Mook.
Church World Service: Mr. K. Alliman.
Gossner Mission: Dr. P. Singh.
Leprosy Mission: Dr. R. Thangaraj (absent).
Tear Fund: Mr. E. Oliver.
Wesleyan Church, USA: Miss R. Bibbee.
World Mission Prayer League, Norway: Mr. A. Voreland.
Former Acting Health Services Secretary: Mr. P. Spivey.

d) Ex-officio members:

Rev. G. Ruff, Executive Secretary.
Mr. F. Clarkson, Treasurer.
Mr. O. Hoftun, Economic Development Secretary.
Mr. J. Lindell, Acting Education Secretary.
Dr. C. Friedericks, Health Services Secretary.
Mr. T. Mogedal, Economic Development Board representative.
Miss M. McCombe, Education Board representative.
Miss F. Swenson, Health Services Board representative.
Mr. P. Spivey, Workers' Conference representative (replacing Mr. D. McConkey, absent).

d) Observers:

Rev. C. Johansson, Executive Secretary-elect.
Mr. A. Kammensjo, Swedish Free Mission.

BD-2/79. Agenda. The agenda was adopted as presented by the Executive Secretary, with the addition of one item arising from the Executive Committee meeting.

BD-3/79. Confirmation of Minutes. The Minutes of the Board of Directors Meeting held on 17-18 April, 1978 had been circulated to the members present at that meeting. It was RESOLVED to approve these as correct.

BD-4/79. Acceptance of new member bodies. Applications for membership in the United Mission were received from the following groups, with the recommendation of the Executive Committee that they be accepted:

- a) American Lutheran Church
- b) Presbyterian Church in Ireland
- c) World Concern, USA.

It was RESOLVED to accept these three bodies into membership in the United Mission, with gratitude to them and to God for their interest and desire for participation in the work of UMN through the coming years.

BD-5/79. Greetings. Special greetings to the Board, on the occasion of the 25th anniversary of the United Mission, were received from the following and acknowledged with sincere thanks:

BMME, Australia, and Mr. and Mrs. H. Barclay
WMPL Kenya Field
Rev. and Mrs. F. Wilcox
US Ambassador to Nepal.

ANNUAL REPORTS

BD-6/79 Annual Reports and Statements. The Annual Reports and Financial Statements for 1978 of the UMN projects and UMN-related projects were circulated to members before the meeting. It was noted that these had been studied by the Finance and Executive Committees, and their comments observed. The Executive Secretary and Functional Secretaries also gave brief verbal reports at the meeting. It was RESOLVED to accept these with appreciation, the written reports being found as follows as appendices to these Minutes:

Executive Secretary: Appendix B
UMN Headquarters: Appendix C
Missionwide Expenses: Appendix D

Education Board Projects -

Education Secretary: Appendix E
Pokhara Project and Rural Youth Training Program: Appendix F
Gorkha District: Appendix G
Mahendra Bhawan Girls' School: Appendix H
Scholarship Program: Appendix I
Language and Orientation Program: Appendix J
Jumla Project: Appendix K
Student Financial Assistance Program: Appendix L
Materials Development Program: Appendix M.

Health Services Board Projects -

Health Services Secretary: Appendix N

Palpa Project: Appendix O

Gorkha Project: Appendix P

Shanta Bhawan Project: Appendix Q

Patan Hospital Project: Appendix R

Okhaldhunga Project: Appendix S

Community Health Office: Appendix T

Economic Development Board Projects -

Economic Development Secretary: Appendix U

EDB Service Office: Appendix V

Butwal Area: Appendix W

Development & Consulting Services: Appendix X

EDB-related Projects with Managing Boards: Appendix Y

Proposed EDB-related Projects: Appendix Z

UMN Maintenance Program: Appendix AA

UMN Treasurer: Appendix BB

UMN Provident Fund: Appendix CC

BD-7/79. Workers' Conference Report. In the absence of Mr. D. McConkey, the elected representative from the Conference, Mr. P. Spivey, highlighted some of the major items from the Workers' Conference held in Pokhara in January, 1979, marked as the Jubilee Conference. The Minutes of the Conference are found as Appendix CC to these Minutes.

BD-8/79. NCF Report. A helpful report was given by the NCF representative, and discussion followed. This opportunity was particularly appreciated by all present.

MATTERS ARISING OUT OF DISCUSSION ON ANNUAL REPORTS.

BD-9/79. Secondment of teachers to schools. It was RESOLVED to request the Education Board to look into the possibility of asking the local education officials to give the normal reimbursement for services rendered by UMN seconded teachers; this reimbursement to be used for other purposes in the school, in the Scholarship Program, or for other educational purposes by UMN.

BD-10/79. Scholarship Program. It was RESOLVED to request the Education Board to encourage the UMN Scholarship Committee to improve the work presently being done in career guidance and in counselling to scholarship students.

BD-11/79. Materials Development Program. It was felt that the work done through this program would be of particular benefit to the education progress of the country, and encouragement and support was recommended for teachers working in preparation and production of teachers' aid materials.

BD-12/79. Funding of Nepali staff salaries. Following considerable discussion, it was RESOLVED to encourage the UMN to seek funded project support to enable the Mission to employ larger numbers of Nepali staff in strategic projects, understanding that such support will be guaranteed for a 3-5 year period of time.

BD-13/79. Treasurer's Report. Gratitude was expressed for the presentation of the Treasurer's consolidated report, and for the individual project statements of accounts. It was RESOLVED to record that it is the desire of the Board to have a comprehensive consolidated statement of the entire operation of the Mission, and to request administration to explore the possibility in the coming years of providing such a statement, possibly in profile form. It was noted that a Capital Fund Statement for 1978 will be circulated and printed in the Appendix.

BD-14/79. UMN Funds and Reserves. As an expression of concern, along with that of other Christian organisations around the world that human rights be protected, it was RESOLVED that UMN administration be requested to have a fresh look at its investment and banking procedures and policies.

BD-15/79. Children's Hostel. Discussion took place arising out of the recommendation of the Workers' Conference in WC-18/79. It was felt that no decision could be made by the Board at this time, and administrative staff were requested to take up the matter further with the Workers' Conference and bring back a report to the Board in 1980.

POLICY MATTERS

BD-16/79. Paper on Philosophy, etc. In response to the request of the Board in its action BD-9/78, the Executive Secretary presented a paper outlining the Philosophy, Planning, Priorities and Program Balance of the United Mission, with the UMN Policy Guidelines of 1970 attached as an appendix.

After discussion, it was RESOLVED:

- a) To express appreciation to the Executive Secretary for the work done in formulating this paper;
- b) To receive it as a working paper which will continue to be amended during the coming year for presentation to the Board next year;
- c) To endorse the action of EC(1)-37/79, and to encourage the administration to invite specialists from outside UMN as resource personnel for the seminar listed under section b). Assurance was given that this is being arranged.

BD-17/79. General Conference. All Board members had been present for the General Conference held April 1-4, immediately prior to the Board meeting, with Bishop Lesslie Newbigin and Dr. Kosuke Koyama as the guest speakers. This had been a very helpful time of sharing and discussion together on many issues particularly relevant to the UMN in Nepal at the present time.

It was RESOLVED to receive the report from the General Conference, and the draft resolution arising from the discussions, with the understanding that the basic findings will be incorporated into the revised Philosophy paper; ref. BD-16/79, b) above.

BD-18/79. Growth potential of UMN. The Executive Secretary expressed the concerns of administration relating to the continued growth of the UMN, and sought advice from the Board as to future expansion in terms of personnel. After considerable discussion it was RESOLVED:

- a) To encourage the UMN to proceed with meaningful, directed growth in terms of personnel, with a strong emphasis on assignment to people-intensive projects;
- b) That the points brought forward in discussion be noted and kept under review in consequent meetings;
- c) That since the Board feels that a commitment of a minimum of 5-6 years service is helpful, all member bodies be asked to encourage such a length of service which will ensure greatest continuity within UMN programs and the sort of involvement within local communities as has been expressed by the Board.

BD-19/79 Involvement of Asian workers in UMN. In the light of the basic affirmation of UMN of interest in increasing Asian participation in the life of the Mission, it was RESOLVED to request UMN administration to engage in serious conversation with Asian Churches and Christian organisations:

- a) To examine with them whether they feel there are obstacles within UMN itself which inhibit their contributions being received;
- b) To explore the possibilities of inviting Asians to serve in UMN, also nationals of Africa and other areas of the world.

It was further RESOLVED that, insofar as possible, at least 25% of new UMN Board Appointees to be recruited be Asian.

Further to encourage and assist Asian Churches who are able to send suitable personnel to become member bodies of the UMN.

GENERAL MATTERS.

- BD-20/79. Review of Five Year Plan. The three Functional Secretaries and Personnel Secretary reported the general progress of the work in terms of the Five Year Plan, and referred to written reports which had been circulated to the Board members. It was RESOLVED to receive these reports with thanks.
- BD-21/79. Mahendra Bhawan Evaluation. In response to the request of BD-10/78, a summary of statistics showing an evaluation of former students of the school was submitted by the Education Secretary, which was received with appreciation.
- BD-22/79. Patan Hospital Project. The Board learned with gratitude that considerable progress with this project has been made during the past year, and it is hoped to begin construction in the near future.
- BD-23/79. Jumla Project. The Education Secretary outlined the proposed enlarged project, with involvement in the boarding school, a trade training school, placement of teachers in village schools, medical workers in the Zonal hospital, and community development in the local area. After discussion it was RESOLVED to endorse the total five-point program, and to approve that the UMN proceed with plans and preparations to go into Jumla accordingly.
- BD-24/79. Integrated Rural Development. The Board noted with appreciation that an IRD Advisory Committee has been set up, as referred to in EC(1)-31/79, and Appendix DD to these minutes.
- BD-25/79. Buling/Arakhala Project. The section Resolution 2 of the paper found as Appendix DD was noted and further suggestions made. It was RESOLVED to accept the proposals for development in principle so that the next steps might be taken in line with the outline given in the Resolution.
- BD-26/79. Andhikhola Project. Further to the action of BD-13/78, firm plans for the development of this project were brought to the Board, and considerable discussion followed. It was RESOLVED to approve the plans as presented, which appear as Appendix EE to these Minutes.
- BD-27/79. Appointment of Treasurer. Noting that Mr. Frank Clarkson's present term in office expires in May, 1979, it was RESOLVED to re-appoint him to the post of UMN Treasurer for a further three-year term, with appreciation for his service to the Mission.
- On the understanding that this next term will be Mr. Clarkson's final one in Nepal, member bodies are urged to seek a suitable successor to the post of Treasurer within the near future.
- BD-28/79. Acting Treasurer. It was RESOLVED to appoint Mr. Gordon Ruff as Acting Treasurer during the period of Mr. Clarkson's furlough from June to October, 1979.
- BD-29/79. Mr. Sanfrid Ruohoniemi. Sanfrid Ruohoniemi died of a malignant tumour in Kathmandu on March 11, 1979. We have lost a dear brother and a valued colleague in the Mission. San came from the USA under the World Mission Prayer League, and served in the United Mission for 19 years. Across these years San served on numerous boards and committees, contributing to the overall goals, policies and organisation of the Mission he worked at his post in several areas: as hospital administrator at Shanta Bhawan Hospital, as director in the SBH community health program in Lalitpur District, and in leadership in the Gobar Gas Company and the Development & Consulting Services. San's life and work in mission in Nepal came out of a deep-seated personal faith and obedience in God's Word and in Jesus Christ as Saviour and Lord. He actively participated in the life of the church where he lived, and faithfully witnessed to people about Jesus Christ. The Board gives thanks for all His grace in our brother San during these years in the country and in the Mission, testifies to the hope of the resurrection in Jesus Christ, and offers heartfelt sympathy and love to the members of the Ruohoniemi family.

- BD-30/79. Australia Regional Conference. The Executive Secretary reported on the Asian and Pacific Regional Conference held in Melbourne, Australia, in December 1978; the Minutes of the Conference were also made available to Board members. It was RESOLVED to receive this very positive and encouraging report with appreciation, and to express gratitude to the UMN member bodies which had shared expenses and hospitality: BMMF, RBMU and CMS.
- It was further RESOLVED to urge that periodically, every two to three years, Regional Consultations be held in appropriate locations for UMN member bodies, with the Executive Secretary in attendance.
- BD-31/79. UMN History Book. The Board noted with gratitude that the history book, "Nepal and the Gospel of God" (written by Jonathan Lindell), has been published, and copies were available for sale to members.
- BD-32/79. Nepali Hymnal. It was noted that member bodies have made a good contribution to the cost of printing a Nepali hymnal and appreciation was expressed.
- BD-33/79. Nepal Field representatives of member bodies. Delegates were requested to confirm and up-date a list of UMN worker representatives for the benefit of administration in dealing with personnel from these member missions.
- BD-34/79. Medical care of UMN workers. Attention was drawn to the policy proposed at the Executive Committee meeting in November 1978, and circulated to all member body offices for comment. A questionnaire, to be used as an alternative to annual physical examinations, was also made available for comment.
- BD-35/79. Circulation of policy materials to member bodies. The action of BD-16/78 was reiterated, and attention drawn to the value of keeping member bodies informed of policy matters and major programs being brought to the Executive Committee and Board of Directors.
- BD-36/79. Involvement of government officials. UMN administration was requested to explore ways and means by which contact between UMN Board members and appropriate government officials might be arranged.
- BD-37/79. Amendments to the UMN Constitution and Bye-Laws. A copy of a proposed revision of the Constitution and Bye-Laws had been made available to Board members two months in advance of the meeting. This included a few major changes, and a number of minor, editorial corrections. The further changes recommended by the Executive Committee in EC(1)-35/79 were also noted, and included.
- It was RESOLVED to approve the amendments as proposed in the Constitution and Bye-Laws, noting that the Constitution amendments will have to be ratified at the next meeting of the Board of Directors. This is found as Appendix EE to these Minutes.
- BD-38/79. Rev. and Mrs. Gordon Ruff. Gordon and Peggie Ruff came to Nepal in January 1976, and Gordon has held the post of Executive Secretary since June 1976, prior to which he had frequently served as a member of the UMN Board of Directors and as President of the United Mission. The Board expressed very deep appreciation for his gracious and wise leadership of the Mission and its work through these past years, and for dedicated service to the growth of God's Kingdom in this land. It seemed particularly appropriate that this final year in office has been a good and encouraging year for the UMN, culminating in the celebration of the 25th anniversary, in which Gordon has played a major and vital role. Gordon was asked to convey the love and concern of the Board to Peggie in her present illness, and regret that she could not be present at this time.
- The Ruffs will be greatly missed in the life and fellowship of the United Mission when they leave later this year. The members of the Board wished them God's rich blessing in their ministry at home and continued interest in Nepal in the coming years, and expressed their love and appreciation in a standing ovation.

BD-39/79. Election of Executive and Finance Committees. A Nominating Committee, comprised of Dr. M. Owen, Mr. B. Lobe and Miss F. Swenson, presented nominations for these Committees, to serve for the year 1979/80. It was RESOLVED to elect the following persons:

a) Executive Committee:

President: Mr. Bert Lobe
Vice-President: Dr. Margaret Owen
Other members: Mr. Michael Roemmele
 Rev. Paul Kniss
 Rev. Eric Gass
 Mrs. Svea Eriksson
 Mr. Malcolm Warner
 Rev. Jiro Mizuno

b) Finance Committee:

Chairman: Mr. Michael Roemmele
Other member: Mr. Malcolm Warner.

BD-40/79. Dates of next meetings. The following dates were set for the coming meetings:

Finance Committee	November 13-14, 1979
Executive Committee:	November 15-16, 1979
Finance Committee:	April, 14-15, 1980
Executive Committee:	April, 16-17, 1980
Board of Directors:	April, 18-19, 1980

BD-41/79. Vote of thanks. A sincere vote of thanks was expressed to the Chairman for his capable and gracious leadership and to administration for the work and preparation made for the Board meeting.

The meeting was closed with the singing of the Doxology.

Minutes of the
UMN EXECUTIVE COMMITTEE MEETING

held in Kathmandu, 29-30 March, 1979

The UMN Executive Committee met in the Board Room at UMN Headquarters, Kathmandu, for two full days. The morning sessions were opened with devotional periods, led by Miss F. Swenson and Dr. C. Friedericks respectively.

Roll Call. Members were present, except as indicated:

President: Mr. M. Roemmele
Vice President: Dr. M. Owen
Other members: Dr. R. Seaton
Mr. A. Bjoroy
Rev. P. Kniss
Mr. C. McMullen (absent)
Mrs. S. Eriksson
Mr. B. Lobe
Ex-officio: Rev. G. Ruff, Executive Secretary
Mr. F. Clarkson, Treasurer
Mr. O. Hoftun, Economic Development Secretary
Mr. J. Lindell, Acting Education Secretary
Dr. C. Friedericks, Health Services Secretary
Mr. T. Mogedal, EDB representative
Miss F. Swenson, HSB representative
Miss M. McCombe, EB representative (absent)
Co-opted: Rev. C. Johansson, Executive Secretary-elect
Mr. P. Spivey, former Acting Health Services Secretary

Agenda: The agenda was adopted as presented by the Executive Secretary.

EC(1)-1/79. Minutes of the previous meeting. The minutes of the meeting held on 16-17 November, 1978 were approved and confirmed as circulated.

EC(1)-2/79. Annual Reports and Financial Statements for 1978. The annual reports from each of the projects and sections of the mission for 1978 were noted carefully and discussed, and the financial statements accepted together with the comments of the Finance Committee. It was RESOLVED to forward these reports to the Board of Directors with a recommendation for acceptance, as listed in BD-6/79.

The following comments and actions arose out of discussion:

- a) Pokhara Rural Youth Training Program. Clarification was requested as to how this program relates to the extension program of the school farm.
- b) Mahendra Bhawan Girls' School. Together with the report, the evaluation of former students requested by the Board of Directors in April 1978 was noted, and forwarded to the Board for information.
- c) Scholarship Program. It was RESOLVED to request the Scholarship Committee, through the Education Board, to explore ways of securing refund of loans made for scholarship, if feasible.
- d) Materials Development Program. It was recognised that in the area of materials development, the UMN needs to initiate work and contribute expertise and materials to the education program. However, it was RESOLVED to recommend to the Education Board that once this initial stage has been completed, the Education Department of HMG should be encouraged to bear the cost of production of such materials.
- e) Language and Orientation Program. Noting the difficulty of securing suitable language teachers in some of the projects, it was RESOLVED to propose that the Language Centre explore the possibility of enlarging its staff to take responsibility for provision of language study needs of the whole mission, posting teachers out in projects where needed.

- f) Hospital statements and charity funds. It was emphasised that people who give or channel gifts to charity work should do so only through the official charity funds set up for this purpose. Also it was requested that the hospital statements should show a breakdown between actual fees received and charity given on the income side.
- g) Community health work. It was noted with appreciation that the concern for people's participation in community health work is continuing and the Committee sought to encourage this. The reports reflect a positive note and also some of the struggles which inevitably make progress slow. It was recommended that the UMN try to recruit or train more people as 'community organisers' rather than medical workers for community health work, and to seek to encourage the government in its programs by experimentation and demonstration. (ref. FC(1)-5/79, d. iv).
- h) Patan Hospital Project. Appreciation was expressed for the progress made, even since the 1978 report was written, in this project: the purchase of the site by HMG; progress on securing customs exemption on building materials and hospital equipment; definition of the boundaries; erection of the signboard; and hope of partial funding of the 25% of the cost still remaining.
- i) Treasurer's statements. On looking at the Treasurer's statement for 1978 and some of the relevant information, it was recognised that rising costs and the employment of more Nepali staff at higher salaries in new and old projects is resulting in little balance of general funds at the end of the year, and possible use of reserve funds during 1979. It was RESOLVED to receive the Treasurer's statement, with trust that the necessary funds will be forthcoming for this year, and also with encouragement to the staff of UMN to continue to look carefully into the matter of expansion and related costs.
- j) Provident Fund. The Provident Fund Statements for 1978 were examined and accepted.

EC(1)-3/79. Tansen Hospital Hostel/Service complex. The Project Director submitted estimates received from the DCS Engineering Office as requested in HSB-17/79 and FC(1)-7/79, a. These are as follows:

Stage 1 - Workshop	...	Rs. 200,000.
Stage 2 - Stores and other minor improvements	...	85,000.

It was RESOLVED to approve these budgets, subject to presentation of suitable documents, and to endorse the action of FC(1)-8/69, b. in relation to funding accordingly.

EC(1)-4/79. Finance Committee Minutes. The minutes of the Finance Committee held on 27-28 March, 1979 were noted, and it was RESOLVED to confirm and endorse the actions taken.

PERSONNEL MATTERS.

EC(1)-5/79 New Board Appointees who have arrived since the last meeting (for information only):

Stephen Cox
Allan and Iris Davies
Martin and Angelika Dietz
Friederick Gaus
Carl and Alice Johansson
Dale Nafziger
Herman Simrose
Jim and Better Stricker
Ray and Barbara Reeves
Marjatta Tolvanen
Larry and Karen Wiebe
Tom and Moira Wilson
Michael Francis

(Bucky and Carol Sydnor - Direct Appointees)

7 EC(1)-6/79. New Board Appointees expected, who have been accepted (for information only):

Noel and Rosemarie Baker
Oystein and Hildur Johansen
Glyn and Frankie Phillips
Ken Snider
Frank and Anita Younkin

EC(1)-7/79. Board Appointees who have returned from furlough since the last meeting (for information only):

Ruth Angove
Gunnel Borg
Gwen Coventry
Steve and Gail Erickson
Carl and Betty Anne Friedericks
Rigmor Hildershavn
Miriam Krantz
Mary Nichol
Stina Ullberg

EC(1)-8/79. Board Appointees expected to return before the next meeting (for information only):

Larry and Phyl Asher
Bob and Hazel Buckner
Valerie Collett
Dudley and Mona Henderson
Enni Hokkanen
Helen Huston
Seppo and Annikki Kostamo
Eileen Talbot
John Williamson
Julie Willmette

EC(1)-9/79. Board Appointees who have left on furlough, end of service or sick leave since the last meeting (for information only):

Valerie Collett
Adrian and Pamela Evans
Del and Bev Haug
Kirsti Kormu
Eileen Talbot
Julie Willmette

EC(1)-10/79. Resignations. It was noted that the following people have resigned from service in the UMN, and RESOLVED to accept this with regret and to thank them for their service:

- a) Heidi Froelicher, nurse, Swiss Friends Mission for India & Nepal.
- b) Peter and Shirley Lucas, doctor, Bible & Medical Missionary Fellowship.

EC(1)-11/79. Death. The Committee noted that Mr. San Ruohoniemi, administrator, WMPL, U.S.A., had died in Kathmandu this month, and requested Mr. Jonathan Lindell to frame an appropriate tribute for adoption by the Board of Directors.

EC(1)-12/79. Board Appointees leaving on furlough. It was RESOLVED to thank the following people for their service with the United Mission, and to welcome their return to Nepal after furlough, if there is a suitable post available for them at that time:

Joyce Brown, nurse/midwife, B.M.S.;
John and Judi Bertholet, agriculturalist, P.C.C.;
Valerie Collett, nurse/midwife, B.M.M.F.;
Frank and Flora Clarkson, auditor/accountant, B.M.M.F.;
Mary Cundy, medical social worker, B.M.M.F.;

Odd and Tullis Hoftun, electrical engineer, W.M.P.L., Norway;
 Tom and Cynthia Hale, doctors, B.M.M.F.;
 Stan and Marilyn Kamp, builder, M.B.M.C.;
 Jonathan and Evey Lindell, teacher/administrator, W.M.P.L., USA;
 David and Ann McConkey, teacher, B.M.M.F.;
 Barbara McLean, teacher, B.M.S.;
 Graham and Jill Morris, surgeon, B.M.M.F.;
 Patricia Pooler, nurse, P.C.C.;
 Alan Pang, economist, B.M.M.F.;
 Brian and Beulah Wood, teacher, B.M.M.F.;
 Shelagh Wynne, nurse/midwife, B.M.M.F.

EC(1)-13/79. Board Appointee leaving for an undefined time. It was RESOLVED to thank Patricia Hodgson for her service with the UMN, recognising that she may return to Nepal within the foreseeable future, and further to encourage her to re-apply for service in the UMN if and when she is able to return, depending on the availability of a suitable post being open at that time.

EC(1)-14/79. Board Appointees completing service with UMN. It was RESOLVED to thank the following people for their service with the UMN, recognising that at present they are not planning to return to Nepal within the near future:

Sheila Fulker, nurse/midwife, B.M.M.F.;
 Gordon and Peggie Ruff, administrator, U.P.C.;
 Wayne Thorpe, doctor, B.M.M.F.;
 Willard and Selma Unruh, mechanical engineer, M.C.C.;
 Asbjorn and Mia Voreland, teacher, W.M.P.L., Norway;
 Walter and Jan Schaap, lab/technician, direct appointees under C.S.C.;
 Trudy Stevens)
 Marion Tebbboth) nurses, direct appointees with V.S.O.

NEW OFFERS OF SERVICE.

EC(1)-15/79. Miss Gudrun Bonnedal, literature worker, offered by Orebro Mission. It was RESOLVED to accept the services of Miss Bonnedal, with thanks to God and to her sending Mission.

EC(1)-16/79. Dr. and Mrs. Peter Dalziel, doctors, offered by United Church of Canada. It was RESOLVED to accept the services of Dr. and Mrs. Dalziel, pending receipt of the remaining screening papers, with thanks to God and to their sending Mission.

EC(1)-17/79. Mr. and Mrs. Gary Hafvenstein, civil engineer, offered by World Mission Prayer League, U.S.A. It was RESOLVED to accept the services of Mr. and Mrs. Hafvenstein, with thanks to God and to their sending Mission.

EC(1)-18/79. Mr. and Mrs. Ron Layman, business administrator, offered by Mennonite Central Committee. It was RESOLVED to accept the services of Mr. and Mrs. Layman, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.

EC(1)-19/79. Mr. David Moller, auditor, offered by Church Missionary Society, U.K. It was RESOLVED to accept the services of Mr. Moller, pending receipt of a definite offer and of satisfactory medical reports, with thanks to God and to his sending Mission.

- EC(1)-20/79. Mr. and Mrs. Anders Kammensjo, civil engineer, offered by Swedish Free Mission. It was RESOLVED to accept the services of Mr. and Mrs. Kammensjo, with thanks to God and to their sending Mission.
- EC(1)-21/79. Mr. and Mrs. Wallace Ormiston, agricultural engineer, offered by Church Missionary Society, U.K. It was RESOLVED to accept the services of Mr. and Mrs. Ormiston, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-22/79. Miss Anja Patila, English teacher, offered by Finnish Missionary Society. It was RESOLVED to accept the services of Miss Patila, with thanks to God and to her sending Mission.
- EC(1)-23/79. Mr. and Mrs. Raymond Reeves, mechanical engineer, offered by Presbyterian Church in Ireland. It was RESOLVED to accept the services of Mr. and Mrs. Reeves, with thanks to God and to their sending Mission.
- EC(1)-24/79. Mr. and Mrs. Ed. Shields, science teacher, offered by United Methodist Church. It was RESOLVED to accept the services of Mr. and Mrs. Shields, with thanks to God and to their sending Mission.
- EC(1)-25/79. Mrs. Louise Snider, nurse, offered by Bible & Medical Missionary Fellowship. It was RESOLVED to accept the services of Mrs. Snider, with thanks to God and to her sending Mission.
- EC(1)-26/79. Mr. and Mrs. Markku Voutilainen, agronomist, offered by Finnish Missionary Society. It was RESOLVED to accept the services of Mr. and Mrs. Voutilainen, with thanks to God and to their sending Mission.
- EC(1)-27/79. Dr. and Mrs. Archie Fletcher, surgeon, offered by United Presbyterian Church, U.S.A. It was RESOLVED to accept the services of Dr. and Mrs. Fletcher, pending receipt of satisfactory screening papers, with thanks to God and to their sending Mission.

OTHER MATTERS.

- EC(1)-28/79. Jumla Project. Further to the instructions of EC(2)-8/78, the Education Secretary presented a progress report on the negotiations which had taken place so far in the total Jumla Project proposal. It was RESOLVED to recommend these to the Board for acceptance, while expressing concern that the financial implications should be clearly spelled out in the agreement with HMG. It was also recommended that the leader of this project should be a person capable of giving a lead in community development work in that area.
- EC(1)-29/79. In-Service Training. Further to the action of FC(2)-29/78, the subsequent developments in the HSB and EB minutes were noted, and the proposed revised system of granting scholarships, as outlined in HSB, Appendix A, February, 1979. It was RESOLVED to suspend the action of FC(2)-29/78 for 12 months, and to approve that the revised system be tried out and reviewed at the end of a year.

- EC(1)-30/79. Shanta Bhawan Community Health Program. It was noted with approval that there has been progress towards the goal of handing over responsibility to local authorities, but that this is going to take longer than expected when the five year funding was obtained from Central Agency for the period 1975-79. It was further noted with gratitude (FC(1)-15/79) that Central Agency has offered to finance this program for a further two years, 1980-81.
- EC(1)-31/79. Integrated Rural Development. It was RESOLVED to forward to the Board the newly submitted plans and resolutions from the IRD Advisory Committee, to inform them of the setting up of the IRD Committee and the details of Resolution 1 of the appropriate paper, giving the terms of reference of the Committee.
- EC(1)-32/79. Buling/Arakhala Project. It was RESOLVED to forward to the Board the plans and proposals of Resolution 2 of the papers referred to above, recommending that this be approved in principle, pending formulation of detailed plans; further that this program be given top priority in terms of future activities, personnel and finance.
- EC(1)-33/79. Dhankuta Project and CEDP Agreement. This matter was referred to the Board for discussion and any necessary action.
- EC(1)-34/79. Andhikhola Project. It was RESOLVED to forward the further plans for this project to the Board, together with the paper of explanation.
- EC(1)-35/79. Constitution and Bye-Laws. A draft revised copy of the Constitution and Bye-Laws, including a number of proposed revisions, had been circulated to Board members two months in advance of the meeting. These amendments were noted carefully, and forwarded to the Board with a recommendation that they be accepted, including the following changes:
- a) Cont.V,E. Delete "Where practicable...or overseas".
 - b) Const.VI,C. Add (Ref. Bye-Laws X,C, 3 and 7,c; and XIV,C,1.)
 - c) Bye-Law VI,13. Delete "who will be...care as needed".
 - d) Bye-Law VII,J,5. Amend to "To give pastoral care and spiritual counsel where needed".
 - e) Bye-Law X. Following discussion on the activities of the Coordinating Committee, it was RESOLVED to recommend the revised duties as listed. However, it was emphasised that the new executive responsibilities listed are specific items to relieve the pressure of work on the Finance Committee; apart from these the function of the Coordinating Committee should be advisory, and remain in this role in future development of administration.
- EC(1)-36/79. Review of Five Year Plan. This matter was referred to the Board for discussion, together with the appropriate reviews and reports.
- EC(1)-37/79. Philosophy Paper. In response to the request of BD-9/78, a paper outlining the philosophy, planning, priorities and program balance of the UMN had been circulated to all members before the meeting. An addition was made to section I,3: "This Committee relates to the Executive Secretary and reports to the three Functional Boards". After discussion it was RESOLVED to forward this statement to the Board of Directors with approval as a fair statement of the position of the UMN, and with the following recommendations:
- a) That the work currently being done in various lines of community development should be highlighted (e.g. by Alan Pang, Gwen Coventry, Al Schlorholtz, Miriam Krantz, Carlos Madrazo, Herman Simrose, Andrew Bulmer);
 - b) That serious thought be given to the holding of a seminar in depth on community development, using the resources of such people.

- EC(1)-38/79. General Agreement. The Executive Secretary reported that an approach will soon be made to HMG requesting the renewal of the General Agreement, which expires in May 1980, and that the Executive Committee will be informed of any draft proposal made before it is taken to HMG for discussion and negotiation. It was suggested that the word "project" be used in the agreement rather than "institution".
- EC(1)-39/79. Personnel Evaluation Procedures. The Executive Secretary reported that these are being put into effect, and the general response is a very positive one. Helpful comments on the procedures have also been received from one member body.
- EC(1)-40/79. Medical Policy for Board Appointees. The policy approved by the Executive Committee in November 1978 is now forwarded to the Board for sanction. The suggested alternative to annual physical examinations, found in HSB, Feb. 1979, Appendix C, will also be brought to their attention.
- EC(1)-41/79. Appointment of Functional Secretaries. It was RESOLVED to approve the recommendation made, namely that the Executive Secretary be instructed to inform members of the Executive Committee when any Functional Secretary post is going to fall vacant, and invite their suggestions for names of appropriate people to fill the post. Such names will be circulated to all UMN personnel assigned to the Functional Board for their consideration in making recommendations to the Functional Board. The names should also be brought to the attention of the Functional Board at its meeting when it makes its recommendation to the Executive Committee.
- EC(1)-42/79. Personal Counsellors. The Chairman made a report to the Executive Committee.
- EC(1)-43/79. Children's Hostel. The matter of the future organization of the Children's Hostel was discussed, and various opinions expressed. No recommendation was made as to further developments.
- EC(1)-44/79. Appointments to Functional Boards. On the recommendation of the appropriate committees, it was RESOLVED to make the following appointments of persons to serve on the Functional Boards for the year 1979/80, who are not UMN Board Appointees serving under those Boards:
- Education Board: Fr. Jim Dressman, Mrs. Sue Harding.
 Economic Development Board: Miss Fran Swenson, Mr. David McConkey.
 Health Services Board: Mr. Tom Haggerty, Mr. Al Schlorholtz.
- For information it was noted that the Board Appointees serving under the Functional Boards had elected as their respective representatives for the year 1979/80 the following persons:
- Education Board: Mr. Richard Clark, Miss Glenys Walker.
 Economic Development Board: Mr. Tom Haggerty, Mr. David Fulford.
 Health Services Board: Dr. Judy Henderson, Dr. Sigrun Mogedal.

- 46
 EC(1)-45/79. Dates of next meetings. The following dates were suggested:
- | | |
|---------------------|-------------------------------|
| Finance Committee | November 6-7, or 13-14, 1979. |
| Executive Committee | November 8-9, or 15-16, 1979. |
| Finance Committee | April 14-15, 1980. |
| Executive Committee | April 16-17, 1980. |
| Board of Directors | April 18-19, 1980. |

The meeting was adjourned and closed with prayer.

EC(1)-45/79. Pokhara Boys' School, Capital item. It was RESOLVED to approve the building of an added library room and store rooms, joined onto the south classroom wing; further, to use remaining building money for this purpose in the sum of Rs.215,000., subject to the approval of the donor agency (ICCO).

UMN FINANCE COMMITTEE

held in Kathmandu, 27-28 March, 1979

The Finance Committee met in the Board Room at UMN Headquarters, Kathmandu, for one and a half days. Sessions lasted from 9-12 and 1.30-5.30 on Tuesday, 27th, and from 9 to 12 noon on Wednesday, 28th. The morning sessions were opened with devotions, led by Dr. R. Seaton and Mr. P. Spivey.

Roll Call: Members were present as follows:

President of UMN: Mr. M. Roemmele
Chairman of Finance Committee: Dr. R. Seaton
Other member of Executive Committee: Mr. B. Lobe
Executive Secretary: Rev. G. Ruff
Treasurer: Mr. F. Clarkson
Economic Development Secretary: Mr. O. Hoftun (absent)
Health Services Secretary: Dr. C. Friedericks
Acting Education Secretary: Mr. J. Lindell
Co-opted for this meeting: Former Acting Health Services Secretary:
Mr. P. Spivey
Executive Secretary-elect: Rev. C.
Johansson.

Agenda: The Agenda, as presented by the Treasurer, was accepted with one addition.

FC(1)-79. Confirmation of Minutes. The Minutes of the meeting of the Finance Committee held on 14-15 November, 1978 were accepted as and confirmed as circulated.

POLICY MATTERS

- FC(1)-2/79. Assignment to UMN-related Private Companies. The matter of costs for Board Appointees assigned to work with UMN-related Private Companies, such as Himal Hydro, was discussed. These workers may often be asked to work in isolated areas for short periods. The following was approved as a tentative policy, to be used as an approach in negotiation with such Companies, and UMN administration requested to work towards a firm policy for workers in these Companies for the future years:
- a) The Company will provide essential services (mail runner, etc.), and also basic housing furniture.
 - b) The costs of assignment travel, freight and housing will be shared by the UMN and the Company on a 50/50 basis, according to UMN allowances for same.
 - c) Costs of travel assignment travel, freight and housing for the family of a Board Appointee, when he is assigned out of Butwal or Kathmandu, will be as follows:
 - i) For assignments of less than six months, no expenses paid for the family.
 - ii) For assignments of six to twelve months, assignment travel and freight, and only very basic housing, will be provided within the normal UMN allowances.
 - iii) For assignments of over twelve months, assignment travel and freight will be paid to normal allowances. With regard to housing, this will be treated as a re-assignment, in terms of rent allowance and house remodelling. The standard of remodelling will be according to the permanency of the job and assignment.

FC(1)-3/79. Employment Policy. Section 11, b), Maternity leave. It was RESOLVED to amend this section to read, "A married lady whose appointment to the staff of the project has been confirmed will be entitled to six weeks maternity leave with pay....."

FC(1)-4/79. Transfer of Shares. On the recommendation made in EDB-12/79, it was RESOLVED to recommend to the Executive Committee that it authorise the EDB to arrange for the transfer of UMN ownership of projects and UMN held shares in Companies as follows, at such times and in such manner as deemed desirable by EDB; the principle to be discussed by the Executive Committee:

- a) Transfer of BTI to HMG or such body as decided by HMG;
- b) Transfer of shares in BPC and BPF to HMG, or to BTI, or to an Employees' Cooperative, or to such other party as directed by HMG, fully or partly.
- c) Transfer of shares in BEW and BWI to an Employees' Cooperative, or as directed by HMG.

FC(1)-5/79. Annual financial statements for the year 1978. The annual statements of each of the projects and Treasurer were scrutinised and studied, and it was RESOLVED to forward these to the Executive Committee and Board with a recommendation that they be accepted.

The following comments and requests for action arose out of discussion:

a) UMN Headquarters.

- i) The figures shown in the approved budget column of the capital statement were altered to show the actual budget for the year 1978.
- ii) The Treasurer was authorised to transfer the following balances in capital funds unused back to the Undesignated Fund:

Communications system	11,388.
Salayan House renovations	2,763.
Office security renovations	4,391.
Asha Niketan wiring	372.
Motorcycle shed	150.

b) Missionwide Expenses. It was noted that:

- i) Expenses on rents are increasing.
- ii) The expenditure for Workers' Conference included items for the 1979 Conference, held early in January, 1979.
- iii) The item General Conference is a one-time expense and will not be repeated in the 1980 budget.

c) Pokhara Project.

- i) Noted that the audit fee covers the total project.
- ii) It was requested that in future fuller details be given of income and expenditure of the non-school farm operation.
- iii) It was requested that clarification be sought of the amount of Rs. 163,578. being held for Industrial Equipment.

d) Hospital Fees. It was noted that the figures shown as Fees receipts in the hospitals represent the actual amount of the charges. In most cases this total includes charity given, which is often higher than the 10% recommended.

e) Palpa Project. Project statements and special account statements were noted, and appreciation expressed for the careful accounting done by the Business Manager in a large operation.

f) Shanta Bhawan.

- i) Noted that the expenditure on drugs is very high for several reasons: higher cost of local drugs, a larger stock on hand, and the inclusion of a large outstanding account which has now been settled.
- ii) The Acting HSS reported that the very large financial.

grant being made to the Nursing School has been taken up with the new Dean of the Institute of Medicine. The Finance Committee endorsed the policy that this heavy financial involvement should be greatly reduced and expenses borne by IOM, as they are in other training projects of IOM.

iii) Scholarships for Nursing School budget: It was requested that clarification be sought as to the items called "UMN Scholarships" and "Special Scholarships".

iv) It was reported that in the community health program, the government policy is to give free medicines. However, there is a community medicine insurance scheme in operation in one village. The Executive Committee was asked to discuss whether UMN could encourage government to promote community health rather than public health in its programs in general, not just in Lalitpur.

e) Patan Hospital Project. The Executive Secretary reported that there is a good possibility of at least part of the 25% of the total cost, which still needs funding, being given by a donor agency.

f) Okhaldhunga. It was noted that there is a large budget allocation for a relatively small operation, and advised that this be watched with caution.

g) Butwal Area.

i) Noted that the 1979 budget includes rents and maintenance for housing which would normally be covered by the Missionwide Expenses account.

ii) Noted that the item for Maintenance of living quarters, actuals for 1978, is Rs.100. different from that shown in the DCS project accounts.

iii) The full DCS accounts were noted for information. It was agreed to accept these, encouraging UMN administration to discuss with DCS administration how the profits are used.

FC(1)-6/79. Project balances. It was RESOLVED to authorise the Treasurer to transfer the net balance of surpluses and deficits of the projects for 1978 to the Accumulated Fund; these accounts being subject to audit.

GENERAL BUSINESS

FC(1)-7/79. Supplementary Capital budget items for 1979. It was RESOLVED to approve the following items:

a) Palpa:

Area Admin. - Water storage tank and solar heater for guesthouse 20,000.

Hospital - Hostel/service complex (total 405,000.)
1st and 2nd stages, for workshop and stores approved, subject to presentation of suitable documents; ref.HSB-16,17/79;
Stage 3 for housing approval withheld subject to justification for need for further accommodation, to HSB and Finance Committee).

CMS School - Manual development 60,000.

b) Patan Hospital - Staff quarters (figure amended) 3,512,000.

c) Pokhara:- Farm working capital 50,000.
Farm store revolving fund 55,000.

d) B.T.I. - Galvanising project 200,000.

e) Missionwide Expenses - Kath.Valley Housing furniture 35,000.

f) Headquarters - office furniture and equipment 55,000.

- g) Shanta Bhawan Hospital items: Requested that these be submitted through the proper channels of the SBH Board and HSB.
- h) The Finance Committee endorsed the policy that in future the UMN should offer personnel and expertise to the Institute of Medicine but look to the IOM to provide facilities and materials; and requested that the Executive Committee discuss this matter and formulate an approved policy for such situations where UMN personnel are involved in the production of materials in government programs.

FC(1)-8/79. Capital fund grants. It was RESOLVED to approve the following use of funds in hand:

- a) Pokhara ANM Hostel: Rent for 1979 from CIDA funds 12,000,
- b) Tansen: Transfer the following to the Hostel/ service complex, on approval of Phases 1 and 2, and up to the amount of the budget for these two phases, but not presently for Phase 3:

Workshop extension	43,587.
Staff housing	61,665.
Hospital extension	109,186.
	<u>214,438.</u>

Further RESOLVED to approve the following grants from the Undesignated Fund:

- a) Tansen: Equipment for workshop 10,000.
- b) Community Health Office; furniture and equipment:

Desk	800
Heater	100
Shelves	400
	1,300.
- c) Headquarters: Office furniture and equipment 55,000.
- d) Missionwide Expenses: KVHC furniture 40,000.

It was noted that this leaves a balance in the Undesignated Fund at present of Rs.252,977.

FC(1)-9/79. Amendments to Salary Scale. ^{A)} It was RESOLVED to approve inclusion of the following new posts in the current Salary Scale:

- Grade 2: Senior Orderly
- Head Cleaner
- Clerk
- Assistant Driver
- Grade 3: Senior Record Clerk
- Mail carrier (out of district)
- Grade 4: Assistant Cashier (experienced)
- Senior Head Bearer
- Senior Head Cook
- Grade 6: Senior Assessment Officer
- Community Health nurse
- Grade 7: Senior Community Health Nurse
- Assistant Community Health Nutritionist
- Grade 8: Pharmacist (degree or diploma)
- Community Health Nutritionist
- District Public Health nurse
- Grade 9: Senior Public Health Nurse
- Senior Sister Tutor

B) Further RESOLVED to approve the following changes in the Scale:

- From Grade 2 to Grade 1: Assistant Bearer
- Assistant Cook
- From Grade 3 to Grade 2: Cook
- Bearer
- Record Clerk
- From Grade 4 to Grade 3: Head cook
- Head Bearer
- Assistant Cashier

- c) Further, to approve an On Call Allowance of Rs.1/20 per night, up to Grade 8 inclusive.

FC(1)-10/79. Sundry debtors. It was RESOLVED to approve that the following two accounts be written off as irrecoverable:

Mr. S. Sanyasi	8,694.09
Amp Pipal, land	2,657.50

The support and appreciation of the Finance Committee was expressed to the Treasurer and Business Managers for their work in seeking to control personal accounts and outstanding debts.

FC(1)-11/79. Rent allowances. It was RESOLVED to approve the following amended rent allowances; to operate from 1 April.

a) Kathmandu Valley:

Single person	- Rs.550, with monthly maintenance allowance	of Rs.50/-.	
Couple	- Rs.800, " " "	75/-.	
Couple with one or two children,	of two single people	- Rs.950, with maint.allce.of Rs.100.	
Couple with three or more children, or with	two children of opposite sex, the older	being at least 11 years	- Rs.1,100, with maint.allce. 100.

b) Butwal.

Single person	- Rs.300.
Couple	- 500.
Couple with one child	- Rs.550.
Couple with two/or more children	- Rs.600

FC(1)-12/79. Reserve Funds. A statement of the various reserve funds was noted carefully, and approved. It was observed that the Valuation Reserve Fund money is no longer available for transfer to Undesignated Funds, and the latter account is now dependent on gifts received.

FC(1)-13/79. Gratuity Funds. It was RESOLVED to approve that the money in the Gratuity Fund be invested.

FC(1)-14/79. Foreign currency investment. The Treasurer reported on further negotiations made, and was requested to continue to investigate into this matter.

FC(1)-15/79. SBH Community Health Program. The Committee learned with gratitude that the Central Agency had agreed to fund this Program for a further two years after 1979.

FC(1)-16/79. Supplementary Capital items for 1979. It was RESOLVED to approve the action of the Coordinating Committee in approving the following supplementary items:

Tansen Hospital -	
Office furniture and equipment: adding machine,	
small calculators, typing tables	5,000.
Equipment for workshop	10,000.
Community Health Office -	
Office furniture and equipment: Desk	800.
Heater	100.
Shelving	400.

FC(1)-17/79. Bank Account. It was RESOLVED to confirm that action of the Coordinating Committee in approving the following:

That accounts be opened with the Nepal Bank Ltd., Kathmandu for the placement of EDB Service Office employees' Provident Fund, in accordance with the rules for the Fund; to be operated by the following persons, two signing jointly: UMN Economic Development Secretary; Technical Assistant to the EDS; EDB Service Office accountant; UMN Treasurer.

FC(1)-18/79. Grants received for work by UMN personnel. The policy also already approved and re-iterated in EC(2)-11/76 was again noted: namely, that all gifts of over R.100. given directly to the projects will be channelled through, or reported to, the Treasurer, and will be applied to approved budget items only.

It was RESOLVED to bring this to the attention of UMN personnel once again, and to emphasise that all monies received by projects or individuals should be disbursed through the proper channels only, and used for approved items in capital or designated budgets.

The meeting was adjourned and closed with prayer.

Division of responsibilities in ensuring adequate
health care of Board Appointees

Draft Outline: August 1978

I. MEMBER BODY'S RESPONSIBILITIES.

- A) Before arrival of Board Appointee in Nepal.
 - 1) Provide for physical examination for B.A. and family members.
 - 2) Full medical reports and records on all workers, and all members of families, coming to the UMN must be submitted at the time of application to be approved by the UMN Health Services Secretary before the candidate is accepted.
 - 3) Arrange for any corrective or preventive health care required for B.A. and family.
- B) When the Board Appointee is on the field.
 - 1) Provide for annual physical examination for Board Appointee and entire family.
 - 2) Provide for any corrective or preventive health care required.
 - 3) Provide the financial support for all such examinations or care, in accordance with own arrangements with the individual Board Appointees.
 - 4) Provide financial support for travel of Board Appointee within Nepal, or from Nepal to another country, in case of evacuation.
- C) When Board Appointee is home on furlough or for health care.
 - 1) Assess health status of Board Appointee and family.
 - 2) Provide for any corrective and preventive care of B.A. and family.
 - 3) Assess advisability of return to Nepal in terms of health of Board Appointee and family.
 - 4) Advise UMN of any health problems of B.A. and family.
 - 5) Satisfactory medical reports should be submitted to UMN administration on all Board Appointees and accompanying family members before return from any furlough of six months or longer, and, in cases where a furlough shorter than six months is taken, on the recommendation of the Health Services Secretary.
- D) Administrative procedures.
 - 1) The member body will inform UMN of special administrative procedures to be followed in matters relating to the health of their Board Appointees. Where these differ from this statement of policy, an agreement will be reached with the Executive Secretary.
 - 2) The member body will inform the UMN of whom to contact, and how, in medical emergencies and evacuation procedures.
 - 3) Member bodies may, if they so desire, designate a physician within the UMN to assume the duties of overall medical care for those Board Appointees they support. Nevertheless, this physician will share the medical records with the HSS as required by the HSS, and pass the records to the appropriate Medical Director, as required in III,C.6.

II. BOARD APPOINTEE'S RESPONSIBILITIES.

- A) Before arrival on the field.
 - 1) Cooperate with the member body in arrangements for physical examination and health care.
 - 2) Assist in informing UMN of the health status of self and entire family.
- B) When in Nepal:
 - 1) Make arrangements for annual physical examination for self and entire family.
 - 2) Cooperate with the supporting member body in its provision for health care. This includes paying costs and receiving reimbursement in accordance with member body's procedures.
 - 3) Notify a UMN physician of choice of any change in health status of self or entire family.
 - 4) Cooperate with UMN professional personnel in receiving any necessary health care for self and/or entire family.
 - 5) Make arrangements to receive proper immunization injections at recommended times for self and the entire family.
 - 6) Be aware of advice given by professional service of UMN, and follow such advice.

C) When on home leave:

- 1) Notify the member body of any health problems or change in health status of self or entire family, at any time.
- 2) Cooperate in health care of self and family.
- 3) Cooperate in assessment of health before return to Nepal.

II. RESPONSIBILITIES OF UMN.

A) To Member Bodies.

- 1) Advise on health conditions, special health problems and immunization procedures for persons coming to Nepal. This is the responsibility of the HSS.
- 2) Inform member bodies of UMN health policies, available facilities, and general health procedures. This is the responsibility of the Executive Secretary.
- 3) Check reports on physical examination of new candidates for specific problems in terms of service in Nepal, and advise member bodies. This may include recommending either specific health care or rejection of candidate. Responsibility of the HSS.
- 4) Inform the supporting member body of health problems which may seriously affect performance or present a hazard to a Board Appointee or family members. Responsibility of HSS.
- 5) Inform the member body on the necessity of evacuation to the home country or another country for treatment not available in Nepal, or for any other urgent health reasons. Where possible, arrangements with the member body will be completed before evacuation. However, when medical opinion considers evacuation as urgent, the Board Appointee will be evacuated as soon as possible, whether or not a reply has been received from the member body. The decision will usually be made by at least two physicians. Information will be sent in accordance with the member body's prior instruction, kept on file. This will normally be the responsibility of the Executive Secretary, upon advice of the HSS.

B) To the Board Appointee.

- 1) The UMN will make health facilities available to the Board Appointee and family, as requested by and arranged by the Board Appointee, within the capabilities of UMN health services facilities.
- 2) UMN will recommend or refer to services not available in UMN. This will include referral to Nepali physicians or facilities, referral to hospitals in India, or referral abroad, in that order of preference. The recommendation by at least two physicians, at least one of whom shall be a UMN doctor, will usually be required for evacuation to another country.
- 3) Inform all Board Appointees of special health problems and advise proper preventive care for service in Nepal. This will include new information from time to time. Responsibility of HSS.

C) Procedures within UMN.

- 1) The physician of choice will have medical responsibility in the case.
- 2) Where there is a condition beyond the skills or facilities available, the physician will request consultation from other physician.
- 3) Should these physicians agree that special care outside Nepal is required, they will notify the Health Services Secretary and/or the Executive Secretary.
- 4) The Executive Secretary will inform the member body, and facilitate evacuation.
- 5) In any other matters of difficulty, the physician will notify the HSS.
- 6) The policy with regard to medical reports submitted on Board Appointees and candidates is:
 - a) These reports will be regarded as confidential documents submitted to the HSS, who will make any necessary verbal reports in this connection to the Coordinating Committee.
 - b) After the worker has been assigned, the medical report will be submitted to the Medical Director of the local project to which assignment is made; or will remain in the possession of the HSS in cases where there is no medical project.
 - c) If the worker is later assigned to a different project, the relative medical reports will be forwarded to the Medical Director of the project, or be returned to the H.S.S. as above.

Draft Health Questionnaire for Board Appointees.

The following is a draft questionnaire which might replace annual physical examinations. The objects of the proposed changes are:

1. To save the time and expense of unnecessary tests and examinations in healthy people;
2. To save doctors' clinic time.
3. To enable doctors to concentrate on areas of concern in the health of Board Appointees.

Details can be adjusted; the draft has been seen and amended by several UMN doctors.

UMN ANNUAL HEALTH QUESTIONNAIRE

EXPLANATION: This is designed to save you the trouble and expense of annual physical examination if you do not need it, and to arrange for a meaningful, well-directed medical consultation if there is any special need, great or small. Please do your part by completing the form and returning it, with any test results required, to:

NAME: _____ AGE (YEARS) _____ DATE _____

PLACE AND TYPE OF WORK: _____

I. Important illnesses in the past. Have you ever had:

Diabetes	yes/no; date
Epilepsy	yes/no; date
Asthma	yes/no; date
Tuberculosis	yes/no; date
High Blood Pressure	yes/no; date
Urinary Infection	yes/no; date
Cystitis	yes/no; date
Nervous breakdown	yes/no; date
Anaemia	yes/no; date
Malaria	yes/no; date
Hepatitis	yes/no; date
Operations (Specify, with dates)	

Other (specify) _____

II. Illnesses in the past year.

How many days have you missed work in the last year because of illness?

_____ days. Describe the illness(es) briefly:

Have you lost weight in the last year? Yes/no. If so, approximately

how much? _____ lbs/kg.

Have you gained weight in the last year? Yes/no. If so, approximately

how much? _____ lbs/kg.

III. Symptoms in the past year. If you circle Yes* , please give more details under No. IV.

- a. Have you had a cough? Yes* /no
Have you produced sputum (phlegm)? Yes* /no
Have you coughed up any blood? Yes / no
Have you experienced breathlessness? Yes* /no
Do your legs swell? Yes /no
Do you suffer from palpitations (heavy or rapid beating of your heart)? Yes*/no
Do you get pains in your chest? Yes* /no
- b. Have you had frequent diarrhoea? Yes / no
Do you have diarrhoea now? Yes / no
Have you had bloody diarrhoea? Yes / no
Do you often vomit? Yes / no
Do you have pains in your stomach after food? Yes / no
Do you have pains in your stomach when you are hungry? Yes, / no
Do you have sour or acid fluid coming into your mouth? Yes / no
Have you vomited blood? Yes*/ no
Is your stool ever black? Yes / no
Have you had bleeding from the back passage? Yes / no
Have you noticed piles (haemorrhoids)? Yes*/ no
Have you passed any worms? Yes*/ no
- c. Do you have pain or burning when passing urine? Yes / no
Do you usually pass urine more than once during the night? Yes*/ no
Have you noticed yourself passing more urine than usual? Yes / no
Have you noticed yourself passing urine more often than usual? Yes / no
Are you ever unable to control your urine? Yes / no
- d. Do you get frequent headaches? Yes / no
Do you get unduly fatigued (tired)? Yes / no
Do you have trouble sleeping? Yes*/ no
Have you any cause for anxiety about your mental health (mood, adjustment, ability to cope, etc.)? Yes*/no
- e. Have you had any trouble with your eyes? Yes*/ no
Have you had any trouble with your skin? Yes*/ no
Have you had any trouble with your ears? Yes*/ no
Have you had any trouble with your teeth? Yes*/ no
Have you had any trouble with your joints? Yes*/ no
Do you ever get pain or stiffness in your back? Yes*/ no
Have you had any fever? Yes*/ no
Have you had undue sweating? Yes*/ no
Do you suffer from hay fever (running nose, itching eyes, sneezing)? Yes/ no

IV. Details of Yes* answers given above.

(Ample space to be left)

V. Give here any information about your health which you think the medical advisor should know and which is not covered above. (Space)

VI. Are you satisfied with your own health? Yes / no.
Would you like to consult a doctor about anything? Yes / no.

If so, have you a preference as to which doctor? Yes/no.

Doctor's name _____

Would you like the medical advisor to suggest a doctor? Yes/no.

VII. Instructions about tests.

- a. If you are over 40 years old, or if you have had blood pressure troubles in the past, have your blood pressure measured and have the result written here: B.P. = ____ / ____.
 - b. If you have had troublesome diarrhoea in the last few weeks, have a stool test done and return the result with this form.
 - c. For ALL women, and any man who has had any kind of urine trouble, have urine tested and return the result with this form.
 - d. If you have ever been anaemic, or if you feel weak and tired now, have a complete blood count done and return the result with this form.
 - e. If you have a cough which has lasted more than a month, or if you have coughed up blood, have a chest x-ray taken and return the result with this form.
-

VIII. For women only.

Are your periods regular? Yes / no.

If no, how often do they come? _____ days.

Are your periods excessive? Yes / no.

If yes, do you pass clots? Yes/ no.

how long do the periods last? _____ days.

Do you have excessive pain with your periods? Yes / no.

If yes, do you have it at the beginning of the period? Yes/no.
or at the end of the period? Yes / no.

Do you ever have bleeding, a) between periods? Yes / no.

b) After intercourse? Yes / no.

Have you been pregnant this year? Yes / no.

If Yes, give details:

If you have ceased to menstruate regularly, have you had any bleeding at all in the past year? Yes / no.

If yes, please give details:

Have you had any excessive vaginal discharge? Yes / no.

If yes, please describe:

Palpation of breasts: Please feel each breast systematically for any lumps. This is best done with the flat of your hand. Anything felt between fingers only is probably not significant. If you feel a lump, make quite sure it is not part of a rib.

Do you feel any lump which you think should not be there?
Yes / no.

Urine test: All women should have a routine urine test.

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MINUTES OF THE

UMN BOARD OF DIRECTORS' MEETING

Held in Kathmandu, 31 March - 2 April, 1977

EINGEGANGEN

21. APR. 1977

The Annual Meeting of the Board of Directors was held in Kathmandu at the UMN Headquarters, for two full days. Sessions lasted from 1.30 to 6 p.m. on Thursday, 31st March; 9.00-12 and 1.30 - 5.15 p.m. on Friday, 1st April, and 8.30-10.00 a.m. on Saturday, 2nd April, 1977.

The first session each day was opened with devotions, led by Dr. R. Fleming, Mr. A.C. Dharmaraj and Rev. E. Gass respectively.

BD-1/76. Schedule of membership. The schedule of membership at the meeting was as follows, with delegates present except as indicated:

A) Member bodies and their representatives:

Assemblies of God: no representative.
Baptist Missionary Society: Rev. S. Mudd (absent).
Bible & Medical Missionary Fellowship: Mr. M. Roemmele, Dr. R. Windsor.
Christian Church (Disciples): Rev. E. Gass.
Church Missionary Society, Australia: Miss R. Judd.
Church Missionary Society, U.K.: Miss R. Judd.
Church of North India: Mr. A. C. Dharmaraj.
Committee for Service Overseas: Mr. K. Kaiser.
Darjeeling Diocesan Council & Church of Scotland: Dr. J. Duncan.
Free Church of Finland: Miss K. Kormu.
Finnish Missionary Society: Rev. P. Rasanen.
Gossner Mission: Miss D. Friederici.
Japan Overseas Cooperative Service: Dr. N. Ishikawa, Dr. A. Sato.
Lutheran Church of America: Rev. D. Lindell.
Mennonite Board of Missions: Rev. P. Kniss.
Mennonite Central Committee: Mr. N. Janzen.
Methodist Missionary Society: Miss R. Stephens.
Presbyterian Church in Canada: Mr. C. McMullen.
Regions Beyond Missionary Union: Dr. M. Owen.
Swedish Baptist Mission: Mrs. S. Erickson, Miss L. Arnshelm.
Swedish Free Mission: Mr. E. Andreasson.
Swiss Friends Mission: Miss L. Ammann.
United Church of Canada: Dr. E. Furcha.
United Methodist Church: Dr. R. Fleming.
United Presbyterian Church: Dr. R. Seaton, Rev. J. Alter (absent).
Wesleyan Church of America: Dr. M. Snyder.
World Mission Prayer League, Norway: Mr. A. Bjoroy.
World Mission Prayer League, USA: Miss D. Christianson.

B) Representative of Nepal Christian Fellowship:

Mr. S. Sodemba.

C) Co-opted member:

Leprosy Mission: Dr. V. Das.

D) Ex-officio members:

Executive Secretary: Rev. G. Ruff.
Treasurer: Mr. F. Clarkson.
Education Secretary: Mr. L. Asher.
Economic Development Secretary: Mr. O. Hoftun.
Health Services Secretary: Dr. C. Friedericks.
Education Board representative: Mr. J. Lindell.
Economic Development Board representative: Mr. G. Tweeddale.
Health Services Board representative: Dr. R. Harding.
Workers' Conference Chairman: Mr. L. Asher.

E) Visitors:

Rev. V. Remes, Finnish Missionary Society.
Dr. P. Singh, Gossner Mission.

BD-2/77. Agenda. The agenda was adopted as presented by the Executive Secretary.

BD-3/77. Confirmation of Minutes. The Minutes of the Board of Directors meeting held on 8th-10th April, 1976 had been circulated to the members present at that meeting. It was RESOLVED to approve these as correct.

BD-4/77. Annual Reports and Statements. The annual reports and financial statements for 1976 had been circulated to the members before the meetings, and further verbal reports were given at the time of the meeting. It was RESOLVED to accept these with appreciation as presented, on the recommendation of the Executive Committee, as follows: (appendices to these Minutes) -

- a) Executive Secretary's report, Appendix B.
- b) Headquarters reports and statements, Appendix C.
- c) Mission-wide Expenses statement, Appendix D.
- d) Education Board Projects:
 - Education Secretary's report, Appendix E.
 - Pokhara Boys' School, Appendix F.
 - Mahendra Bhawan School, Appendix G.
 - Scholarship Committee, Appendix H.
- e) Economic Development Board Projects:
 - Economic Development Secretary's report, Appendix I.
 - Seconded workers & Building Department, Appendix J.
 - Dutwal Projects, Appendix K.
- f) Health Services Board Projects:
 - Health Services Secretary's report, Appendix L.
 - Palpa Project, Appendix M.
 - Gorkha Project, Appendix N.
 - Community Health Office, Appendix O.
 - Shanta Bhawan Hospital Project, Appendix P.
 - Okhaldhunga Project, Appendix Q.
 - Patan Hospital Project, Appendix R.
- g) Treasurer's statements, Appendix S.

BD-5/77. Workers' Conference Report. The report of the Workers Conference, held in Pokhara, January 12-17, 1977, was presented by the 1976 Conference Chairman. The Minutes are found as Appendix T to these Minutes.

BD-6/77. NCF Report. A verbal report from the NCF was given, and a time of discussion and questions followed, which was of particular interest to all present.

BD-7/77. Appointment of Acting Executive Secretary. On the recommendation of the Executive Committee, it was RESOLVED to appoint Dr. Carl Friedericks as Acting Executive Secretary during the time of Rev. Gordon Ruff's absence on furlough this summer, from mid-May to early September; Mr. Ruff to resume the position of Executive Secretary on his return to Nepal.

BD-8/77. Award of Medal. The Board received with appreciation a report of a medal having been awarded to Mr. Odd Hoftun by His Majesty the King in recognition of his services to the country over many years in the field of economic development.

BD-9/77. Publicity materials. The Executive Secretary reported that the two UMN films have been completed during the past year; a general film entitled "Living Water for Nepal", and a film on the Dutwal projects entitled "Road to the Future". A new set of slides is also available for sale, and the booklet "Greetings from Nepal" has been revised.

- BD-10/77. Special Agreements. It was reported that the new ITID Agreement has been signed, valid to November 1978. Negotiations are still in progress concerning the Letters of Exchange for the health services projects in Palpa, Gorkha and Okhaldhunga.
- BD-11/77. Medical Reports. It was RESOLVED to approve a revised policy, for implementation forthwith, regarding full medical reports on UMN workers, as found in Appendix V to these Minutes. It was stressed that such reports must be checked by the UMN HSS before a worker comes to Nepal, and, for the benefit of the worker, must be available in Nepal for reference during illnesses in the country.
- BD-12/77. Share Investments. It was RESOLVED to approve the following policy concerning UMN share investments, as recommended by the EDB:
- It is the policy of the UMN to be involved as shareholders in companies only in cases when UMN can maintain a strong influence in the management of the company during the early stages of the company's development;
 - UMN will become a shareholder in a company on the condition that no other single party holds an absolute majority of shares;
 - UMN is ready to commit itself in advance to hand over its share interests, without compensation, to HMG or parties designated by HMG, at a time specified when the company is established.
- BD-13/77. Per capita grants. The matter of per capita grants was briefly discussed. It is recognised that member bodies contribute as they are able towards the requested grants, some giving more than the figure suggested.
- BD-14/77. Far Western Region school. It was RESOLVED to approve in principle the involvement of the UMN in a boarding school in the Far Western Region.
- BD-15/77. General Conference. After discussion about the purpose and prospective date of the General Conference, it was RESOLVED:
- That it be held in 1979, since adequate advance planning is essential.
 - That a Committee be appointed to study the priorities, suggest an agenda, finalise the dates, arrange for speakers, etc.; this committee to be comprised of the members of the Coordinating Committee, Mr. J. Lindell, Mr. M. Roemmele and Mr. P. Spivey. A report is to be brought back to the Executive Committee meeting in November.
- BD-16/77. Patan Hospital. It was RESOLVED to accept and approve the recommendation of the Executive Committee found in EC(1)-36/77, and to suggest that the advice and opinions of the UMN concerning the planning for the hospital should be brought into discussions with HMG.
- BD-17/77. Five Year Plan. Considerable time and discussion was given to the proposed Five Year Plan as presented. This was accepted with appreciation for all the work which had gone into the preparation of the Plan. It was RESOLVED to approve the Five Year Plan as a framework for future planning by the Functional Boards and Executive Committee, and for referral back to the Board of Directors annually for review. This is printed as Appendix W to these Minutes.
- Points brought out in discussion for the special attention of the Functional Boards are:
- The importance of evaluation of projects and programs.
 - The need to continue to cooperate and consult with other agencies working along similar lines, and to encourage member bodies to contribute information and experience gained in other countries.
 - The Education Board should be encouraged to look further into opportunities for involvement in non-formal education.
 - The presentation of projects and personnel needs in graphic, illustrated form should be encouraged.
- BD-18/77. Constitution and Bye-laws. It was RESOLVED:
- To ratify the amendment approved in BD-25/76, b), to Constitution VII.

b) To approve the following amendments as proposed and circulated earlier:

1) Assignments, appointments and acceptances.

- i) Const.IV,B: "...workers, accepted by the Executive Committee.."
- ii) Const.V,I: "Member bodies of the United Mission will offer workers to the United Mission, and, when accepted by the Executive Committee..."
- iii) Bye-law VI,C,2: "It will take action concerning the acceptance, return..."
- iv) Bye-law VII,C,9: "...regarding the acceptance, return and..."
- v) Bye-law VII,E,5: "...concerning acceptances, assignments..."
- vi) Bye-law X,C,1: "...concerning the acceptance, assignment..."
- vii) Bye-law V,B,3; second sentence: "...will consult with the senior staff and BOARD APPOINTEES, and the board..."
- viii) Bye-law VII,C,10: Delete the words, "and the Functional Board concerned" at the end of the first sentence.

2) Direct Appointees. Bye-law VIII to read as follows:

- i) Heading: "Rules governing acceptance of United Mission workers."
- ii) Sub-heading: "A. Workers accepted by the Executive Committee."
- iii) Sub-heading: "B. Workers appointed by United Mission institutions and projects (Direct Appointees)".

iv) Para B: "1. While this practice is not normally encouraged, Heads of institutions and project directors may appoint expatriates within their approved personnel, and with the assurance of funding for salary and housing from funds other than the UMN recurring budget or the project budget, as workers for periods of up to three years, these appointments being renewable.

2. United Mission Headquarters administration will be responsible for processing requests for and applications from all expatriate personnel, including self-supporting volunteers. Project Directors and heads of institutions will be responsible for the budgeting for these appointments, and will also make it clear to expatriate personnel that:

- i) they will agree not to work against the purposes of the United Mission;
- ii) they are not full members of the United Mission;
- iii) they are not entitled to the privileges and facilities offered by the United Mission;
- iv) they are not expected to assume the responsibilities of BOARD APPOINTEES.

3. In the case of openings for such expatriate workers to non-United Mission posts, they will be assigned to these posts by the concerned United Mission project or institution. In exceptional circumstances such assignments may be made by the Executive Secretary."

3) Workers' Conference representative to the Board of Directors.

- i) Const.V,B,2: "...Functional Board, and the elected representative of the Workers Conference, who will..."
- ii) Bye-law XII,B, last sentence to read: "A BOARD APPOINTEE member will be elected to represent the Workers' Conference at the following annual Board Meeting."

4) Duties of Functional Boards.

- i) Bye-laws XV, XVI and XVII,C,6: "It will appoint heads of institutions and project directors and such other officers of institutions as provided by the constitution and bye-laws of the particular institution, or delegate this responsibility to other bodies."
- ii) Bye-laws XV,9; XVI,11, and XVII,9: "It will make recommendations to the Executive Committee concerning the acquisition of lands and buildings of projects which fall under its authority, and concerning the establishment and transfer or termination of such projects."

- iii) Bye-law XVII,A,2: "Two voting members will be elected by the BOARD APPOINTEES assigned to the Economic Development Board, to serve a one year term. One of these will be elected by the Economic Development Board to attend the Executive Committee and Board Meetings."
- iv) Bye-law XVII,A,5: "Other non-voting ex-officio members will include the Divisional Directors."

It was noted that the following above sections need to be ratified at the Board of Directors meeting, 1978: 1,i; 1,ii; 3,i.

- c) To accept the following further amendments now proposed, and to note that these will be brought to the Board for approval next year:
 - i) Bye-law IX,K: "BOARD APPOINTEES will serve under the Functional Board creating the post. A BOARD APPOINTEE, not serving under a Functional Board by virtue of filling an approved post, may be assigned to a Functional Board by the Executive Secretary. BOARD APPOINTEES whose work.....their profession."
 - ii) Bye-law XIII,F: "The bank accounts of the United Mission will be as approved by the Executive Committee. The Executive Secretary... such accounts."
 - iii) Bye-law XIV,2: "The membership will be as follows:
 - a. The Chairman of the Board.
 - b. Two other members from the Board, appointed for a three-year term by the Board, one of whom will be appointed Chairman.
 - c. The United Mission Treasurer, who will act as secretary.
 - d. The Executive Secretary.
 - e. Functional Secretaries.
 - iv) Bye-law XVI,C,9: "It will be responsible for and supervise the Language and Orientation Program."

BD-19/77. Election of Executive and Finance Committees. A Nominating Committee, comprised of Dr.M.Owen (convenor), Mr.N.Janzen and Mr.J.Lindell, presented nominations for these Committees to serve for the year 1977/78. It was RESOLVED to make the following appointments:

a) Executive Committee:

President: Mr. M. Roemmele.
 Vice President: Rev. P. Kniss.
 Other members: Dr. R. Seaton.
 Mr. A. Bjoroy
 Rev. D. Lindell
 Dr. M. Owen
 Rev. E. Gass
 Mr. C. McMullen

b) Finance Committee:

Chairman: Dr. R. Seaton.
 Other Member: Rev. E. Gass.
 Alternate: UMN President.

BD-20/77. Dates of next meetings. It was RESOLVED to set the dates of the next meetings as follows:

November 14-15, 1977: Finance Committee.
 November 16-17, 1977: Executive Committee.
 April 12-13, 1978: Finance Committee.
 April 14-15, 1978: Executive Committee.
 April 17-18, 1978: Board of Directors.

BD-21/77. Appreciation. A vote of appreciation was expressed to the administration and the many people involved in the arrangements for the meetings and accommodation of members.

The meeting was closed with prayer, led by Mr. M. Roemmele.

Minutes of the

UMN EXECUTIVE COMMITTEE MEETING

held in Kathmandu, 30th-31st March, 1977

The Executive Committee met at UMN Headquarters, Kathmandu for 1½ days, sessions lasting 9-12 and 1.30-5.45 p.m. on Wednesday, 30th March, and 9-12.15 p.m. on Thursday, 31st March, 1977. The morning sessions were opened with devotions, led by Mr. N. Janzen and Mr. M. Roemmele respectively.

Roll Call. Members were present, except as indicated:

Chairman: Mr. M. Roemmele
Vice Chairman: Mr. N. Janzen
Other members: Dr. M. Owen
Rev. P. Kniss
Rev. D. Lindell
Dr. R. Seaton.
Mr. A. Djoroy
Bishop F. Jonathan (absent)

Ex-officio: Rev. G. Ruff, Executive Secretary
Mr. F. Clarkson, Treasurer
Mr. L. Asher, Education Secretary
Mr. O. Hoftun, Economic Development Secretary
Dr. C. Friedericks, Health Services Secretary
Mr. J. Lindell, Education Board representative
Mr. G. Tweeddale, Economic Development Board representative
Dr. R. Harding, Health Services Board representative.

Agenda. The agenda was adopted as presented by the Executive Secretary.

EC(1)-1/77. Minutes of previous meeting. It was RESOLVED to accept and confirm the Minutes of the meeting of November 4-5, 1976 as circulated and printed.

EC(1)-2/77. Annual Reports. The annual reports for 1976 of each of the UMN projects and UMN-related projects had been circulated before the meeting, as listed in Minute BD-4/77. It was RESOLVED to accept these and to present them to the Board.

EC(1)-3/77. Annual Financial Statements. The financial statements for 1976 (actually for the period 1 January 1976 - 13 January, 1977) for each of the projects, together with the Minutes and recommendations of the Finance Committee, were reviewed, and it was RESOLVED that these be accepted with thanks. Reports and statements were received from the projects as listed in BD-4/77.

FINANCIAL MATTERS, PLANS AND BUDGETS

EC(1)-4/77. Audits. It was RESOLVED to approve the recommendation of the Finance Committee, found in FC(1)-3/77, second part, and to endorse the various actions requested in that minute.

EC(1)-5/77. Finance Committee Minutes. It was RESOLVED to accept and approve all the recommendations made by the Finance Committee, as found in the Minutes of the meeting of 28-29 March, 1977; Appendix A to these Minutes.

EC(1)-6/77. New Posts. It was RESOLVED to approve the following new posts, which are not covered by any of the Functional Boards:

Headquarters Project: 2nd Hostess
Historian
Associate Personal Counsellor (temporary post
for 1 year only)

EC(1)-7/77. Proposed Technical Institute, Dhankuta. It was noted that negotiations are proceeding for this project, which has already been approved in principle by the Executive Committee. It was RESOLVED to approve the more detailed plans and budgets now presented, and to bring this to the attention of the Board.

PERSONNEL MATTERS

EC(1)-8/77. Arrival of new Board Appointees since the last meeting (for information):

Mr. and Mrs. K. Brookes
Miss Jacky Brown
Miss B. Fast
Dr. J. Henderson
Dr. and Mrs. H. Hohmann
Miss L. Howes
Mr. and Mrs. J. Kivela
Miss M. Koch
Mr. and Mrs. R. Metzler
Dr. J. Sleggs
Mrs. D. Poppe
Dr. and Mrs. K. Tracht
Mr. and Mrs. W. Unruh

EC(1)-9/77. Board Appointees who have returned from furlough since the last meeting:

Dr. and Mrs. W. Bond
Miss S. Fry
Dr. and Mrs. N. Iwamura
Miss K. Pedersen
Miss P. Pooler
Mr. H. Scheuer
Miss F. Swenson
Miss E. Talbot
Mr. and Mrs. D. Yoder

EC(1)-10/77. New Board Appointees expected to arrive before next meeting:

Miss J. Baldwin
Dr. T. Beels
Miss J. Carter
Miss J. Hills
Mr. and Mrs. E. Kramer
Mr. and Mrs. P. West-Kelsy
Mr. and Mrs. D. Wood

EC(1)-11/77. Board Appointees expected to return before next meeting:

Mr. and Mrs. S. Bull
Miss V. Collett
Miss M. Cundy
Dr. and Mrs. J. Dickinson
Miss C. Evans
Miss D. Grimsrud
Mr. and Mrs. T. Haggerty
~~Dr. M. Hoek~~ Mrs. T. Hoftun
Miss D. Johansson
Miss N. Kehrberg
Miss M. McCombe
Miss D. McLean
Miss M. McLean
Mr. and Mrs. T. Mogedal
Mr. and Mrs. J. Paterson
Mr. and Mrs. S. Ruohoniemi
Mr. and Mrs. M. Thomas
Mr. and Mrs. A. Voreland
Mr. A. Vossberg

- EC(1)-25/77. Education Secretary. It was RESOLVED to appoint Mr. Larry Asher as Education Secretary for a three year term from the time of this meeting. This, and the following three appointments, are made with thanks to the respective persons for their service during the past year, and with the prayers and good wishes of the Committee for their future service.
- EC(1)-26/77. Economic Development Secretary. It was RESOLVED to appoint Mr. Odd Hoftun as Economic Development Secretary for a three year term from the time of this meeting.
- EC(1)-27/77. Health Services Secretary. It was RESOLVED to appoint Dr. Carl Friedericks as Health Services Secretary for a three year term from the time of this meeting.
- EV(1)-28/77. Personnel Secretary. It was RESOLVED to appoint Miss Betty Young as Personnel Secretary for a three year term from the time of this meeting.
- EC(1)-29/77. Personal Counsellor. It was RESOLVED to appoint Mr. Asbjorn Voreland as part-time Personal Counsellor from June 1977.
- EC(1)-30/77. Associate Personal Counsellor. It was RESOLVED to appoint Mr. Russel Liechty as Associate Personal Counsellor for approximately one year from August, 1977.

OTHER MATTERS

- EC(1)-31/77. Selection Committee. In accordance with the procedures laid down in Dye-law V,A,2,B, it was RESOLVED to appoint a Selection Committee to make nominations for the appointment of the next Executive Secretary, as follows:
- Mr. M. Roemmele, Convenor, voting member of Executive Committee.
 - Mr. O. Hoftun, non-voting member of Executive Committee.
 - Mrs. S. Erickson, member of Board of Directors.
 - Rev. J. Alter, member of Board of Directors.
 - Mr. P. Spivey, Board Appointee without administrative post.

- EC(1)-32/77. Functional Board members. Acting on the recommendations received from the Nominating Committees of each of the Functional Boards, it was RESOLVED to make the following appointments for the coming year of voting members not serving under these Boards:

- a) Education Board: Miss E. Clysdale, Fr. J. Dressman.
- b) Economic Development Board: Mr. J. Lindell, Miss F. Swenson.
- c) Health Services Board: Mr. J. Lindell, Miss J. Hyland.

It was noted that the following persons have been elected as the Board Appointees' representatives to the Functional Boards for the coming year:

- a) Education Board: Mr. J. Lindell, Miss M. McCombe.
- b) Economic Development Board: Mr. B. Yoder, Mr. G. Tweeddale.
- c) Health Services Board: Mr. P. Spivey, Dr. D. Harding.

- EC(1)-33/77. DTI Evaluation. The written reports of the evaluation of DTI, requested in EC(2)-7/76,d, were presented. It was RESOLVED:

- a) To receive the reports with thanks, and with thanksgiving for the way in which they highlighted the aspects of the project which were particularly requested;
- b) To record that these reports are very positive ones, and give great encouragement to seek to become involved in a similar project elsewhere;
- c) To request the EDB to take these reports into consideration in their planning for the Dhankuta Project;
- d) To request that a similar evaluation be done of the Pokhara Boys' Boarding School for use in planning such a school in the Far West.

- EC(1)-34/77. Items referred to the Board. A number of items were not fully discussed due to lack of time. There were referred to the Board of Directors for

EC(1)-12/77. Board Appointees who have left on furlough/end of term since last meeting:

Miss G. Borg
Mr. and Mrs. R. Clark
Miss V. Collett
Dr. and Mrs. J. Dickinson
Miss Carol Evans
Mr. R. Fisher
Dr. and Mrs. K. Itoh
Mr. and Mrs. E. Martin
Miss M. McLean
Miss J. Sutton
Mr. and Mrs. M. Thomas
Miss A. Weir

EC(1)-13 77. Postponement/withdrawal of service: It was noted that:

- a) Mr. and Mrs. Il Joo Cho, nutritionist, Christian Church (Disciples), have had to postpone their service for at least two years for family reasons;
- b) Miss Jenny Degg, teacher, CMS, UK; offer of service recorded at the last meeting has been withdrawn.

EC(1)-14/77. Board Appointees due for furlough.

- a) It was RESOLVED to thank the following people for their service with the United Mission, and to welcome their return to Nepal after furlough, if there is a suitable opening for them at that time:

Mr. and Mrs. Bob Duckner, builder/industrial arts teacher; United Methodist Church, USA.

Miss Valerie Collett, nurse; BMMF, UK.

Miss Mary Cundy, medical social worker; BMMF, UK.

Dr. Mary Eldridge, obstetrician; BMMF, UK.

Miss Heidi Froelicher, nurse; Swiss Friends Mission.

Miss Rigmor Hildershavn, nurse; WMPL, Norway.

Miss Margaret Kingsley, teacher; BMS, UK.

Miss Kishori Macwann, nurse; CMS, UK.

Miss Mabel McLean, nurse; RBMU, UK.

Miss Wendy Moore, nurse; CMS, Australia.

Mr. and Mrs. Nick Peters, carpenter; MCC, USA.

Rev. and Mrs. Gordon Ruff, Executive Secretary; UPC, USA.

Mr. and Mrs. San Ruohoniemi, hospital administrator; WMPL, USA.

Miss Denise Stringer, physiotherapist; BMMF, Canada.

Miss Tomoe Tawara, nurse; JOCS, Japan.

Miss Andreas Vossberg, prosthetics technician; CSO, Germany.

Miss Neki Waaning, nurse; CMS, UK.

- b) It was RESOLVED to thank the following people for their service with the United Mission, recognising that they are completing their terms but may consider the possibility of returning to Nepal within the foreseeable future; further, to encourage them to re-apply for service with the UMN if and then they are able to return:

Mr. and Mrs. Stuart Amstutz, business manager; MCC, USA.

Miss Barbara Bowen, lab. technician; BMMF, New Zealand.

Mr. Roger Fisher, auto mechanic; BMMF, UK.

- c) It was noted that Mr. and Mrs. Dan Jantzen, engineer; MCC, USA, are due to complete their term of service in September 1977. and have no definite plans for return. As their service is greatly appreciated and urgently needed in the immediate future, it was RESOLVED to thank them for their service, and to urge them to re-consider their decision not to return after a time of furlough, if at all possible.

- d) It was RESOLVED to thank the following people for their service with the United Mission, recognising that they are completing their terms and have

no plans for returning to Nepal:

Dr. and Mrs. Mike Dobson, anaesthetist; BMME, UK.
Mr. and Mrs. Asbjorn Holm, agriculturalist; WMPL, Norway.
Miss Elizabeth Knight, secretary; BMME, UK.
Miss Ellen Muxfeldt, nurse; Gossner Mission.
Dr. Liane Nitschke, paediatrician; CSO, Germany.
Mr. and Mrs. Alpo PaaJanen, wood technician; CSO, Germany.
Miss Dulcie Ventham, business manager; UCC, Canada.
Miss Lesley Ashdown, secretary; direct appointee with RDMU.
Mr. and Mrs. Dean Wyse, agriculturalist; direct appointees with MDMC.

EC(1)-15/77. Resignations. It was RESOLVED to thank the following persons for their service with the United Mission, and to accept their resignations from the Mission with regret:

Miss Doris Bailey, medical social worker; BMME, UK.
Mr. and Mrs. Jim Miller, builder/teacher; MCC, USA.
Mr. Franz Sparr, wood merchant; direct appointee with CSO.

New Offers of Service:

- EC(1)-16/77. Miss Mirjam Bergh, nurse; offered by Swedish Baptist Mission. It was RESOLVED to accept the services of Miss Bergh, pending receipt of one final screening paper and a satisfactory medical report, with thanks to God and to her sending Mission.
- EC(1)-17/77. Mr. and Mrs. John Bertholet, mechanic/farmer; offered by Presbyterian Church in Canada. It was RESOLVED to accept the services of Mr. and Mrs. Bertholet, pending receipt of one final screening paper and satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-18/77. Mr. Leiv Boyum, civil engineer; offered by World Mission Prayer League, Norway. It was RESOLVED to accept the services of Mr. Boyum, with thanks to God and to his sending Mission.
- EC(1)-19/77. Mr. and Mrs. David Fulford, research physicist; offered by Church Missionary Society, UK. It was RESOLVED to accept the services of Mr. and Mrs. Fulford, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EV(1)-20/77. Mr. and Mrs. Russel Liechty, counsellor; offered by Mennonite Board of Missions. It was RESOLVED to accept the services of Mr. and Mrs. Liechty, pending receipt of satisfactory medical reports, with thanks to God and to their sending Mission.
- EV(1)-21/77. Miss Ann Lycett, teacher; offered by BMME, UK. It was RESOLVED to accept the services of Miss Lycett, pending receipt of a satisfactory medical report, with thanks to God and to her sending Mission.
- EC(1)-22/77. Dr. and Mrs. Richard Matern, surgeon; tentatively offered by World Mission Prayer League, USA. It was RESOLVED to accept the services of Dr. and Mrs. Matern, pending receipt of a definite offer and of satisfactory medical reports, with thanks to God and to their sending Mission.
- EC(1)-23/77. Mr. Alan Pang, financial advisor; offered by BMME, New Zealand. It was RESOLVED to accept the services of Mr. Pang, with thanks to God and to his sending Mission.

APPOINTMENTS.

- EC(1)-24/77. Acting Executive Secretary. It was RESOLVED to reccomend that the Board appoint Dr. Carl Friedericks as Acting Executive Secretary during the absence of Rev. Gordon Ruff on furlough from mid-May to early September, 1977; Mr. Ruff to resume the post of Executive Secretary on his return to Nepal.

- EC(1)-25/77. Education Secretary. It was RESOLVED to appoint Mr. Larry Asher as Education Secretary for a three year term from the time of this meeting. This, and the following three appointments, are made with thanks to the respective persons for their service during the past year, and with the prayers and good wishes of the Committee for their future service.
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- Mr. M. Roemmele, Convenor, voting member of Executive Committee.
 - Mr. O. Hoftun, non-voting member of Executive Committee.
 - Mrs. S. Erickson, member of Board of Directors.
 - Rev. J. Alter, member of Board of Directors.
 - Mr. P. Spivey, Board Appointee without administrative post.

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- b) Economic Development Board: Mr. J. Lindell, Miss F. Swenson.
- c) Health Services Board: Mr. J. Lindell, Miss J. Hyland.

It was noted that the following persons have been elected as the Board Appointees' representatives to the Functional Boards for the coming year:

- a) Education Board: Mr. J. Lindell, Miss M. McCombe.
- b) Economic Development Board: Mr. B. Yoder, Mr. G. Tweeddale.
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- EC(1)-33/77. BTI Evaluation. The written reports of the evaluation of BTI, requested in EC(2)-7/76,d, were presented. It was RESOLVED:

- a) To receive the reports with thanks, and with thanksgiving for the way in which they highlighted the aspects of the project which were particularly requested;
- b) To record that these reports are very positive ones, and give great encouragement to seek to become involved in a similar project elsewhere;
- c) To request the EDB to take these reports into consideration in their planning for the Dhankuta Project;
- d) To request that a similar evaluation be done of the Pokhara Boys' Boarding School for use in planning such a school in the Far West.

- EC(1)-34/77. Items referred to the Board. A number of items were not fully discussed due to lack of time. There were referred to the Board of Directors for

consideration and action as necessary:

Five Year Plan
Medical Reports
Per capita Grants
Report on Butwal Film
Report on Special Agreements

EC(1)-35/77. Language study guidelines and policy. A proposed revision of the present policy for language study was considered. It was RESOLVED to receive this report with thanks; to endorse in principle the strengthening of the language study program, and to refer the report back to the Education Board for consultation with the general UMN membership.

EC(1)-36/77. Patan Hospital Project. The previous actions taken, and the progress made so far, in connection with the proposed Patan Hospital Project were reviewed. In the ensuing discussion the following points were noted:

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- a) A revised, but still provisional, estimate for building costs is now given at Rs.40,000,000. This figure does not include furnishings and equipment.
 - b) It is recognised that this cost is high; HMG has unofficially expressed concern at the estimate, and the Central Agency has proposed a reduction in the budget.
 - c) The building has been planned to be both functional and efficient, and to ensure minimum maintenance costs.
 - d) The Central Agency has sent counter proposals for plans and estimates which reflect a considerable reduction in size and cost, but these appear to be impractical in this situation.
 - e) The PHP Design Engineer and the Chairman of the PHP Building Committee both plan to visit the Central Agency offices in Bonn in May 1977 for discussion, and the UMN has requested the Central Agency to send their architect to Nepal to study the situation firsthand.
 - f) The HSB has not yet had an opportunity to study this whole matter in the light of the revised estimate.
 - g) The PHP staff, and the Chairman of the PHP Building Committee, will be away from Nepal through the summer months, making further progress on plans highly improbable in the immediate future.

In the light of the above, it was RESOLVED to recommend that the matter be referred back to the HSB for further study and negotiations with the concerned parties, and for report back to the Executive Committee in November with a proposal on how to proceed further.

EC(1)-37/77. Revision of Building Committee Rules. A pro-posed revision of the UMN Building Committee rules was discussed, and several amendments made. It was RESOLVED to approve these new rules, with the amendments, and to note that these supercede all previous actions. These Rules appear as Appendix to these Minutes.

EC(1)-38/77. Policy on Construction work. The proposed policy, recommended by the EDB, on construction work undertaken by DCS was received and approved. It was noted that Building Committees are free to hire whom they wish to undertake any building project, but that if the request is made to DCS, then these rules will apply.

EC(1)-39/77. Regional Conferences. In connection with the Regional Conferences planned in Sweden and USA in May/June, 1977, it was RESOLVED to approve:

- a) That the Executive Secretary's expenses related to the Consultations and travel, not covered by his normal furlough travel, be charged to UMN;
- b) That Mr. Odd Hoftun, who will be on furlough at the time, be invited to attend the Consultation in Orebro, Sweden at the expense of UMN.

EC(1)-40/77. Constitution and Bye-laws. It was noted that a number of proposed amendments would be brought to the attention of the Board. Further, that the procedures outlined in Bye-law IX, F and G are not really practical, and need further study for possible amendment.

EC(1)-41/77. Study on division of responsibilities. In recent months there have been suggestions made about possible changes in the allocation of responsibility to the Executive Committee, Finance Committee, Coordinating Committee and Functional Boards in matters of business. It was RESOLVED to appoint a committee to study this matter, as follows:

The Chairman of the Board (Chairman and Convenor);

The Chairman of the Finance Committee;

The Executive Secretary;

The Treasurer;

Mr. O. Hoftun.

The committee is requested to report back to the Executive Committee in November.

The meeting was closed with prayer.

Minutes of the
FINANCE COMMITTEE

held in Kathmandu, 28-29 March, 1977

The Finance Committee met in the Board Room at UMN Headquarters, Kathmandu. Sessions lasted 1- 5.30 p.m. on Monday, 28th March, and 8.30-12 noon and 1-2.10pm on Tuesday, 29th March, 1977. Dr. C. Friedericks and Mr. O. Hoftun opened the sessions with devotions on Monday and Tuesday respectively.

Roll Call. Mr. N. Janzen (Chairman); Dr. R. Seaton;
Rev. G. Ruff (Executive Secretary); Mr. F. Clarkson (Treasurer);
Dr. C. Friedericks (Health Services Secy.); Mr. O. Hoftun (Economic
Development Secy.); Mr. L. Asher (Education Secy.)
Observer: Mr. M. Roemmele (UMN President).

FC(1)-1/77. Confirmation of Minutes. The Minutes of the last meeting, held 6th November, 1976 had been circulated, and it was RESOLVED to approve these as correct.

FC(1)-2/77. Annual Financial Statements for 1976. The annual financial statements of all UMN projects for 1976 were studied and discussed. It was noted that these actually cover the period 1 January 1976 to 13th January 1977, in order to bring the accounting of the UMN in line with the new fiscal year. It was RESOLVED to approve these statements and to forward them to the Executive Committee for official acceptance, with the following comments and queries:

- a) Palpa Project. It was requested that the Treasurer make investigation into the reporting of Capital and Designated funds, with particular reference to the balance of Rs.122,204. in the hospital extension program, and matters covered in Minute FC(1)-4/77.
- b) Gorkha Project. It was RECOMMENDED that the amount of Rs.18,959. still not recovered from the May robbery be written off against balances returnable from the project to the Treasurer's General Fund, noting that this account in connection with the robbery has still not been finally settled.
- c) Shanta Bhawan Hospital.

- 1) It was noted that the SBH Board had requested that the Hospital be allowed to retain the credit balance at the end of the year of Rs.99,218.81, and that they would make no request from the Treasurer for funds to cover the increase in the salary budget for 1977. The Finance Committee RESOLVED to recommend that the balance of Rs.99,218.81 be returned to the Treasurer; and in view of this to request the Hospital Board to present an up-to-date picture of the financial situation to the Finance Committee at its autumn meeting.

Sincere appreciation was expressed of the hard work on the part of hospital staff which has resulted in increased income and a credit balance at the end of the year.

- ii) It was RESOLVED to recommend that, in accordance with the request of the SBH Board, a sum of Rs.142,509.50 only be returned to the Treasurer from the balance at the end of the year in the Nursing School account, on the understanding that the remaining amount of approx. Rs.47,000. be used in 1977 only for scholarships. It was also requested that the Treasurer obtain further clarification on the account with regard to the matter of scholarships, stipends, and student allowances.
- iii) It was noted that the deficit balance in the Community Health Program of Rs.24,058. would be recovered through grants from

the Central Agency.

iv) With regard to capital funds for the project, it was RESOLVED to draw attention to the necessity of adhering to UMN policies with regard to the procedures for approval of capital items, and for reporting of donations. Ref. FC(1)-4/77.

d) Treasurer. It was RESOLVED to recommend that the balance of net receipts over payments for the year 1976, after taking into account the balances and deficits returned from the projects, be transferred to the Equalisation Reserve Fund (ref. EC(2)-9/76, ii).

e) Okhaldhunga Project and Provident Fund. It was noted that these accounts could not be presented at the present time, but would be submitted to the next meeting of the Finance Committee.

FC(1)-3/77. Audit Report. The Treasurer reported on the following progress made on project audits:

- a) Completed - Community Health Office, 1974, 1975, 1976
Mahendra Dhawan School Hostel, 1976
Nepal Orthopaedic Appliances Centre, 1.9.75-31.12.76
Building Department, 1974, 1975, 1976
Scholarship Committee, 1976
- b) In progress- UMN Headquarters, 1975
Mission-wide Expenses, 1975
Provident Fund, 1975
- c) Outstanding- UMN Headquarters, 1976
Mission-wide Expenses, 1976
Provident Fund, 1976
Shanta Dhawan Hospital, 1974, 1975, 1976
Tansen Project, 1974, 1975, 1976
Tansen Construction Dept., 1974, 1975, 1976
Butwal, DCS, 1975, 1976
Pokhara - Administration, Agriculture Dept., School Hostel, and Building a/c, 1974, 1975, 1976
Gorkha Project, 1975, 1976
Okhaldhunga Project, 1975, 1976
Patan Hospital, 1976.

It was RESOLVED to recommend:

- i) The acceptance of this report;
- ii) That emphasis again be placed on the urgency of bringing audits for the whole Mission up to date;
- iii) That the Treasurer be urged to enlist the help of outside auditors to complete all the outstanding audits through 1976 by the end of this current year, at whatever cost is necessary;
- iv) That an additional sum of Rs.100,000. be added to the Headquarters budget to cover the costs of such audits through the coming months;
- v) That from 1978 onwards the various projects be requested to include in their budgets a sum sufficient to cover the audit for that project for the previous year.

FC(1)-4/77. General policies arising from Financial Statements. It was RESOLVED to recommend approval of the following policies in connection with annual statements:

- a) That all projects be requested to insert an extra column in capital fund statements, which will be the first column, showing the amount of approved capital budget for each item for that year. (This may be only a balance of a total approved amount in cases of items in progress over a period of more than a year.)
- b) That all capital receipts and expenditures be reported regularly in a form showing receipts which come through the Treasurer and those which are received directly by the project;
- c) That projects be requested to hold undesignated funds in suspense until such funds are applied to an approved item, at which time they would be transferred to the capital account;
- d) That the Treasurer be asked to investigate methods by which projects can differentiate between capital funds and other

designated funds in their accounting and reporting; to look into the matter of personal work accounts held by various individuals across the Mission and the use to which such funds are put; to further investigate the possibility of projects showing proper Balance Sheets; to include stocks, etc.

FC(1)-5/77. Supplementary Recurring Budgets. It was RESOLVED to recommend that approval be given to the following requests for supplementary budgets by the projects for 1977:

a) Headquarters:

Security services	13,700.	
Audit fees	<u>100,000.</u>	113,700.
Deletion of items in connection with EDS:		
Salary	4,800.	
Travel expenses	<u>6,000.</u>	(10,800.)

b) Palpa Project:

ANM Program: Additional salary for nurse to teach midwifery, and promotion of maintenance supervisor		9,040.
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c) Gorkha Project:

Area Admin: Additional rent for housing		3,525.
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FC(1)-6/77. Supplementary Capital Budgets. It was RESOLVED to recommend that approval be given to the following requests for supplementary budget capital budgets for the year 1977:

a) Headquarters:

Additional office furniture and equipment	14,000.	
Alterations to offices and security measures	10,000.	
Guesthouse 1 furnishings and equipment	5,000.	
Guesthouse 2 alterations	10,000.	
Guesthouse 2 furnishings and equipment	<u>90,000.</u>	129,000.

b) Mission-wide Expenses:

Additional furniture for Kathmandu Valley Housing Committee		15,000.
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c) Health Services Projects:

i) Palpa, Project Administration -

Additional for dharmshalla	30,000.	
Maintenance store stock	50,000.	
2 Incinerators for Tansen bazar	10,000.	
Gobar gas plant for jail	25,000.	
Bridge on hospital road over ravine	5,000.	
Additional for telephone system	<u>23,000.</u>	

ii) Palpa, Hospital -

Additional for solar heater	15,000.	
Additional for RFG machine	400,000.	
Additional for dental equipment	<u>32,000.</u>	

iii) Palpa, GMA School -

Field operations, c.f. from 1976	25,000.	
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iv) Gorkha, Project Administration -

Office building at hospital	5,000.	
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v) Shanta Bhawan, Hospital -

EKG machine	15,000.	
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vi) Shanta Bhawan, CHP -

Latrine slabs & drinking water project	20,000.	
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vii) Okhaldhunga -

Additional for staff quarters	<u>4,000.</u>	659,000.
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d) Economic Development Board Projects:

Butwal Area - Guesthouse stove and furnishings	10,000.	
BTI Foundry	300,000.	
BTI Evaluation for planning Dhankuta Project	7,000.	
Galvanizing Plans, additional shares (BTI)	100,000.	
Dhankuta Project	<u>2700,000.</u>	3,117,000.
Deletion -		
BTI Workers' housing		(152,500.)

e) Direct Appointees:

Shanta Bhawan Hospital	1,800.	
Palpa Project	15,025.	
Gorkha Project	<u>7,560.</u>	24,385.
		<u>3,773,325.</u>

FC(1)-7/77. Capital Fund grants. It was RESOLVED to recommend that the following amounts be granted for capital fund items:

a) From Medical Work Fund -

Okhaldhunga, Health education	5,000.	
Okhaldhunga, additional for staff quarters	4,000.	
Paimey, completion of house	<u>4,000.</u>	13,000.

b) From Undesignated Funds:

i) Headquarters -

Office furniture and equipment	11,000.	
Office alterations/security measures	10,000.	
Guesthouse No.2 alterations	10,000.	
Guesthouse No.2 furnishing/equipment	<u>75,400.</u>	106,400.

ii) Mission-wide Expenses:

Kathmandu Valley furniture		15,000.
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iii) Health Services Projects:

Palpa Project administration -		
Maintenance store stock	50,000.	
Additional for telephone system.	6,140.	
Palpa, Tansen Hospital -		
Additional for solar heater	<u>8,775.</u>	64,815.

iv) Economic Development Projects:

Butwal guesthouse stove/furnishings	10,000.	
Evaluation of BTI	<u>7,000.</u>	17,000.

v) Direct Appointees, SBH

	<u>1,800.</u>
	<u>205,015.</u>

FC(1)-8/77. Review of Okhaldhunga accounting system. It was noted that it has not as yet been possible to do this, but that plans have been made to carry it out soon.

FC(1)-9/77. Grants and donations for HSB and EB Projects. Ref. FC(2)-7/76.

It was reported that the HSB and the EB had taken action to adopt the guidelines for handling of grants and donations to their projects similar to those adopted by the EDB, with necessary changes of titles of personnel involved. It was RESOLVED to recommend that the adoption of these guidelines by the EB and the HSB be approved.

FC(1)-10/77. Valuation Reserve. Ref. FC(2)-9/76. It was RESOLVED to recommend:

- i) That the present policy be continued without change;
- ii) That further study and preparation be carried on on the work working rules, and that this matter be deferred for presentation to

the Finance Committee in November.

FC(1)-11/77. Suspense accounts. The Treasurer reported that a number of outstanding accounts have been cleared up, and that work is still in progress on the remainder. It was RESOLVED to recommend that an amount outstanding in the name of Mr. G. Richards of Rs.2,379.95 be written off.

FC(1)-12/77. Bank accounts of the United Mission.

- a) It was RESOLVED to recommend that the following amendment be made in Bye-law XIII, F:
"The bank accounts of the United Mission will be as approved by the Executive Committee. The Executive Secretary is authorised to notify the bank of changes in personnel authorised to sign on such accounts."
- b) It was further RESOLVED to recommend that, without amendment to the Bye-laws, it be understood that:
 - i) The term "bank accounts of the United Mission" in Bye-laws VII,D,5 and XIII, F shall be understood to mean bank accounts of Shanta Bhawan Hospital and of such UMN projects which are fully owned and managed by UMN and do not have their own Managing Boards, provided that capital funds channelled through the UMN will normally be held in "bank accounts of the United Mission", even when the grants are for projects which are not fully owned or managed by UMN, or which have their own managing boards.
 - ii) There possible those authorised to operate UMN bank accounts will be identified by their designated positions, and not by name.

FC(1)-13/77. Patan Hospital Project. This project, with the new estimate of building costs, was considered, and is passed on to the Executive Committee for discussion.

FC(1)-14/77. Salary Scale. It was RESOLVED to recommend that a new post be approved in the UMN salary scale as follows:

Administrative Cadre, Grade IV, NG: Senior Receptionist.

FC(1)-15/77. Policy of Employment. Proposals brought before the Committee on the matters of annual leaves and retirement were considered. It was RESOLVED to refer these matters to the Health Services Board for purusal and investigation into the financial implications, and for report back to the next meeting of the Finance Committee.

FC(1)-16/77. Building Committees. The revised rules for Building Committees, as proposed by the EDB, were presented. It was RESOLVED to recommend that these be approved, with the addition of a para to include the policy of EC(2)-88/73.

FC(1)-17/77. Construction Work. The proposed "UMN Policies and Guidelines for Construction work" recommended by the EDB at its meeting in February 1977 were considered. It was recognised that each project Building Committee has the freedom to select whom they wish to ask to carry out a building project; but that if DCS is requested to undertake such a project, the proposed Guidelines would apply.

FC(1)-18/77. Consulting Service Fund, and Consulting Fees for UMN Building. It was RESOLVED to pass these policies on to the Executive Committee for consideration.

FC(1)-19/77. Structure of FC, EC, etc. The suggestions which had been made for re-allocation of responsibilities within Finance Committee, Executive Committee, Coordinating Committee and the Functional Boards was discussed. It was RESOLVED:

- a) To recommend that the following amendment be made to Bye-law XIV, 2:
"The membership will be as follows:
 - a. The Chairman of the Board.
 - B. Two other members from the Board, appointed for a three-

year term by the Board, one of whom will be appointed Chairman.

- c. The United Mission Treasurer, who will act as secretary.
- d. The Executive Secretary.
- e. Functional Secretaries.

- b) To request the Coordinating Committee to approve the annual plans and budgets of Headquarters and Mission-wide Expenses for presentation to the Finance and Executive Committees, and to undertake such other tasks as are requested from time to time;
- c) To recommend that the Executive Committee appoint a committee to meet, possibly for a day before the next Finance and Executive Committees, to study the lines of responsibilities and make definite suggestions for any relevant alterations;
- d) To recommend that the matter of small casual projects (ref. EC(2)-11/76) be dealt with as a part of this re-structuring process.

FC(1)-11/77. Disposal of Building Department balances. It was noted that the UMN Building Department as such has been closed, and the operation transferred to the responsibility of DCS. With regard to the balances in the Building Department Funds at the end of 1976, on the recommendation of the EDB it was RESOLVED to recommend:

- a) That the General Fund final balance of approx. Rs.26,223. be transferred to DCS for the establishment of the recommended UMN Consulting Service (Working Capital) Fund;
- b) That the Capital Fund balance of Rs.943.65 be transferred to the Patan Hospital Project for the purchase of equipment for the Design Consultant's office.

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

Zur Ablage

Aktenplan-Nr. 228

Datum 18.5.77

Handzeichnung

UNITED MISSION TO NEPAL

BOARD OF DIRECTORS

March 31- April 2, 1977
Kathmandu, Nepal

A G E N D A

1. Opening Devotions: Thursday, 1.30 p.m. - *Mr. R. Fleming*
Friday, 9 a.m. - Rev. J. Alter
Saturday, 9 a.m. - Mr. A.C. Dharmaraj

2. Schedule of Membership and Roll Call:

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

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

A quorum is half the total number of member bodies (half of 28 = 14).

3. Suggested Schedule: Thursday: 1.30 - 5.45 p.m.
Friday: 9 a.m. - 12 noon; 1.30 - 5.45 p.m.
Saturday: 9 a.m. - 12 noon.

4. Announcements.

5. Adoption of the Agenda, with possible additions.

6. Confirmation of the Minutes of the last meeting of the Board, held in Kathmandu, April 8 - 10, 1976.

7. Appointment of the Nominating Committee (for Executive and Finance Committees).
Dr. H. Olsen, J. Gendell, N. Jansen

8. Annual Reports and Financial Statements of the Projects, forwarded by the Executive Committee:

	<u>Page</u>
a) Executive Secretary's Report.....	57
b) Headquarters Report and Statements.....	1 & 63
c) Mission-wide Expenses Statement.....	65
d) Education Board Reports and Statements:	
✓ Pokhara Boys' School.....	4, 67
✓ Mahendra Bhawan Girls' High School.....	8
✓ Scholarship Committee.....	11
✓ Education Secretary's Report.....	15
e) Economic Development Board Reports and Statements:	
Econ. Dev. Secretary's Report.....	17
Seconded workers.....	17
Building Department.....	18
Butwal Technical Institute.....	18
Development and Consulting Services.....	19
Butwal Plywood Factory.....	21
Butwal Power Company.....	21
Butwal Area.....	21
f) Health Services Board Reports and Statements:	
Palpa Project.....	25, 56, 67
Gorkha Project.....	37, 56, 67
Community Health Office.....	43
Shanta Bhawan Hospital.....	44, 56,
Okhaldhunga Project.....	53, 56
Patan Hospital Project.....	55

g) Treasurer's Statement & Provident Fund Statement..... 69

9. ✓ Report from Nepal Christian Fellowship.	<u>Page</u>
10. ✓ Report of Workers' Conference.....	109
11. ✓ Constitution and Bye-laws:	
a) ✓ Ratification of amendment: See BD-25/76.	
b) ✓ List of suggested amendments circulated January 1977.....	113
c) ✓ Further proposed amendments.....	114,115
12. ✓ Five Year Plan..... <i>Friday Afternoon</i>	71
13. ✓ Personnel Needs List.....	117
14. ✓ Per Capita Grants..... <i>Saturday morning</i>	121
15. ✓ Share Investment, recommendation from EDB.....	114 b
16. Appointment of Acting Executive Secretary, mid-May to early September, 1977.	
17. ✓ Publicity materials, report.	
18. ✓ Report on Special Agreements.	
19. ✓ Report on Regional Conferences and General Conference.....	122 A
20. ✓ Medical Reports.....	122
21. Dates of next meetings. Suggested for:	
November 14-15;1977: Finance Committee	
November 16-17,1977: Executive Committee	
April 12-13, 1978: Finance Committee	
April 14-15, 1978: Executive Committee	
April 17-18; 1978: Board of Directors	
OR	
April, 17-18, 1978: General Conference	
April, 19-20, 1978: Board of Directors	
22. Election of Finance and Executive Committees.	
23. Any other business.	

(A) Member Bodies and their representatives:

Assemblies of God: No representative

Baptist Missionary Society: Rev. S. Mudd (absent)

✓ Bible & Medical Missionary Fellowship: ✓ Mr. M. Roemmele, ✓ Dr. R. Windsor

✓ Christian Church (Disciples): ✓ Rev. E. Gass E, F

Church Missionary Society, Australia: ✓ Miss R. Judd

Church Missionary Society, UK: ✓ Miss R. Judd

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

Committee for Service Overseas: ✓ Mr. K. Kaiser

Darjeeling Diocesan Council & Church of Scotland: ✓ Dr. J. Duncan

Free Church of Finland: ✓ Miss K. Kormu

Finnish Missionary Society: ✓ Rev. P. Rasanen

Gossner Mission: ✓ Miss D. Friederici

Japan Overseas Cooperative Service: ✓ Dr. N. Ishikawa, ✓ Dr. A. Sato

Lutheran Church of America: ✓ Rev. D. Lindell E

Mennonite Board of Missions: ✓ Rev. P. Kniss V.P.

Mennonite Central Committee: ✓ Mr. N. Janzen

Methodist Missionary Society: ✓ Miss R. Stephens

Presbyterian Church in Canada: ✓ Dr. C. McMullen E

Regions Beyond Missionary Union: ✓ Dr. M. Owen E

Swedish Baptist Mission: ✓ Mrs. S. Erickson, ✓ Miss L. Arnshelm

Swedish Free Mission: ✓ Mr. E. Andreasson

Swiss Friends Mission: ✓ Miss L. Ammann

United Church of Canada: ✓ Dr. E. Furcha

United Methodist Church: ✓ Dr. R. Fleming

United Presbyterian Church: ✓ Dr. R. Seaton, E, F Rev. J. Alter

Wesleyan Church of America: ✓ Dr. M. Snyder

World Mission Prayer League, Norway: ✓ Mr. A. Bjoroy E

World Mission Prayer League, USA: ✓ Miss D. Christianson

(B) Representatives of Nepal Christian Fellowship:

✓ Mr. S. Sodemba

(C) Co-opted members:

✓ Leprosy Mission: ✓ Dr. V. Das

(D) Ex-officio members:

Executive Secretary: ✓ Rev. G. Ruff

Treasurer: ✓ Mr. F. Clarkson

Education Secretary: ✓ Mr. L. Ahser

Economic Development Secretary: ✓ Mr. O. Hoftun

Health Services Secretary: ✓ Dr. C. Friedericks

Education Board representative: ✓ Mr. J. Lindell

Economic Development Board representative: ✓ Mr. G. Tweeddale

Health Services Board representative: ✓ Dr. R. Harding

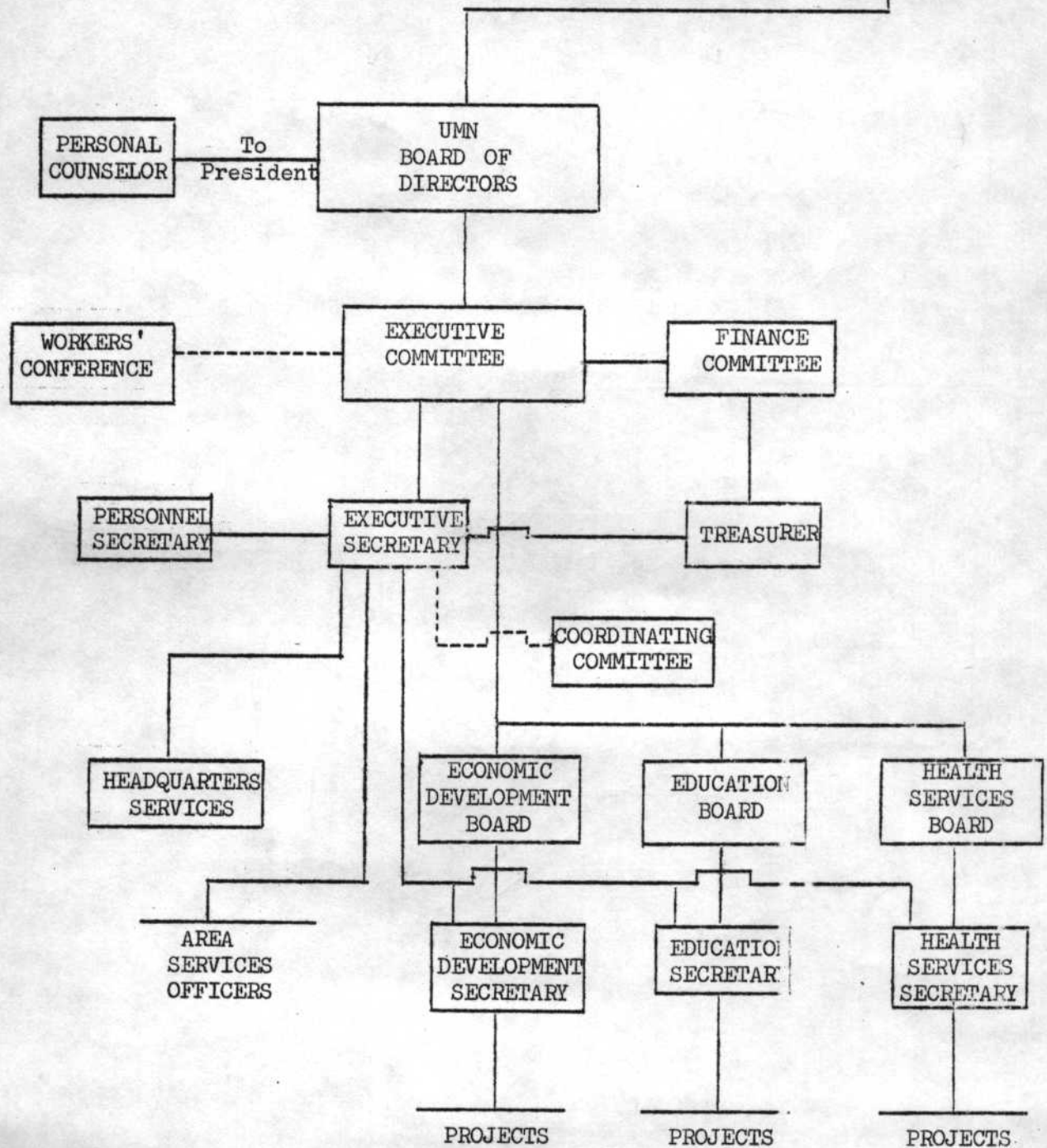
(E) Visitor:

Rev. V. Remes, Finnish Missionary Society

W. P. Singh - GELC, Ranchi

ORGANIZATIONAL STRUCTURE
of
THE UNITED MISSION TO NEPAL

TWENTY-NINE OVERSEAS MEMBER BODIES SEND REPRESENTATIVES TO



LEITZ
1656 Trennblatt
zum Selbstausschneiden
von Registertasten

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This report and recapitulation of the past year will have two sections: one will be called "Retrospect", and the other "Prospect". When the writer of Hebrews says, "Jesus Christ is the same yesterday, today and forever" we recognise that He is the Link who draws together continuing ministry in a time of striking change. Jesus Christ is our Fixed Point of Reference, and because of Him we are open to change.

RETROSPECT

1979 was the year of the 25th anniversary of the life and work of the United Mission to Nepal. It was marked by two major events. The first was the Jubilee Workers' Conference held in Pokhara in late January. The one who led us in word and study was Dr. Samuel Moffett from Korea, and we were grateful for his messages, anchored in the book of Philippians. The pageant depicting the beginnings and the development of the UMN was a marvellous example of an event which made every person present sense a living part of what was being portrayed. Jonathan Lindell's book, "Nepal and the Gospel of God", in an honest and thorough manner sets out for posterity our history.

The other large event was the General Conference preceding the Board and Executive and Finance Committee meetings in March/April. This event was graced by the provocative and stimulating presence of Dr. Kosuke Koyama and Rt. Rev. Lesslie Newbigin. They led us into study, evaluative questioning, and to commitment of ourselves once again to the mission which is God's mission in Nepal. Part of this Conference was the breaking into small study groups. Again, gratitude for the past was mingled with grappling with the realities of today and tomorrow. This mood carried over into the Board Meeting, in which task and ministry were carefully scrutinised at every level. One is grateful that the celebration of the past in retrospect was not one which ended in deadening self-satisfaction, but rather in a live dialogue.

1979 was the year of the announcement of the referendum. The initiative taken by His Majesty to place in the hands of the people of Nepal basic franchise is a momentous step. Certainly part of the creative foment which makes for change was the unrest activating the student world. In turn this mood of unrest found itself taking the form of strikes and questioning, particularly in our schools and hospitals. One would pause here to commend the maturity and the steadiness of our co-workers who live, so many of them, in the cutting edge of change.

1979 was a year of continuing growth and turnover of personnel. Crowded sessions of language study and orientation for new personnel were held in two terms beginning February and August. Particularly one would like to give personal tribute and recognition to two of the former Executive Secretaries who have now left the field. One is Mr. Jonathan Lindell, who for 11 years served in this capacity, and then continued to serve within the field of education in Nepal. He returns to the United States to assume the position of Director of his missionary society, the World Mission Prayer League. My immediate predecessor was Mr. Gordon Ruff. One is grateful for his dedication and competency in serving with such distinction the United Mission to Nepal. May God's richest blessings attend him as he goes into active retirement in the United States with the United Presbyterian Church.

1979 was a year of continued service and growth in ministry. It was a year marked by initiatives. There were initiatives in policy. Within the Economic Development Board there was created a Rural Development Division, anticipating a strong commitment to integrated rural development efforts and working within the villages in Nepal. The Food for Work program, initiated by the Integrated Rural Development Committee, has found acceptance with government, and certainly a magnificent responsiveness by the member bodies which made up UMN. The concept of clustering together in support teams a melding together the skills represented by our Functional Boards is a fresh approach. Another initiative in policy was the creation of the post of Office Manager for the training of Nepalis for office work in Headquarters as well as the wider areas of service of our ministries. Another policy initiative is "Asianization"; that is, seeking to recruit a goodly number of people from the third world to fill vacant posts within the United Mission. There has been genuine policy initiative in terms of coming to grips with institutionalization. Selective growth in terms of personnel, with an emphasis on people-intensive projects and integrated rural development efforts, is practical.

There have been project initiatives. Jumla is on the edge of becoming a reality. Andhikhola has been basically accepted by Government. The Patan Hospital project is assuming physical form. Seminars on motivation and integrated rural development have taken place.

There have been service initiatives. Our Cultural Resource Worker is beginning service. A full-time Language Supervisor is working effectively. Counsellors serve effectively. We seek in every possible way to have openness mark what we do.

There have been administrative initiatives. There has been an encouraging reaction to a series of Progress Reports sent to our member agencies. There has been an attempt to center more of our emphasis, not in Kathmandu, but in the projects themselves. Staff has been enhanced by an Information Officer, an internal Auditor and Treasurer's assistants. In seeking to serve our people, a third guesthouse has been added in Kathmandu.

Not only has 1979 been marked by initiatives, but it has been marked by the outstanding leadership given by our Functional Secretaries. Each of their areas of work is a real place of ministry in UMN. Health Services is growing, but is also asking deep and basic questions; for example, What is the posture one has towards government relationships, the community, and towards what is possible and appropriate? During the year an evaluation team from the Christian Medical Commission in Geneva visited, and is preparing a report which will be issued in the early days of 1980. The growth of creative relationships between community health programming and community, with government and with a base hospital, was been a growing experience. Within the portfolio of the Education Board, the year has been marked by the opening of the work in Jumla. At the date of writing this report, final authorization has not yet been granted. However, we have personnel already beginning the work with the assurance of permission being granted quickly. Within the Economic Development Board, a Rural Development Division has been set up. The growing emphasis on integrated rural development, which also touches education and health care, is also in the perspective of EDB concern. Continued dialogue regarding the turnover of Butwal institutions continues. Each of the Functional Secretaries, in the reports, together with their colleagues, highlights the work which exists.

PROSPECT

1979 has been a year of asking basic and difficult questions as we look forward to a continuing ministry here in Nepal. One of the areas where questions are being asked is the whole meaning of institution health care: What ought to be our guidelines in growth, relationships, purpose and the nature of such care? A Commission is to be appointed by the administration of UMN, through its Board Chairman and its Executive Director, to seek to wrestle with this. Questions have been asked by the Board and its Executive Committee as to the nature of the relationship between the Board and staff, and the structure of the Board itself. It is a unique thing that the final authority for policy of the UMN only exists as a viable body for about three days a year. Questions are being asked about the Agenda for the Eighties. We would seek to continue to restate both policy and priority as we look ahead to a tomorrow which has yet to be lived.

Obviously the mood of this report is one of searching, basically because I personally have only been in the office for seven months. A good section of this report reflects the work of my predecessor, Mr. Gordon Ruff, particularly in preparing for the 25th anniversary, and the sharpening of our administrative processes through the Coordinating Committee, and a healthy delegation of responsibility.

with His

1979 witnessed the beginnings of dialogue processes/Majesty's Government regarding our next Agreement, as the present one terminates in May 1980. Can we have an Agreement which will be for perhaps ten years instead of five again? Many questions need to be asked, and are being asked. Bishop Hans Lilja once was asked if he had many doubts. To this he answered, "No, but I have many questions". No one has a doubt as to our mandate from Jesus Christ to serve Him within the United Mission to Nepal. No one has a doubt as to the genuine need, the real opportunities, and God's gracious provision. But still there are many questions. This report would invite you to pray, to participate, to probe.

There is an absence of names from this report, except in two cases. But this does not mean that we do not have an intense appreciation for the

family which makes up the UMN. A group of expatriates from a score of countries and 34 agencies are God's good gift to enable mission here in Nepal. The hidden wealth of thousands of people, churches, societies and agencies bless us through their support. The essential fellowship of a growing Nepali Church challenges and strengthens us as we find our place as the lay persons within its congregations. The encouraging relationships with civil servants in the areas where we serve is a gift.

We pray for and honour the King of Nepal. We love its people. We thank God for our calling here. We live in the challenge of change. We would be envoys of His peace and stability as we serve. We acknowledge gratefully other Christian agencies in this nation, and we would encourage them. We recognise the immense contributions being made by government and development agencies from all over the world. We do not compete with them. But we are the salt which would be shaken loose and find itself hidden in the soil of the people.

Sometimes people ask, "What will happen when you leave?" The answer simply is that all our efforts are in the communities of this nation and they will remain. Without bias and prejudice, we serve all people. We are part of God's providence to this people.

We close by affirming our sense of God's call to serve Nepal. We recognise that about 30 years of exposure to the rest of the world is a real factor. Christian presence is hardly more than 25 years. This economically is one of the poorest nations in the world. There is yet much to do. We would work while it is day.

Carl Johansson
Executive Director

UMN HEADQUARTERS REPORT FOR 1979

Headquarters exists to be a servant in administration, i.e. directed service to our co-workers in Nepal. 1979 has seen growth and change in our ministry. Certainly the appreciation for my predecessor needs to be highlighted again. Gordon Ruff served with dedication and efficiency. There are nine areas of service where we seek to serve. One is so very grateful for the staff, patriate and expatriate, who make this a human, and, we trust, a loving fellowship of service.

1. The Functional Secretaries serve admirably. Three years have passed since this structure began, and certainly it is a workable one. Meetings, meetings seem to be the price for growth and outreach.
2. The office of the Personnel Secretary continues to function efficiently. 1979 marked the entry of about 60 long term workers into the UMN ministries.
3. The Central Services Department assumes a vital role in property management and maintenance, both real and moveable. What a service to the projects CSD is! Mail, many supplies are all involved here.
4. The Treasurer's office continues to function with growing competency. This past year has witnessed new personnel, including an internal auditor and Treasurer's assistants.
5. The Language and Orientation Program has now a fulltime supervisor. Its program of mission-wide service is increasing.
6. The Guesthouses now number three, with the addition of the Fleming House. Our hostesses serve selflessly and lovingly. Hospitality is their gift.
7. This past year has witnessed a fulltime entry of an Information Officer. We look forward to what this can mean in increased service.
8. The Counsellors do not fall under the direction of Headquarters, but they serve in a creative and healing role in the life of our fellowship. We are grateful for their ministry.
9. The task and responsibilities of the office of Executive Director are made not only bearable, but a joy, through the service of the office staff members. Secretaries, stenographers and other workers are so appreciated. The workers are housed in six homes and three guesthouses.

Besides serving the UMN family, responsibilities include relationships to HMG at different levels; relationship to 34 member bodies who form our Board of Directors; relationship and communication to our donor agencies; being the face of UMN to our many guests, and also a hand of fellowship to co-workers both within the Christian community and other Christian agencies in Nepal. What a privilege is ours to serve Jesus Christ and the people of Nepal in such a day as this!

Carl Johansson
Executive Director

UMN EXECUTIVE SECRETARY

REPORT FOR THE YEAR 1978

"What is the United Mission to Nepal?" How frequently this question is asked as visitors come to Kathmandu, or as we meet interested people in other countries. When we reply that the UMN consists of 29 different missionary societies, supporting about 240 missionaries who come from 16 17 countries, with all of their cultural and national backgrounds, languages and variety of Christian lifestyle, people invariably ask, "How can it work?" Our standard and sincere reply is, "Only God's grace and an overriding commitment to help meet the needs of the people in Nepal in the Name and Spirit of Jesus Christ make this work". When 1978 came to a close it marked almost 25 years of God's gracious hand upon the UMN as it has sought to be faithful to its Lord through the means open to it for witness and service in Nepal.

Because this is a major event in the brief history of the UMN, there has been a good bit of discussion and planning how best to observe the event in 1979. Our historian, Jonathan Lindell, has done a great deal of research and hard work, and has written his book entitled Nepal and the Gospel of God. At the end of 1978 it was in the press; we expect delivery in time for the 25th anniversary celebration in April, 1979. Planning has continued for the General Conference, at which time a large number of people will gather from many countries of the world to join in the celebration. Two outstanding speakers have agreed to come; one to speak on the Biblical basis of mission in Nepal, and the other on Christian involvement in development. At the Workers' Conference in January, 1979, there will be a Jubilee celebration so that as many as possible of UMN personnel can have a part in this significant year.

But this report needs to concentrate on what has taken place in 1978. The Coordinating Committee has been strengthened to be the center of overall administration within the Mission. Because it is made up of the Functional Secretaries, Treasurer and Personnel Secretary, all of whom work very closely with the Executive Secretary, this has been a major factor of unity and sharing developments through the entire Mission program. The Treasurer's reports submitted separately indicate the financial blessings which have come to the Mission. Each of the three Functional Secretaries has submitted a separate, detailed report. These materials merit considerable study to inform anyone interested in how overall planning is carried out, project by project. The Five Year Plan, approved in 1977, has proved to be an excellent guideline with which to implement the programs as God has provided personnel and financial support.

In the field of Education new opportunities have come in relatively isolated villages to place teachers who are specialists in subject matter, and who not only will teach classes but will also be much involved in upgrading of the village high school teachers. The input here is different from that of earlier years when UMN managed the schools. Now we send teachers into the government Education system Plan at the request of headmasters and District Education Offices. In addition, we still are receiving requests to go further afield to be involved in education. The progress regarding our assistance in the isolated Jumla area in the northwest section of Nepal has been slow, but stimulating. Considerable discussion and exchange of proposals has gone on with the Education Ministry regarding UMN involvement in a boarding school in that area. More recently the request has been that UMN start a Rural Trade Training School in Jumla to meet the needs of young people who will remain in that District and be available as technicians of varying levels with good training to implement the government development programs in that badly underdeveloped section of the country. Both of these proposals, if undertaken by UMN in Jumla, will involve a major change in geographical participation, and will involve considerable planning for support of personnel and program in that far western area. Scholarship aid is continued for many promising but economically underprivileged boys

and girls. Efforts are made to recruit worthy students from remote areas to give them opportunities of a good high school education in Pokhara or Kathmandu. During the year more than 100 have been supported in scholarship programs through the Scholarship Committee, and about 90 others have been supported through private interests. The UMN has always viewed training of young Nepali boys and girls for leadership positions in their country as a high priority. Under the Education Board the Language and Orientation Program has flourished. In the autumn there was a record number of 27 in the program in Kathmandu. Among them was a fully trained linguist, who is being prepared to take over supervision of this program in 1979, the first such fully qualified person the Mission has had.

Under the Economic Development Board there has been more intensive concern that the development projects use appropriate technology in seeking to meet the needs of the poor majority in the areas where projects are under way or planned. More personnel have been recruited for these kinds of programs, and many opportunities which lie before the Mission are now within reach of fulfilment. Efforts are being made, after thorough study from many points of view, to become involved in a pilot project of integrated rural development in one of the hilly regions where we have had contacts for more than ten years. This brings many difficulties because so many areas of the Mission and the Government are involved. Planning is infinitely more complicated than the previous kinds of projects undertaken by UMN. There has been a temporary slowdown through the government negotiation channels for moving ahead with the Dhankuta Technical Centre in the far east. This is still an active concern, but early implementation seems not possible at the present. The intent to turn over UMN interests in the Butwal Plywood Factory, Butwal Power Company and Butwal Technical Institute on November 7, 1978 has been frustrated by the lack of complete response from the government departments. Although this had been agreed upon a long time ago, the actual turning over process has not been implemented as yet. We are anxious to withdraw from these projects, retaining minimal participation only, in order to have opportunities to move into new areas which are opening up in other parts of the country.

Under the Health Services Board the four hospitals have continued to be burdened with increased patient loads. No expansion has been planned for any of them, but there has been remodelling for more efficient use of personnel and physical plant to handle the increasing number of patients who seek medical help. As more Nepalis have been trained and employed in our hospitals, there is the concurrent need to find more money to pay Nepali salaries. Thus far, this has been managed within the usual budgets because of increased income. The community health personnel have had a hard look at what really is a community health program, and how expatriate nurses should be involved in it when their training has been so different in their home countries. After seminars and discussions with government officials, and working out from experience what seems to be appropriate, the various programs are moving ahead with increased interest and vigour. Nepali staff have been added in considerable numbers as they have been trained through UMN participation in the Auxiliary Nurse Midwife and Community Medicine Auxiliary Schools in Tansen, as well as in the Nursing School in Kathmandu. One of the great needs which has been felt by villagers is for potable water supplies. Increasing efforts are being expended in this area to bring water to villages where there is people's participation, requisite cooperation and free labour offered by the people of the village. Funding has been available for this kind of program, as it is recognised to be almost essential for improving health in village conditions. All of the community health programs work closely within His Majesty's Government plans and with people's participation. As the establishing of relationships of trust grows, there are increasing opportunities for personal involvement in upgrading the health and economic condition of the poor majority in the underdeveloped parts of the hills of Nepal. There are evidences that patience and Christian concern are bearing fruit in these areas. Plans are moving ahead vigorously for detailed construction designs and estimates, as well as ordering equipment, for the new Patan Hospital which is to be a base hospital for community