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offizieller Schriftwechsel mit d. Executive Director (J. Howard Barclay u. Edgar Metzler) und Executive Secretary der UMN

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## K o r r e s p o n d e n z

30) Executive Director / Secretary

31) UMN, andere Abteilungen

1. Health Service
2. Education
3. Economic Development
4. Rural Development
5. Communication and Information
6. Bewerbungen

*inschle  
Ordne*





## THE UNITED MISSION TO NEPAL

*Executive Director: Mr. Edgar Metzler  
Treasurer: Mr. L. Miller*

*Telephone : 212179, 212131, 212668  
Telex : 2315 UMNEPA  
Telegrams : UMNEPAL  
Fax : 977-1-225559  
Location : K-1-325 Thapathali  
Mailing address:*

**POST BOX 126  
KATHMANDU, NEPAL**

Board Members



October 10, 1990

Dear Hanns-Uve,


Thank you for letting us know your travel plans for attending the UMN Board of Directors meetings on November 18 - 20, 1990. Bernd and Marita Augustin will take care of your travel and accommodation arrangements while you are in Kathmandu.

Enclosed you will find the first batch of agenda material for the Board meeting. Please, bring this material to the meeting.

I would like to inform you that if you plan to stay in Nepal for more than 15 days, then you should apply for a one month visa from the Nepal Embassy/Consulate in your home country. The procedure to extend a tourist visa is now quite a time consuming and difficult task. Similarly, if you are planning any visits off the main roads for which a trekking permit is required, please be sure to apply for your permit in good time.

We are looking forward to seeing you in November.

With all good wishes,

  
Gareth Wardell  
Assistant to the Executive Director

Encs

GW/ake

liebe NA-Mitglieder!  
Eure (kommunikative) Beziehung wird sich von der  
UNN zuhause lassen  
Herzliche Grüße  
Yannick Hübner

# THE UNITED MISSION TO NEPAL

Mr. E. Metzler  
Executive Director  
Treasurer: Mr. L. Miller

Telephone: 2179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126  
KATHMANDU, NEPAL  
June 8, 1990

Eingegangen

19. Jun 1990

Erledigt: Dr. C. 90 von NA

UMN Board Members

Dear colleagues,

X We have signed a Letter of Agreement with the Ministry of Foreign Affairs of His Majesty's Government of Nepal to extend our present General Agreement for six months until November 25, 1990. X

A final draft of a new agreement had been cleared with the concerned ministries just before the recent change of government. The Secretary of Foreign Affairs was able to bring to the Prime Minister, who is also the Minister of Foreign Affairs, the matter of the UMN agreement in a meeting two weeks ago. The Prime Minister indicated that a new agreement should be agreeable as UMN has a good reputation for assisting in the development of Nepal. However, it was decided that since the present draft had been cleared by the former ministers, the new leaders of the concerned ministries should review the matter.

This week, I met with the Joint Secretary of the Foreign Affairs Ministry and presented a briefing paper about UMN, which he had requested. This will be sent to the ministers of Finance, Home and Law requesting their comments and stating the intention of the Foreign Affairs Ministry to sign a five year agreement with UMN.

Pray with us that this process will be concluded in the near future. In the meantime, our Personnel Department is engaged in the labourious task of having several hundreds of visas renewed for this six months period.

I believe the above developments are positive for the future of our service in Nepal. Our challenge is to discern what is the best way to work with the people of Nepal in their development under different circumstances, which are likely to change even more in coming years. I believe faithfulness to God's mission require us to be flexible and creative, building on the good work of the past and open to God's leading for new directions.

May I remind you of the annual UMN Board Meeting to be held on November 18 - 20, 1990. You will be receiving more detailed information about these meetings. Many of you have found the time before and after the Board Meeting a good time to visit the work sites of your missionaries. We encourage you to take time to do this and will be glad to assist you in making such arrangements. Most of Nepal is outside Kathmandu!

Yours in Christ,

Ed Metzler

Edgar Metzler  
Executive Director

EM/ake

PS: Herr Hummel wird leider nicht an Board Meeting teilnehmen können.



2/30  
THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller

Telephone : 212179, 215573, 212668,  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126  
KATHMANDU, NEPAL

December 26, 1989

Gossner Mission  
Dr Hanns-Uve Schwedler  
Gossnerhaus  
Handjerystrasse 19 - 20  
D-1000 BERLIN 41  
West Germany

Eingegangen

- 8. 1990

Erledigt: .....

Dear Hanns,

This is a brief note, but to express very sincere appreciation for that delightful calendar which you have forwarded on to us here in UMN. Thank you so much for it. They are beautiful presentations with much thought and care in the production of them.

Thank you too for the very warm support you have given to me, as this is likely to be my last letter to you in my present capacity. As you know, Ed Metzler has already arrived in Nepal, and although at present in the US for Christmas will be returning at the end of January to prepare for an orientation through the month of February in preparation for taking up his duties on March 1, 1990. I know that you will continue to support him as you have so faithfully supported in the past.

God's blessing to you and also to Barbel, and then through you to the fellowship of Gossner Mission.

Yours sincerely in fellowship,

J Howard Barclay  
Executive Director

JHB/ake

WEST GERMANY  
D-1000 BERLIN 41  
HANDJERYSTRASSE 19 - 20  
GOSSNERHAUS  
DR HANNIS-UVE SCHWEDLER  
GOSSNER MISSION



हवाई पत्र  
AEROGRAMME

Gossner Mission  
Dr Hanns-Uve Schwedler  
Gossnerhaus  
Handjerystrasse 19 - 20  
D-1000 BERLIN 41  
West Germany

CODE NO. \_\_\_\_\_

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IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126.

KATHMANDU, NEPAL

CODE NO. \_\_\_\_\_

To open cut here

First fold here

December 30, 1980

Gossner Mission  
Dr Hanns-Uve Schwedler  
Handjerystrasse 19 - 20  
D-1000 BERLIN 41  
West Germany





Gossner Mission  
Hanns-Uve Schwedler  
Handjerystrasse 19 - 20  
1000 BERLIN 41  
West Germany

## THE UNITED MISSION TO NEPAL

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Mailing address:

POST BOX 126  
KATHMANDU, NEPAL

August 17, 1989



Dear Hanns-Uve,

This is in response to your letter of May 22, 1989 regarding social work in urban areas.

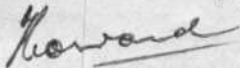
It is interesting that the Committee for Service Overseas, Gossner Mission and United Mission to Nepal are thinking along the same lines, namely extending the present emphasis of DAPP towards preventative social work in urban areas.

DAPP discussed this in their Management Committee in January 1989, and it was followed up in the Extended Coordinating Committee, where draft plans were recommended to the Executive Committee for approval. It was pointed out that DAPP, which is due to phase out in the coming year, has been very successful in meeting its objectives in terms of drug abuse prevention and rehabilitation. It was resolved that DAPP should continue beyond its 5 year time limit, "with a shift in its philosophy into youth development in a wider social sphere, rather than simply drug abuse prevention, thereby addressing the root causes of the problem." See ECC-12/89. (Barbel should have a copy of the ECC Minutes.)

DAPP will do this by working in association with and supporting agencies which are already involved in, and which already have experience in, social service, such as Godawari Alumni Association. Please find enclosed a pamphlet giving information on the centre "Youth Vision" that has already started as such a programme, with financial support and technical advice of DAPP.

We see this as part of an emphasis in urban health development which is being addressed within our Health Services Department, of which DAPP is already a part. We intend to give further serious consideration to this area of work, including a policy proposal from the Health Services Department, at the forthcoming Executive Committee meeting in November. I am enclosing, just for your information, the first draft of a paper not yet presented or discussed, but to give you some indication of our thinking.

Yours sincerely,

  
J Howard Barclay  
Executive Director

Enc

cc: Committee for Service Overseas, Mr Cristoph Dehn

JHB/ake

DRAFT

## URBAN HEALTH DEVELOPMENT AND UMN

Internal population shifts within Nepal and associated increasing urbanisation was brought to the attention of the UMN Board in November 1988 when UMN's Development Consultant, Al Schlorholtz, presented a paper on the subject. In it Al pointed out the shift of population from the mountains and hills of Nepal to the Tarai Area and the rapid growth of urban centers both in number and size. In 1971 Nepal had 16 urban centers, by 1981 this number had grown to 23 and in 1987 it stood at 33 (HMG Central Bureau of Statistics). All of the urban centers have seen rapid population growth, some by as much as 236% (Birgunj) between 1971 and 1981 according to the Official Census figures. The population of Kathmandu City grew at a rate of 5.7% per year over the same period, while average urban population growth across eleven centres was 10.8% per annum and for the hills area it was 1.8% per annum as against a national population growth rate of 2.6% and a growth rate in the Tarai area of 4.1%. In his paper Al pointed out that such shifts in population and urban growth represent particular challenges to UMN to recognise the needs of people which underlie or are associated with these changes, and in particular he suggested that UMN should address the "needs and efforts of people in Growth Centers strategically located along the Growth Axis points of Nepal", (which consists of "chains" of urban centers reaching from the Tarai into the Hills in each of the development regions of Nepal).

### OF URBANISATION RELEVANCE TO HEALTH CARE PLANNING

"The streets themselves are usually unpaved and full of holes. They are filthy and strewn with animal and vegetable refuse. Since they have neither gutters nor drains the refuse accumulates in stagnant, stinking puddles. Ventilation in the slums is inadequate owing to the hopelessly unplanned nature of these areas".

F. Engels The condition of the  
working class in England (1856)

Growing urbanisation is a phenomenon of increasing importance in many developing countries and as such has been recognised by WHO in its global strategy of Health for All by the Year 2000, which makes explicit reference to urbanisation and its associated problems (WHO 1981). Most initiatives, however, and especially those relating to primary health care (PHC), have focussed on rural populations, probably because cities have been benefitting from a disproportionate share of national resources including those available for health care, and there have been obvious inequities between the urban elite and the rural poor. Recently, however, it has been recognised that there are equally marked inequities within urban populations themselves, and that in several instances (e.g. malnutrition, infectious diseases), the plight of the urban poor is often actually worse than that of their rural counterparts. As Al Schlorholtz paper pointed out, it is important that "UMN follow and minister to the poor wherever they are, rural or urban," "placing the focus on people in need rather than categories and abstractions." It is not the intention to advocate a shift from rural to urban areas since the latter are already privileged, (indeed it is necessary to continue to do as much as possible to develop rural areas in order to make them desirable areas to live and work in and thereby decrease the rate



of migration). The intention rather is to emphasize the presence of a growing urbanisation problem and to underline the profound inequalities which exist, as well as the opportunities which present for involvement in ministering to the needs of the urban population.

N.P. It is important to recognise that it is not the absolute level of urban population size which determines the need for concerted initiatives in health care, but the rapid rate of urbanisation. Countries and towns which are already struggling to provide health care are likely to see the deficit in provision increasing as the rate of population growth in urban centers exceeds the rate of service provision. This is why the rapid rate of urbanisation in Nepal represent such a problem and a challenge, as services struggle to keep up with the growing population and inequities in health become more marked. / Contrary to what is often supposed, once a critical point has been reached natural increase and not migration becomes the major factor for urban population increases. At the present time natural increase accounts for 61% of urban population growth in developing countries, compared to only 39% from rural migration. However, as the shift to urban centers continues more rapidly than rural population growth it is likely that, in common with other developing countries, the rural population in Nepal will actually begin to decrease in absolute terms around the beginning of the next century (Donohue, 1982). Regardless of what policies are undertaken to affect internal migration, and their success or failure, we will have to come to terms with increasing numbers of urban poor who were born in the cities and towns of Nepal.

#### HEALTH PROBLEMS OF THE URBAN POOR

"The urban poor are at the interface between underdevelopment and industrialization and their disease patterns reflect the problems of both. From the first they carry a heavy burden of infectious diseases and malnutrition, while from the second they suffer the typical spectrum of chronic and social disease".

(Rossi-Espagnet 1984)

The presence of large hospitals and out-patient departments no doubt inhibits the development of coherent health infrastructures in cities, such as the networks of health posts and health centers found in the rural areas. In practice, many people in cities go to commercial pharmacies for advice, and only visit hospitals when they remain uncured or when there is an emergency. This inevitably leads to a highly curative approach to health care, which is compounded by private medical practitioners recognition of the need for services and the establishment of private clinics, often associated with commercial pharmacies. Such clinics, pharmacies, and even out-patient departments may be beyond the reach of the urban poor because of the treatment expenses involved, lack of opportunity to leave domestic commitments, transport costs, or reluctance to consult because of apprehension and unfamiliarity with "the system."

Commonly, the infectious diseases and malnutrition are severe health problems among disadvantaged urban communities. Tuberculosis is often highly prevalent, as are intestinal parasites and diarrhoeal diseases due to scarcity and contamination of water supplies and the lack of sanitation and sewage disposal (Basta 1977, Datta Banik 1977, Bianco 1983, Sabir 1984). In

crowded areas there is always the danger of meningitis and other epidemics. Urban malaria is still a significant problem in the Tarai, and epidemics of other insect-borne diseases such as encephalitis occur there with depressing regularity (personal observation).

Low income, limited education, insufficient diet, overcrowding, and under protection also operate heavily against the health of the urban poor. Social and psychological problems as a result of economic and social instability form another group of health problems. Women and children are particularly vulnerable as man migrate to other centres or to India in search of work. With the need for women to work in order to supplement income, the neglect of children is almost inevitable. Children themselves may have to contribute to the family income, working under precarious conditions where they may be subjected to accidents and abuse.

Prostitution, venereal disease, drug addiction and alcoholism are growing problems in urban areas (Rossi-Espagnet, 1984, various articles from "The Rising Nepal"). Alcoholism and depression are often found to be the most common and severe mental health problems (WHO, 1984). Mental health and drug abuse prevention are programmes in which UMN has already developed some highly successful approaches, and it has recently been decided to change the focus of the DAPP Programme from direct drug abuse prevention to urban youth development in order to address the underlying social determinants of substance abuse. Such an effort could well fit within a programme designed to address the health development needs of the urban population.

#### OPPORTUNITIES FOR UMN INITIATIVES

If UMN is prepared to take seriously the problems and challenges presented by growing urbanisation in Nepal what are the opportunities and initiatives which will need to be taken in order to make a decisive contribution?

HMG can hardly keep pace with the scale and tempo of urbanisation, and the health problems mentioned above. The recently introduced 22-point "austerity plan" for the next five years calls for private organisations to take some of the pressure off the Government by creating health facilities. In such a climate it seems unlikely that HMG will be able to significantly increase its own commitment to urban health development. Recent editorials and articles in "The Rising Nepal" have drawn attention to the environmental and health problems associated with urbanisation. There is growing community awareness among the educated and a call for action, as evidenced by recent efforts in the commercial area of Kathmandu City to introduce community-based environmental health improvements. The Government is likely to welcome and support any such initiatives which will improve conditions and services within the urban centers.

Since urbanisation is a relatively new but rapidly growing problem in Nepal, the University has a role to play in addressing the research and development needs and educational opportunities which it presents. The Department of Community Medicine is keenly interested in the topic, and Professor Mathura Shrestha has indicated his willingness to involve his Department with UMN in examining the problem and developing strategies to address it, and indeed encourages us to do so.

UMN already has some involvement in urban health care through its Community Development and Health Project which operates health promotive and disease preventive clinics for mothers and children in 5 wards of urban Patan. These clinics run with the support and appreciation of the communities in the 5 wards. There is opportunity to build on the existing community base to increase the involvement of other community groups, local political representatives, and individual community members in helping to identify continuing needs and work out ways of addressing them. This programme could serve as the base for increasing our commitment and experience in urban health development in co-operation with the local community, the University and Patan Hospital (which when it was built was intended to be a "community based" hospital having a significant emphasis on outreach into, and involvement with, the surrounding community).

The new knowledge and experience thus gained should provide opportunity for involvement in similar work in areas of urban growth in other parts of Nepal, especially in the urban growth centers referred to in Al Schlorholtz paper. Although this initiative is coming from Health Services Department it should not be thought that we would address urban health development in isolation. Since health depends not only on medical interventions but on socio-economic, educational, environmental, political, and other factors it needs a multisectorial approach in order to provide any lasting solutions. Perhaps health could be seen as the entry point and initial focus for the Mission's concern for the urban poor and disadvantaged, with the option of increasing intersectoral co-operation and geographic coverage as opportunity and resources permit.

#### CONCLUSION

Urban growth is a phenomenon which is here to stay. Still in its early stages in Nepal, but increasing rapidly, the multifactorial health problems of urban populations are not difficult to see by any one who strolls through the back streets of the capital. As the rich get richer and the poor get poorer inequities in health and its associated determinants are likely to become even more marked. The Mission now has opportunity to augment its experience in urban health development and to take a leading role in seriously addressing the challenges and problems posed by rapid urban growth, while there is still time. Health Services Department, recognising the already existing health problems faced especially by the poor, the disadvantaged, and the most vulnerable, would welcome a clear statement of concern and commitment by UMN administration and the Board to seriously address this area of challenge and opportunity.

THE GROANS OF THE DYING RISE FROM THE CITY, AND THE SOULS OF THE WOUNDED CRY OUT FOR HELP - JOB 24:12.

Ken Swisher  
August, '89





# YOUTH VISION

**YOUTH VISION** is a centre that seeks to help young people from all walks of life by offering:>

**CRISIS MANAGEMENT, PERSONALITY DEVELOPMENT, VOCATIONAL GUIDANCE, GROWTH IN MOTIVATION AND PARENTAL ASSISTANCE.**



#### **CRISIS MANAGEMENT:**

The centre seeks to be available to young people experiencing difficulties & facing problems needing outside help. **YOUTH VISION** seeks to help by counselling at the centre and outside visits.

#### **PERSONALITY DEVELOPMENT:**

**YOUTH VISION** seeks to provide opportunities & facilities to young people with artistic potential as well as those with personality problems arising from a family situation, withdrawal from drug or alcohol use etc.



**VOCATIONAL GUIDANCE:**

**YOUTH VISION** seeks to help with job placement and where appropriate with further training.

**PARENTAL ASSISTANCE:**

**YOUTH VISION** seeks to facilitate a warm and understanding relationship between young people and parents that will enrich the lives of both, through providing advice and counselling to youth and parents.

**GROWTH IN MOTIVATION:**

**YOUTH VISION** seeks to stimulate young people with on-going problems such as Drug-misuse/addiction to come to an understanding conducive to constructive change.



**YOUTH VISION** is comprised of caring staff, a board of advisors and the facility of professional medical staff should the need arise.

**YOUTH VISION** centre is located in Jawalakhel.



### **HOTLINE.**

Is a telephone service provided by **YOUTH VISION** making confidential counselling available for anyone in crisis or need.

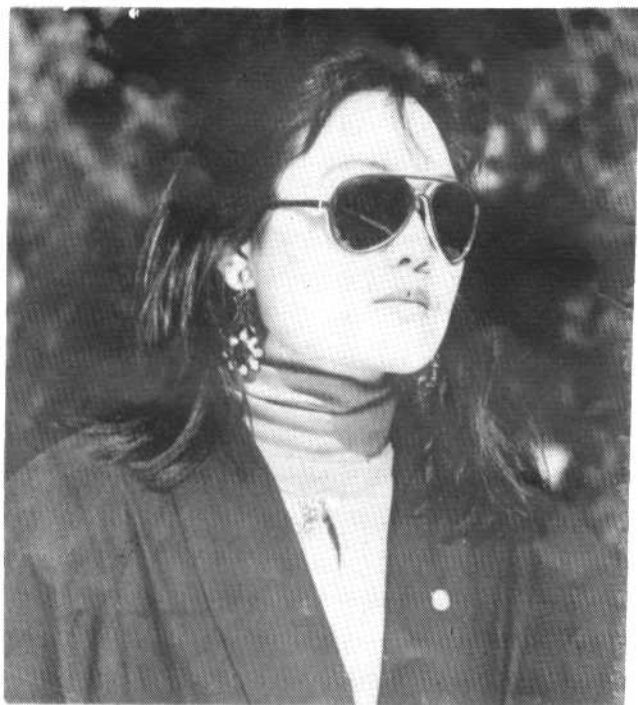


For help call **#523874**. Service (at this moment limited)  
from **10.00 - 12.00 Hrs.**

## WHY YOUTH VISION ?

**YOUTH VISION** is an expression of SAV's commitment to young people especially those with Drug-problems.

Over the last years it has become obvious that young people having "Kicked off Drugs" often have no facilities or friends who could encourage them to continue Drug-Free.



In order to fill this "Void" **SAV** has developed the **YOUTH VISION** Programme. **YOUTH VISION** is not only concerned with the help of "Ex-drug users" but also seeks to provide encouragement to Youth in General through its various services.

## WHO ARE SAV ?

The Social Action Volunteers (**SAV**) are a group of people dedicated to the relieving of the hunger and pains of the sick and needy.

**SAV** includes:

- 1) The young men and women of G.A.A.
- 2) The International Women's Organisation.
- 3) Volunteer Doctors.
- 4) Young people from Gonga Bu Village.
- 5) Many others who help support its works.

**SAV** is an action committee of the Godawari Alumni Association.



**SAV** is a co-founder of the "Fight Against Drug Abuse - movement: FADA.

This Pamphlet is sponsored by UMN Drug Abuse Prevention Programme.



## THE UNITED MISSION TO NEPAL

2/30

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller

Telephone : 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

**POST BOX 126  
KATHMANDU, NEPAL**



August 22, 1989

Gossner Mission  
Mrs Barbel Barteczko-Schwedler  
Gossnerhaus  
Handjerystrasse 19 - 20  
D-1000 BERLIN 41  
West Germany

Dear Barbel,

Thank you for your letter of July 7, 1989 where you inform us that your husband, Hanns-Uve Schwedler, will be the representative of your mission to the UMN Board of Directors 1989. As far as I understand the Bye-Laws, and as you also indicate in your letter, you will not be able to be re-elected to the Executive Committee. The Bye-Laws states that the Executive Committee Members have to be elected annually out of the present Board Members. I have sent a copy of your letter to Richard Clark.

Would you please give the attached form to Hanns-Uve, so that he and Dr Hans Grothaus can let us know details of his travel arrangements for coming to Nepal.

Please note the dates for the Board Meeting 1989, and the change of the opening time.

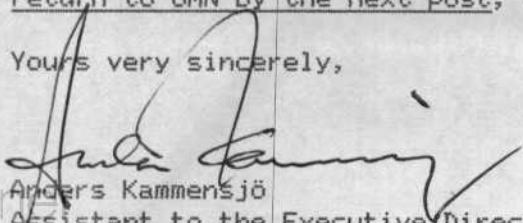
Tuesday,	November 21	<u>2 pm Preliminary Public Opening.</u> 6 pm Dinner at Blue Star Hotel, followed by Bible Study and Orientation Session.
Wednesday,	November 22	Sessions of the Board Meeting at 8.30 am - 6 pm
Thursday,	November 23	This will include the midday meal. The Opening Session each day will be the Bible Study.

Let me once more mention that there are sometimes difficulties to get reservations for outgoing flights from Kathmandu. We, therefore, urge you to make travel plans as soon as possible, and in connection with the outgoing journey we would recommend

- a) That you book your own ticket and try to get OK status on that.
- b) If you want us to reconfirm your ticket before you arrive, we can do so if you telex us showing your ticket number and flight details.

Please, find enclosed a form, which you are kindly requested to complete and return to UMN by the next post, so that we can make necessary arrangements.

Yours very sincerely,

  
Anders Kammensjö  
Assistant to the Executive Director  
Eric

AKsjö/ake

August 26. 1989

Dear Friends.

I last wrote in January this year. As I review what I wrote then, very little of what I expressed is different now. Certainly the world environment in which we live is unchanged, only growing in complexity and suffering - a world to a large degree torn apart and fragmented.

By contrast, I have been sharing recently from Ephesians chapter 4. Verse 16 spoke to me of that experience for every Christian as part of Christ's body and that we are joined and knit together. Not only that, but as we then work together the result is growth, up-building of one another and love.

So here we are doing our work, and you are doing yours. Great variety, but joined together and working properly, the body function of the Church. I pray earnestly it will be a testimony and example to our fractured world.

What are some of the matters from here we would wish you to share in?

- 1 We have completed 35 years in Nepal. Give thanks for God's gift of that time in Nepal and of so much that has flowed from it.
- 2 We give thanks to God for the appointment of Rev Edgar Metzler of the Mennonite Board of Missions as the incoming Executive Director. Please, pray for him and Ethel as they do language study, and Ed takes over from March 1st, 1990.
- 3 We need a new General Agreement as from May 26, 1990. Please, pray for God's help and overruling in this big task that will determine so much of UMN's future work in Nepal. Pray for good relations with Government officials and right decisions. The time factor is also very important. We have just been informed that the Foreign Ministry will again negotiate and sign the renewed agreement. However, there is a lengthy process to reach that point.
- 4 Visas for working in Nepal. We cannot remain in Nepal without visas. In the last year there have been significant changes in procedures, with a huge amount of clerical work, as well as a very detailed presentation with close scrutiny by HMGN. Pray we will have patience and know how to respond. So far we still have not had any applications rejected.
- 5 In November we will have our annual Finance Committee (Nov 17), Executive Committee (Nov 19 - 20) and Board Meeting (Nov 21 - 23). We hope to have a special opening session to invite senior Government Officials to share in our 35th anniversary. Please, remember all this in your prayers.
- 6 You will have heard of the Nepal - India embargo. Please, pray for Nepal who is suffering most from this seemingly unnecessary experience. It is effecting its ecology - forests are disappearing, economy - increased costs, business - a number of small business are closing and now even larger industries are hurting, daily way of life - lack of kerosene for cooking, rise in cost of living, and generally so much time and money and effort spent on it. Please, pray it will end soon.



7 Our brothers and sisters are feeling some increased pressure with activities such as in Acts being relived again. However, the increase of that time is also duplicated again. Please, pray for this.

8 Most Important. November 5, 1989. We are asking you to make November 5, 1989 a Day of Prayer for Nepal. Here are specific areas to add to the above matters.

- 1 Pray for the King of Nepal and His Government.
- 2 Pray for peace to continue.
- 3 Pray for an uplifting of the people of Nepal.
- 4 Pray for a preservation and prospering of the environment of Nepal. It is called "The Fragile Mountain".
- 5 Pray that honesty, integrity, justice and love will grow nationally.

Make this Day of Prayer an activity, personally, in your family, church, denomination and mission organisation. Please, use this material as it will help.

9 For our Annual Conference 1990, we are looking for a team or group of volunteers (about 10 people) to run the Teen Programme. Although this year's Conference was cancelled, the Teen Programme did run and was excellently conducted by a team from the USA. It was a great success. Next year's Conference will be held from May 10 - 17, 1990. We expect between 40 and 60 teens to attend. The team will have to pay its own travel expenses to Nepal, but food and lodging will be provided free during the Conference. If you are interested or have any suggestions, please contact us: Annual Conference 1990 Committee, c/o UMN.

Yours in fellowship,

*Howard Barclay*

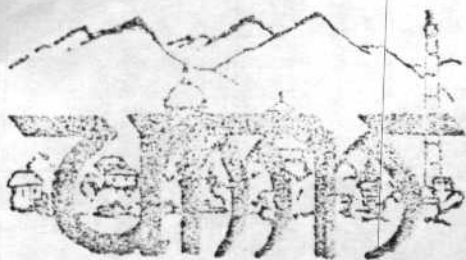
J Howard Barclay  
Executive Director

PS The UMN is pleased to announce the release of a new 45 minute video presentation of the early years of UMN, "The First Fifteen Years". This covers the early history only and not tracing developments to date. It relates to UMN only, not to other missions nor the Nepali Church. It includes participation in the narration of 28 present day UMNers who were involved in the first fifteen years of UMN.

The price is Nepali Rupees 300 or USD 12 or GBP 7 per copy. Orders for copies, placed by people living outside Nepal, should be sent to Betty Young, Box 126, Kathmandu, Nepal, with arrangements for payment clarified.

JHB/ake





# THE UNITED MISSION TO NEPAL

2/30

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August 8, 1989

Member Bodies/Board of Director Members



Dear Friends,

I am very honoured to be able to officially announce the decision of the Board of Directors to appoint Rev Edgar Metzler as the new Executive Director with effect from March 1, 1990. While not all votes have been received, more than two thirds have arrived. I am also happy to say that to this stage the response has been unanimous in favour of the appointment. The decision has also included the extension of my term to the end of February 1990.

We therefore warmly welcome Ed and Ethel into the UMN family, assuring them of our love and prayers, and total support in the new leadership role.

I understand Ed will try to spend three months of this year in Nepal to concentrate on language study. This period will extend over the annual Board Meeting in November. After Christmas at home, he and Ethel will return in mid January to take up residence here in preparation to assume duties on March 1, 1990.

For Betty and myself, we have offered, if needed to be available up to May 1990, but are likely to be out of the country for some of that time. At the same time we are quite open to an earlier return to Australia, if that is appropriate.

On behalf of Betty,

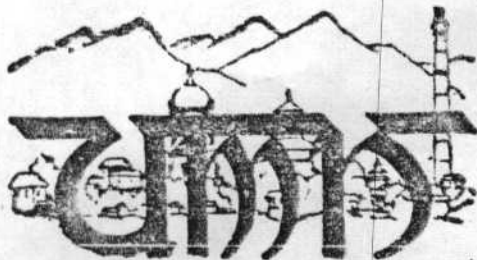
We continue to be your servants in Christ,

Howard Barclay  
Executive Director

PS The UMN is pleased to announce the release of a new 45 minute video presentation of the early years of UMN, "The First Fifteen Years". This covers the early history only and not tracing developments to date. It relates to UMN only, not to other missions nor the Nepali Church. It includes participation in the narration of 28 present day UMNers who were involved in the first fifteen years of UMN.

The price is Nepali Rupees 300 or USD 12 or GBP 7 per copy. Orders for copies, placed by people living outside Nepal, should be sent to Betty Young, Box 126, Kathmandu, Nepal, with arrangements for payment clarified.

JHB/ake



## THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller

Telephone : 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-385 Thapathali

Mailing address:

POST BOX 126

KATHMANDU, NEPAL

MEMO  
to all UMN Board Members requesting a

POSTAL VOTE  
for a New Executive Director



Dear Colleagues,

June 28, 1989

As reported in our last Board Meeting in November 1988, it was impossible to present a nomination for a new Executive Director by then and you were all challenged to suggest names. The Selection Committee has worked hard since and yesterday the Executive Committee was able to select one candidate to be nominated to you. Unfortunately it will be too late to wait until the November UMN Board Meeting for a final decision, to enable the incoming person to be available in time for Howard Barclay's departure. For this reason I am requesting you to respond by postal vote on this matter.

You already have in hand the C.V. of the candidate, as this was circulated to you by the Selection Committee for your input.

The Executive Committee has unanimously resolved to recommend to the UMN Board of Directors that Mr Edgar Metzler be appointed as Executive Director of the UMN from March 1st, 1990 for a period of three years. He has already by phone given his verbal acceptance to this nomination and has been asked to be ready to come to Nepal as soon as possible.

The Executive Committee has further agreed to nominate to the UMN Board of Directors that Mr J. Howard Barclays appointment as Executive Director of UMN be extended from January 1st, 1990 to February 28th, 1990. He has agreed to this nomination being forwarded to the UMN Board.

Please reply immediately by TELEX to UMN, Attn. Anders Kammensjö, Asst to the Executive Director, as well as by completing the enclosed voting form and sending it by the post to UMN Attn. Anders Kammensjö.

Anticipating your prompt cooperation on this matter and wishing you God's blessing in your Ministry.

Sincerely Yours

Richard Clark  
UMN President

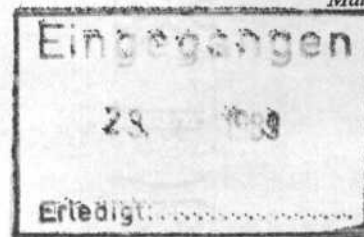


## THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller

Telephone : 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

Mrs Barbel Barteckzo - Schwedler  
Gossner Mission  
Gossner Haus  
Hanjerystrasse 19/20  
1000 Berlin 41  
West Germany



POST BOX 126  
KATHMANDU, NEPAL  
June 6, 1989

Dear Barbel,

Warten his Do 13.7.

I would like to raise with you a matter for your immediate consideration. Changes in the way the Government of Nepal intends to handle UMN, its projects and personnel, are becoming apparent. A major development we face is present and future restrictions on the acceptance and placement of UMN Expatriates. The long running freedom of being able to determine who we bring into Nepal and where we place them is no longer solely in the hands of UMN.

As well, we have had indications that the government's criteria for accepting UMN personnel is somewhat different from our own. They put great importance on academic qualifications, whereas UMN has historically given equal emphasis to practical experience and years of service. We are now encouraging UMN colleagues who may not be able to satisfy HMG with their academic background to seriously consider upgrading themselves for future service in Nepal.

Some of UMN's member and sending bodies are not able to provide for the further professional development of their people. One case in point is Jim and Linda Alexander. Jim has been serving in our Headquarters team as Rural Development Secretary. The Alexanders have indicated their willingness to continue serving with UMN on into the future. However, in spite of many years of Asian and Nepal experience, as well as years of experience in development management, Jim only has an undergraduate degree in Biblical Studies and Missions. We are concerned that this will not be enough to satisfy the Nepal authorities when his curriculum vitae comes up for scrutiny after May of 1990.

Over the past year Jim has been looking at various programs offering Master's degrees in Development Administration. He has pursued one in particular, the School for International Training, which is not only well recognized worldwide, but only involves a five month on-campus study period. The rest of the program's requirements can be fulfilled by Jim returning to his work in UMN. This means only a slightly extended furlough at the end of their present term. Jim hopes to be accepted for the March, 1990 session.

Because the Alexanders are not personally able to finance this course of study and their mission does not have the means to do so either, I wonder if as a part of our "United Mission" you might consider helping in their case. The cost of living will be managed by the Alexanders, but the U.S. \$9000 tuition costs and fees are beyond their means. If you are unable to consider meeting the full amount, perhaps you could give a portion of it. Please indicate directly to Jim if you are able to contribute to their future service in this way.

Yours in His Service,

*Howard*

J. Howard Barclay  
Executive Director



2/30



UMN Member Bodies  
UMN Appointees

April 28, 1989

Dear Friends,

CANDIDATE FOR THE POST OF EXECUTIVE DIRECTOR, UMN

On behalf of the Selection Committee, I am glad to be able to report on the process that has led to the Selection Committee nominating two candidates for the position of Executive Director of the UMN.

All Member Bodies and Appointees have been approached with request for nominations. A total of 30 nominations were received. 22 responded that they would not be available and 8 nominees forwarded their application. Each of these applications were carefully considered by the Selection Committee.

We want to thank you for your participation in this process through prayer. We have very much felt God's guidance through the difficult task of in-depth interviews which led to the selection of the required two candidates for presentation to the Executive Committee.

On behalf of the Selection Committee, I am providing you with bio-data of the two candidates.

We are seeking any knowledge you may have about these two candidates or any general comments which you feel would be significant, as the Executive Committee is making its decision on nominating one of the candidates to the Board of Directors.

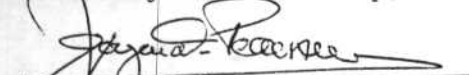
Your response will be communicated to the Executive Committee before their final decision.

For Appointees in Nepal, please, forward your response to the UMN Headquarters, Attention: Selection Committee, Kathmandu, before June 1st, 1989. If you have any further questions in regard to any of the two candidates, please contact either of the two Appointee representatives of the Selection Committee, Graeme Gugeru or Ruth Judd.

For Appointees outside Nepal and for all Member Bodies, please respond before June 10, 1989, directly to the Convenor, Jorgen N Pedersen, Danish Santal Mission, Kobmagergade 67, DK-1150 COPENHAGEN K, Denmark. If you would need any further information regarding the two candidates, you are welcome to contact the Selection Committee Convenor.

Thank you again for having been such a valuable part of this process.

Sincerely in fellowship,

  
Jorgen N Pedersen  
Selection Committee Convenor

JNP/ake

CANDIDATE FOR THE POST OF UMN EXECUTIVE DIRECTOR

EDGAR METZLER

RESUME

Summary of  
Experience

Administration: Management of staff up to 250 personnel, including church-related, non-profit, and government organizations; budget development and control; staff training; negotiations with governments; liaison with wide variety of religious groups.

Consulting: Developing cross-cultural skills; development program evaluation; development education; missions and social concerns.

Teaching: College courses on theology of development, politics of world hunger, mission and service in international perspective, Bible survey.

Counseling: Pastoral counseling in parish and addictions counseling in community mental health center.

Communications: Writing Christian education materials, editing youth paper, writing articles for church press, executive producer of video programs, public speaking.

Pastoring: Pastor of large city church.

Education

B.A. psychology major, University of Pittsburg and Goshen College.

M.Div., University of Toronto and Associated Mennonite Biblical Seminaries.

Doctoral program (course work completed) in international relations with concentrations in Asian politics and development policies, American University.

Numerous short courses, including management by objectives (Hawaii), Missions and development (Oxford), cross-cultural training (Mexico City), religions of south Asia (Pennsylvania), the Bible and social change (Eastern Baptist), development management in Nepal (California).

Employment

Since 1981 Director of Peace and Social Concerns, Mennonite Board of Congregational Ministries; Consultant, Mennonite Board of Missions, Elkhart, Indiana; Consultant, Mennonite Central committee, Akron, Pennsylvania, with assignments in Asia, including Nepal, in 1982 and 1985.

1976-1980	Director of Addictions Services, Oaklawn Psychiatric Center, Elkhart, Indiana.
1975	Consultant on Development education, Church World Service.
1974-1975	Visiting Professor, Goshen College, Goshen, Indiana.
1967-1974	Administrator for Peace Corps in Nepal, India, Iran, Thailand. Duties included supervision of staff, up to 250 expatriates and host country nationals, negotiations with host governments for development programs in the areas of agriculture, education, rural development, family planning, small business consulting, and vocational training; program planning, budgeting, and evaluation.
1962-1966	Executive Secretary, Mennonite Central Committee Peace Section, Akron, Pennsylvania. Duties included liaison with wide variety of religious organizations and short term assignments overseas, including Asia.
1957-1962	Pastor, First Mennonite Church, Kitchener, Ontario.
1955-1956	Executive Secretary, National Service Board, Washington, D.C.

Personal

Married to Ethel Yake Metzler, marriage and family therapist. Four grown children.

Home Church: Assembly Mennonite Church, Goshen, Indiana.

Sending mission: Mennonite Board of Mission.

Born - November 12, 1929.



CANDIDATE FOR THE POST OF UMN EXECUTIVE DIRECTOR

NEIL R. BRENDEN

RESUME

Summary of  
Experience

Administration: Employment background includes thirteen years of international development experience, including two years in Vietnam, two years in Nigeria, seven years in the New York office of Lutheran World relief and two years with the National Council for International Health in Washington D.C. Domestic social service positions include Caseworker, Mental Health Center Director, Director of Mental Health Planning, and Refugee Service Coordinator.

Academic background includes theological studies, Master of Social Work and Master of Public Health degrees. Coursework for the Doctor of Social Work degree has been completed and the dissertation on the variable of self-esteem in the training and performance of village health workers in India will be finished this year.

Education

Yeshiva University, New York City, Wurzweiler School of Social Work; D.S.W. coursework completed.

University of California, Berkeley School of Public Health; M.P.H. received in 1973.

University of Minnesota, Minneapolis School of Social Work; M.S.W. received in 1966.

Luther Theological Seminary, St. Paul; Theological studies 1962-1964.

St. Olaf College, Northfield; B.A. received in 1962.

Employment

1987-Present Deputy Director/Program Director; National Council for International Health, Washington D.C.

Administer the programs and services of NCIH, the national association for international health professionals.

1980-1987 Associate Executive Director, Lutheran World Relief, New York.

Planned and managed the LWR and development programs in East Africa and Asia.

1976-1980                      Center Director; East Oakland Community Mental Health; Alameda County Health Care Service, Oakland, California.

As Director of this \$ 3 million annual program of comprehensive mental health services was responsible for direct county-operated services with a staff of more than 40 plus services provided through contracts.

1975-1976                      Director of Refugee Camp Operations and Community Programs; Lutheran Immigration and Refugee Service, New York.

Organized, recruited and administered the LIRS teams in four temporary processing camps in the USA.

1973-1975                      Director, Office of Program Planning Mental Health Services; Alameda County Health Care Services, Oakland, California.

As staff of the County Mental Health Director, was responsible for the annual plan, program development and community relations.

1970-1972                      Program Director; Commission on Relief and Rehabilitation; Christian Council of Nigeria, Lagos, Nigeria.

Provided direct supervision of seventeen rehabilitation projects in the former "Biafran" territory of eastern Nigeria. The \$ 10 million program was primarily funded by the World Council of Churches. (Seconded by LWR).

1968-1970                      Psychiatric Social Worker; Lutheran Social Service of N.W. Ohio Toledo, Ohio.

As member of multi-disciplinary staff, provided direct casework services and psychotherapy on an outpatient basis. Experience included marriage counseling, family therapy, adoptions and consultation.

1966-1968                      Director of Saigon Projects; Vietnam Christian Service, Saigon, South Vietnam.

Supervised urban projects in Saigon, including a community center, a resettlement program, psychiatric care and physical rehabilitation services. (Seconded by LWR).

#### Personal

Born - July 19, 1940, Eau Claire, Wisconsin.  
Married in 1963 to Marta Trygstad, who is sociologist, presently working with the Lutheran Immigration and Refugee Service.  
Children - Elizabeth, 21 years, and Carl, 17 years.

Home Church:                  Christ Lutheran Church. (A congregation of the ELCA).

Sending body:                Evangelical Lutheran Church of America.



## THE UNITED MISSION TO NEPAL

2/30

Mr. E. Metzler  
Executive Director: ~~Mr. E. Metzler~~  
Treasurer: Mr. L. Miller

Telephone : 212179, 212131, 212668.  
Telex : 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

**POST BOX 126  
KATHMANDU, NEPAL**

Eingegangen

25. April 1990

Erledigt:.....

16 April 1990

To All Member/Sending Bodies of UMN:

We want to thank you for your prayers during the recent difficult days of political turmoil and change here. We are thankful that all UMN staff are safe and our work has not been disrupted except for the days of strikes and curfews and some delays of travel.

Changes are happening breath-takingly fast for some and too slow for others. The talks between the opposition and the King and his representatives seem to be proceeding cautiously. The Bible asks us to pray for those who rule and we need those prayers for Nepal today.

The most exciting news here is yesterday's Easter procession by Christians, the first such public witness in Nepal's history. We pray it is the beginning of a new era of religious freedom in Nepal.

**PLEASE NOTE:** During last weekend's curfew we realized how difficult it is to get any message to the home offices of member bodies on a weekend or other days the offices are closed. If you have a telephone number we can use for emergencies outside your regular office hours, please send it to us. Also please be sure we have your current office telephone number and telex and fax numbers if available. Thanks much.

In response to several requests from board members, we had decided we would occasionally send news releases about UMN work in Nepal which member bodies could use in whatever way they desire. We had thought the first one might be a human interest story of one of the UMN workers here. But in view of the world-wide publicity about the current political changes, we decided to send a brief item related to those developments. It isn't often Nepal gets in the news in other countries! We have also consulted with some of the Nepali church leaders about the desirability of distributing this information.

Are such news releases useful to you in furthering our common mission in Nepal? Your comments on this particular release as well as public information policy generally will be appreciated. Olof Konneback is our new Information Officer and your response will help him determine the services that will be most helpful to you.

**PLEASE NOTE:** Thanks for promptly sending back the enclosed questionnaire about information services.

Yours in Christ,

Edgar Metzler  
Executive Director



Mr. Howard Barclay, Mr. Edgar Metzler  
c/o United Mission to Nepa  
P.O.Box 126  
Kathmandu

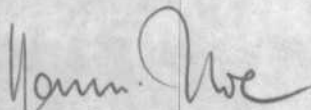
Nepal

December 5, 1989

Dear Howard, dear Ed,

people are going and people are coming, but mission remains. However, mission is not possible without people. Let me therefore express our gratitude for the services you rendered / you are going to render the people of Nepal by a small present, which was mailed yesterday.

I wish you a merry Christmas and may the Lord bless you.  
Yours sincerely

  
Hanns-Uve Schwedler



# Gossner Mission



Handjerystraße 19-20  
1000 Berlin 41 (Friedenau)  
Telex: 186 655 blnmw d  
Telegramme: Weltmission Berlin

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Howard Barclay  
United Mission to Nepal  
P.O.Box 126

Kathmandu  
NEPAL

Telefon: (030) 850004-31

- |   |        |
|---|--------|
| <input type="checkbox"/> Indien         | -30    |
| <input type="checkbox"/> Nepal          | -35    |
| <input type="checkbox"/> Zambia         | -32    |
| <input type="checkbox"/> Öffentlichkeit | -35    |
| <input type="checkbox"/> Gemeindedienst | -34    |
| <input type="checkbox"/> Buchhaltung    | -33/78 |
| <input type="checkbox"/> Zentrale (BMW) | -0     |

May 22, 1989

Dear Howard,

Please regard this letter as a motion concerning social work in urban areas. Let me state some considerations, which brought us to this motion.

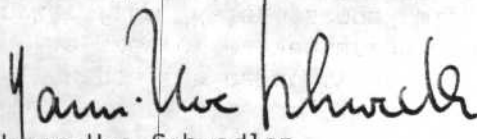
Ulrich Köhler has been working in the Drug Abuse Prevention Programme for four years now. One of the aims of this programme has been from the very beginning to develop a partnership with Nepalis and Nepali agencies in order to enhance the capacity of the counterparts to work actively and effectively in the area of prevention and rehabilitation. As far as we know, a social worker from "Kaleidoscope" will take over the post of Ulrich after termination of his contract in 1990. It seems to us, that the DAPP has been and will be successful. But on the other hand this programme is not able to meet the various social problems that are related to drug abuse.

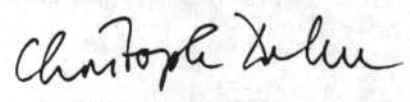
We all know that drug abuse is mainly a symptom of existing social problems. And these problems are growing due to the economic crisis not only in the urban but also in the rural area. This crisis is causing a rural exodus, which is increasing rapidly the social and economic problems in the cities. It seems to us that the crisis in the cities turned already into a disaster, which is becoming more threatening and more difficult to be controlled every day.

One of the reasons to start integrated rural development projects has been, that we came to the conclusion not only to cure but also to prevent diseases, which are caused mainly by the living conditions of the people. It seems to us, that we are now at a similarly crucial point concerning the question of social work in urban areas.

From our point of view, UMN should extend the DAPP and convert it into a comprehensive urban social programme. We consider it necessary to start a process of discussions in order to come to a decision on the question, how such a programme could be integrated into the work and into the structure of the UMN.

Sincerely in fellowship

  
Hanns-Uve Schwedler  
(Gossner Mission)

  
Christoph Dehn  
(Committee for Service Overseas)

2/30

Howard Barclay  
United Mission to Nepal  
P.O.Box 126

Kathmandu  
NEPAL

May 22, 1989

Dear Howard,

This letter seems to become something like a motion concerning social work in urban areas. Let me state some considerations, which brought us to this motion.

Ulrich Köhler is working in the Drug Abuse Prevention Programme since four years. One of the aims of this programme has been from the very beginning to develop a partnership with Nepalis and Nepali agencies in order to enhance the capacity of the counterparts to work active and effective in the area of prevention and rehabilitation. As far as we know, a social worker from "Kaleidoskop" will take over the post of Ulrich after his return to Germany in 1990. It seems to us, that the DAPP has been and will be successful. But on the other hand this programme is not able to meet the various social problems that are related to drug abuse.

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One of the reasons to start integrated rural development projects has been, that we came to the conclusion not only to cure but also to prevent illness and diseases, which are caused mainly by the living conditions of the people. It seems to us, that we are now at a similar point of decision concerning the question of social work in urban areas.

From our point of view, UMN should extend the DAPP to a comprehensive urban social programme. It is necessary to start a process of discussions and decision making how such a programme can be integrated in the work of UMN.

Sincerely in fellowship

Hanns-Uve Schwedler  
(Gossner Mission)

Christoph Dehn  
(Committee for Service Overseas)

Action



*Tanna - Uue : Van nadi & dam  
fi du Biene*

To All UMN Member/Sending Bodies  
From United Mission to Nepal, Executive Director's Office  
Date April 7, 1989

2/30

CONFIDENTIAL

15. April 1989

Erledigt:.....

Dear Colleagues,

You might be aware of that the Trade & Transit Agreement between India and Nepal expired on March 23, 1989 and has not been renewed yet. Both countries seem to be taking a hard stand on issues in connection with this. India closed the border for transit and trade on that date and here we all notice the effect of this after two weeks of a closed border. In a land-locked country like Nepal, food, medicines and fuel disappear quickly from the market and most people are affected immediately.

You might have heard about this development here, and we just want to keep you informed and assured that we feel there is no reason to panic and that none of the UMN personnel is severely affected, (at least not yet).

Fuel is rationed and for our four UMN HQ vehicles, we have only been able to get one diesel coupon allotment for 10 liters/week, plus a one-time coupon for 100 liters up to now. We will continue to try for special one-time permission to drive our truck for urgent trips to support the projects.

Buses, domestic and international flights are still running, but domestic communications are already being restricted and limited as fuel is not being supplied from India. Some international airlines have reduced their payload by up to 50 passengers flying into Kathmandu to enable them to carry more fuel and thus not needing to refuel here. May be people, thinking of visiting from abroad this time, should be discouraged.

Most effected at present is probably the Nepali city population, who depend on kerosene to cook their food. They have to stand in queues for several hours to get a few liters.

HMGN closed the University and all college campuses on 3rd April for 2 months. There are reports already of quite serious clashes between the police and students.

If the tension with India continues, it is certain that there will be further shortages of essentials like food and fuel, affecting everyone and especially travel and transport possibilities.

While we hope this will NOT lead into a major crisis, we DO believe it is right to take precautions. One of those precautions, taken by the Coordinating Committee on Monday, is the updating of the advice for emergency evacuation, which has been sent out to all expatriates.

We are keeping a close eye on the development of the situation, knowing that no-one can say how long it will continue. Let us assure you that you will be informed should the situation get much worse, and we need to take any special decision.

It has made us think again of the nature of our presence here. We believe God called us here for a purpose, that we are a part of God's plan for this country. God does not promise us freedom from strife and difficulty, indeed this may even be a part of the calling. We believe this is a time to strengthen our commitment to Nepal, to pray for the King and Government, and to pray for peace and for justice. Let us do that together, believing in the power of prayer.

Yours in Him

*Howard Barclay*  
J. Howard Barclay  
Executive Director

JHB/AKsjo

re: Follow-up auf the unterwerfen of Nepalisation

lieb Howard,

Ich würde mögen zu beantworten zu the Fragebogen betreffend Nepalisation. Mancher of the Fragen ist schwierig zu antworten, weil sie ist verknüpfte zu the politisch Situation in Nepal.

- (1) Gossner Mission fühlt daß the UMN As ein Organisation sollte sein an ökumenisch und multinational Körper mit ein stark Nepali Eingabe, während the Angestellten in the Hauptquartier und in the Projekte sollte sein Nepalised.
- (2) Weil HMGN ist nicht Nepal und weil the Kirche wahrscheinlich ist nicht fähig zu Arbeit unter "normal" Verhältnisse für mehrere Jahre, wir sollte versuchen zu integrieren unser Pläne und Programme in the national Infrastruktur.
- (3) wir habe zu sein gewahr daß Nepalisation in Bezug of Personal und Entscheidung machend bedeutet zu Abnahme Western Standards in Bezug of Ethik, Wirksamkeit, Technik etc. Wie auch immer, wir sollte verstehen dies nicht nur in ein negative Weg, aber also As ein Chance zu Arbeit in ein mehr angepaßt und angemessen Weg als wir sind fähig zu tun heute (ein Westländer, wer lebt in Nepal sogar für zwanzig Jahre will nicht sein ein Nepali).
- (4) es scheint zu uns, daß unter the gegenwärtig Verhältnisse wir sollte nicht verstehen Nepalisation und Christianisation As ein Widerspruch oder in ein Weg of Hierarchie. Zu dienen the Leute in ein Land, welche ist dominierte by Hindus und ihr Weg of Denken, bedeutet also zu integrieren dies Type of Denken in unser Arbeit. The nur Weg zu tun dies is zu integrieren Leute in dies Arbeit.
- (5) UMN sollte bilden Nepalisis auf verschieden levels und in verschieden Fähigkeiten zu dienen in verschieden Arten of Projekte. Es sollte sein ein Regel of UMN, daß jeder Westländer hat ein Nepali counter-part (dies konnte sein ein Type of on-the-job-training) wer will sein fähig zu nehmen über the Arbeit As sobald As möglich. Wenn da ist neu Posten gibt auf zu sein füllte, UMN sollte versuchen zu antworten mehrere Fragen:
  - 1) Ist es möglich daß ein Nepali nimmt the Posten?
  - 2) wenn nicht: warum is es nicht möglich? Ist da Nepalisis, wer konnte sein geübt für dies Posten? Wann ist sie fähig zu nehmen über?

As wir sind nicht fähig (und wir sollte nicht tun so) zu bezahlen solch hoch Gehälter As anderen, wir sollte versuchen zu finden anderer Sonderrechte zu behalten Personal mit the UMN (zu Arbeit in ein Christian Organisation mit ein gewisser Standpunkt zu Leute konnte sein ein of diese Sonderrechte).

Wir sollte nicht zögern zu Nepalise the UMN weil wir befürchten daß es könnte lockern sein Christian Charakter und sein Charakter As ein Gerät of the Lord, aber Vertrauen ihm daß er will Wegweiser uns und daß er kennt sein Weg zu sein Königreich.

Dein aufrichtig

Dr. Hanns-Uve Schwedler



March 30, 1989

Re: Follow-up on the subject of Nepalisation

Dear Howard,

I would like to respond to the questionnaire concerning Nepalisation. Some of the questions are difficult to answer, because they are linked to the political situation in Nepal.

- (1) Gossner Mission feels that the UMN as an organization should be an ecumenical and multinational body with a strong Nepali input, while the staff in the headquarters and in the projects should be Nepalised.
- (2) As HMGN is not Nepal and as the church probably is not able to work under "normal" circumstances for several years, we should try to integrate our projects and programs into the national infrastructure.
- (3) We have to be aware that Nepalisation in terms of personell and decision making means to decrease Western standards in terms of ethics, effectiveness, technology etc. However, we should understand this not only in a negative way, but also as a chance to work in a more adapted and adequate way than we are able to do today (a westerner, who lives in Nepal even for twenty years will not be a Nepali).
- (4) It seems to us, that under the present circumstances we should not understand Nepalisation and Christianisation as a contradiction or in a way of hierarchy. To serve the people in a country, which is dominated by Hindus and their way of thinking, means also to integrate this type of thinking into our work. The only way to do this is to integrate people into this work.
- (5) UMN should train Nepalis on different levels and in different skills to serve in different types of projects. It should be a rule of UMN, that every Westerner has a Nepali counter-part (this could be one type of on-the-job-training) who will be able to take over the work as soon as possible. If there are new posts to be filled, UMN should try to answer several questions:
  - 1) Is it possible that a Nepali takes the post?
  - 2) If not: Why is it not possible? Are there Nepalis, who could be trained for this post? When are they able to take over?As we are not able (and we should not do so) to pay such high salaries

as others, we should try to find other privileges to keep personell with the UMN (to work in a christian organization with a certain attitude toward people could be one of these privileges).

We should not hesitate to Nepalise the UMN because we fear that it might loose its christian character and its character as a tool of the Lord, but trust Him that He will guide us and that He knows His way to His kingdom.

Yours sincerely

Dr. Hanns-Uwe Schwedler

re: Follow-up auf the unterwerfen of Nepalisation

lieb Howard,

Ich würde mögen zu beantworten zu the Fragebogen betreffend Nepalisation. Mancher of the Fragen ist schwierig zu antworten, weil sie ist verknüpfte zu the politisch Situation in Nepal.

- (1) Gossner Mission fühlt daß the UMN As ein Organisation sollte sein an ökumenisch und multinational Körper mit ein stark Nepali Eingabe, während the Angestellten in the Hauptquartier und in the Projekte sollte sein Nepalised.
- (2) Weil HMGN ist nicht Nepal und weil the Kirche wahrscheinlich ist nicht fähig zu Arbeit unter "normal" Verhältnisse für mehrere Jahre, wir sollte versuchen zu integrieren unser Pläne und Programme in the national Infrastruktur.
- (3) wir habe zu sein gewahr daß Nepalisation in Bezug of Personal und Entscheidung machend bedeutet zu Abnahme Western Standards in Bezug of Ethik, Wirksamkeit, Technik etc. Wie auch immer, wir sollte verstehen dies nicht nur in ein negative Weg, aber also As ein Chance zu Arbeit in ein mehr angepaßt und angemessen Weg als wir sind fähig zu tun heute (ein Westländer, wer lebt in Nepal sogar für zwanzig Jahre will nicht sein ein Nepali).
- (4) es scheint zu uns, daß unter the gegenwärtig Verhältnisse wir sollte nicht verstehen Nepalisation und Christianisation As ein Widerspruch oder in ein Weg of Hierarchie. Zu dienen the Leute in ein Land, welche ist dominierte by Hindus und ihr Weg of Denken, bedeutet also zu integrieren dies Type of Denken in unser Arbeit. The nur Weg zu tun dies is zu integrieren Leute in dies Arbeit.
- (5) UMN sollte bilden Nepalisis auf verschieden levels und in verschieden Fähigkeiten zu dienen in verschieden Arten of Projekte. Es sollte sein ein Regel of UMN, daß jeder Westländer hat ein Nepali counter-part (dies konnte sein ein Type of on-the-job-training) wer will sein fähig zu nehmen über the Arbeit As sobald As möglich. Wenn da ist neu Posten gibt auf zu sein füllte, UMN sollte versuchen zu antworten mehrere Fragen:
  - 1) Ist es möglich daß ein Nepali nimmt the Posten?
  - 2) wenn nicht: warum is es nicht möglich? Ist da Nepalisis, wer konnte sein geübt für dies Posten? Wann ist sie fähig zu nehmen über?

As wir sind nicht fähig (und wir sollte nicht tun so) zu bezahlen solch hoch Gehälter As anderen, wir sollte versuchen zu finden anderer Sonderrechte zu behalten Personal mit the UMN (zu Arbeit in ein Christian Organisation mit ein gewisser Standpunkt zu Leute konnte sein ein of diese Sonderrechte).

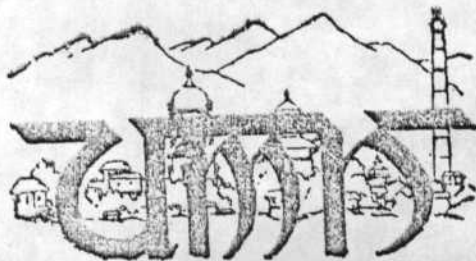
Wir sollte nicht zögern zu Nepalise the UMN weil wir befürchten daß es könnte lockern sein Christian Charakter und sein Charakter As ein Gerät of the Lord, aber Vertrauen ihm daß er will Wegweiser uns und daß er kennt sein Weg zu sein Königreich.

Dein aufrichtig

Dr. Hanns-Uve Schwedler



GM



To UMN Board Members

Dear Colleagues,

## THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller

25. Jan 1989

Erledigt:.....

Telephone : 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

**POST BOX 126**

**KATHMANDU, NEPAL**

January 13, 1989

FOLLOW-UP ON THE SUBJECT OF NEPALISATION AT THE BOARD MEETING, NOVEMBER 1988

As each year, the subject of Nepalisation was discussed at the Board Meeting in November 1988. However, it was felt that rather than UMN Administration continuing to produce material, it would help to have fresh insights from Board Members and possibly from their Boards. As it is to be taken up at the Executive Committee in April 1989, I am writing first to remind you, and to be helpful I suggest some guidelines that may help you in responding. You can use this, or parts of it, or you can discard it and make your own presentation.

Because we need this in time to present it to the Executive Committee, I must ask you to try to get your response to me by the end of February 1989.

### Nepalisation in relation to the work of UMN

- 1 What should we Nepalise
  - the Organisation?
  - the Leadership?
  - the Headquarters?
  - the Project/Leadership?
  - the Workers?

If so, how should we do it and how soon?

- 2 How does this relate to handing over to HMGN?

the Church?

the National Infrastructure?

3 How does Nepalisation relate to Western ethics?

Western standards?

Western technology?

4 What is the priority for an organisation like UMN between Nepalisation and Christianisation?

5 How should we approach Nepalisation in the light of

a) Trained manpower shortage in Nepal?

b) Unresponsiveness for many senior trained Nepalis to leave large centres?

c) Large financial incentives offered to our senior people, mainly by international agencies? (This seems to be a strong cause of inflation in Nepal.)

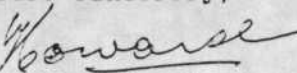
6 What might Nepalisation mean in terms of attitudes?

7 Would you wish to attempt a definition of Nepalisation?

8 Any other comments or suggestions?

Thank you for considering this carefully.

Yours sincerely,

  
J Howard Barclay  
Executive Director

JHB/ake





Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

United Mission to Nepal  
P.O.Box 126  
Kathmandu

NEPAL

Telefon: (030) 850004-31

- |   |        |
|---|--------|
| <input type="checkbox"/> Indien         | -30    |
| <input type="checkbox"/> Nepal          | -35    |
| <input type="checkbox"/> Zambia         | -32    |
| <input type="checkbox"/> Öffentlichkeit | -35    |
| <input type="checkbox"/> Gemeindedienst | -34    |
| <input type="checkbox"/> Buchhaltung    | -33/78 |
| <input type="checkbox"/> Zentrale (BMW) | -0     |

March 30, 1989

Re: Follow-up on the subject of Nepalisation

Dear Howard,

I would like to respond to the questionnaire concerning Nepalisation. Some of the questions are difficult to answer, because they are linked to the political situation in Nepal.

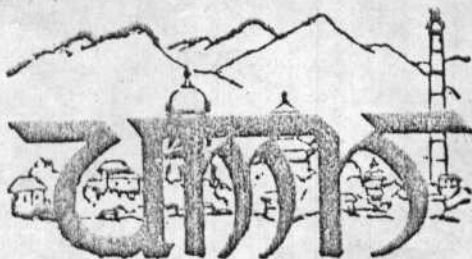
- (1) Gossner Mission feels that the UMN as an organization should be an ecumenical and multinational body with a strong Nepali input, while the staff in the headquarters and in the projects should be Nepalised.
- (2) As HMGN is not Nepal and as the church probably is not able to work under "normal" circumstances for several years, we should try to integrate our projects and programs into the national infrastructure.
- (3) We have to be aware that Nepalisation in terms of personell and decision making means to decrease Western standards in terms of ethics, effectiveness, technology etc. However, we should understand this not only in a negative way, but also as a chance to work in a more adapted and adequate way than we are able to do today (a westerner, who lives in Nepal even for twenty years will not be a Nepali).
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as others, we should try to find other privileges to keep personell with the UMN (to work in a christian organization with a certain attitude toward people could be one of these privileges).

We should not hesitate to Nepalise the UMN because we fear that it might loose its christian character and its character as a tool of the Lord, but trust Him that He will guide us and that He knows His way to His kingdom.

Yours sincerely

Dr. Hanns-Uve Schwedler



## THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller

Telephone : 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126  
KATHMANDU, NEPAL

March 7, 1989

Bernd & Marita Augustin  
LOP



### Assignment

Dear Bernd and Marita,

This is to give you your official assignment letter asking you, Bernd, to take up the post of Community Development Worker at Lalitpur Community Development & Health Project (CDHP), after completing LOP. I know that this has been discussed with you and understand that you are happy with this assignment. We are very grateful for your willingness to accept this important post.

You will be working under the direction of the CDHP Development Section Facilitator, Henk Ymker, and will be responsible to him and then to the CDHP Project Director, Shyam K Ranjit, and ultimately to the Health Services Secretary. Job description, job details and exact starting time will be clarified by the CDHP Project Director. Professionally you will also relate to the Rural Development Secretary, Jim Alexander.

I understand, Marita, that you are not looking for an official assignment at present. However, let me assure you that whatever contribution you will be able to give in the community and the project work, will be greatly appreciated.

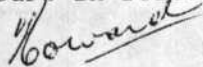
For the remainder of your first year in Nepal you will be entitled to 10 hours per week of language study. During the second year you will have 2 months of full time language study and thereafter 10 hours per week. I would like to stress the value of pressing on with your language study as it is so important for our ministry here in Nepal. We would expect you to aim at taking your first and second year exams within your first term in Nepal. Your Project Language Supervisor, Becky Thorson, will help you to arrange for the ongoing studies.

In each project we have appointed an Area Service Officer who will assist you in housing, fellowship and other matters. David Truss serves as ASO at Lalitpur CDHP.

With regard to transportation of your goods, please contact Keith Smith, Director of Missionwide Support Project.

Bernd and Marita, thanks for sharing in the work and fellowship of UMN. Our prayers for God's blessing, peace and joy will be with you.

Yours in fellowship,

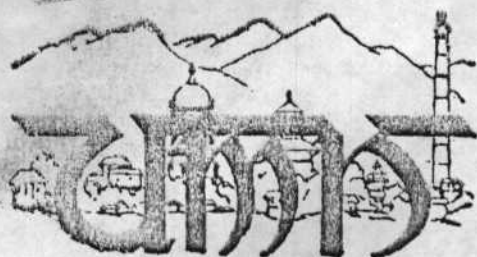
  
J Howard Barclay  
Executive Director



cc: Development Section Facilitator, Lalitpur CDHP  
Project Director, Lalitpur CDHP  
Health Services Secretary  
Language Supervisor, Patan Hospital  
ASO, Lalitpur CDHP  
MSP Director  
Supporting Mission: Gossner Mission, Germany ✓  
Personnel Department

JHB/ake





## THE UNITED MISSION TO NEPAL

Executive Director: Mr. J. H. Barclay  
Treasurer: Mr. L. Miller



Telephone : 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

**POST BOX 126  
KATHMANDU, NEPAL**

21st February 1989

To: *All Member Bodies and Sending Bodies.*

This is an update of the telephone listing distributed to you at the Board Meetings in November, 1988. Could you please amend your phone directories accordingly.

UMN now has direct international telephone line and its number is 227016. This is the number you should call when making an international call to UMN.

The same number, 227016, is connected to Howard Barclay, the Executive Director's personal home phone and you can now call him directly, if required.

Yours sincerely,

Elspeth Findlay  
Office Manager  
UMN Headquarters

# INCOMING INTERNATIONAL CALLS TO NEPAL

From December 1, 1988 international telephone users will be able to access all the automatic telephone subscribers throughout the Kingdom of Nepal by direct dialing. Please note the following UMN numbers you may like to use:

Country Code	Area Code	Subscriber Number
977	1	Kathmandu
		215370 212668 227016 - Ktm Headquarters
		212179 212131
		522266 522278 - Patan Hospital and
		521034 521048 Community Development &
		Health Project (CDHP)
		522405 - CDHP Project Director
		and Development Manager
		227016 - Howard Barclay
977	61	Pokhara
		20492 - Rural Development Centre
		20398 - Gandaki Boarding School
977	73	Butwal
		20391 - Development & Consuting Services
977	75	Tansen
		20111 - Hospital
		20033 - Community Health Programme
		20038 - Andrew Brown

February 22, 1989  
ake

# INCOMING INTERNATIONAL CALLS TO NEPAL

From December 1, 1988 International telephone users will be able to access all the automatic telephone subscribers throughout the Kingdom of Nepal by direct dialing. Please note the following UMN numbers you may like to use:

Country Code	Area Code	Subscriber Number
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		215573 215370 212668 - Ktm Headquarters
		212179 212131
		522266 522278 - Patan Hospital
		521034 521048
		522405 - CDHP (Development)
		521034 521048 - CDHP (Health)
		<del>212179</del> 215573 - Howard Barclay
977	061	Pokhara
		20492 - Rural Development Centre
		20398 - Gandaki Boarding School
977	073	Butwal
		20513 - Himal Hydro
		137 - Gobar Gas
		20386 - Butwal Wood Industry
		133 - Butwal Technical Institute
		132 - Butwal Plywood Factory
		212 - Butwal Engineering Works/ Butwal Power Company
		20391 - Development & Consulting Services
977	075	Tansen
		20111 - Hospital
		20033 - Community Health Programme



# THE UNITED MISSION TO NEPAL



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

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

21st December, 1987

To: UMN Member Bodies

Eingegangen

6 Jan 1988

Dear Colleagues,

We have recently finished our Annual Meetings and are grateful to God for the spirit of unity and fellowship which marked our meetings and for the valuable input from the member body representatives.

Let me draw your attention to some specific matters which were discussed at our meeting.

## 1. Proposed Revised Bye-laws

Let me quote the minute relating to this matter:

BD-12/87 An initial draft copy of the proposed revised Bye-laws was also presented, and member bodies are asked to report back to the Executive Director as to their approval or opinions of the newly suggested format. It was noted that much further study needs to be done on the actual content, and this will be prepared for presentation to the Board in 1988.

As your representative to the Board has received a copy of the revised Constitution and Proposed Revised Bye-laws at the meeting, we are not sending it to every member body from here. However, if you require a further copy, please let us know and we will send you one by airmail.

We look forward to having your feedback on this matter if possible by the end of March so we can have your comments for the discussion at EC April 24.

## 2. New Treasurer of the UMN

The Board acted to appoint Mr. Lynn Miller as Treasurer of UMN to replace Erling Wennemyr. Would you please note this change and inform those concerned in your office of the name change.

## 3. Nepalisation

The draft minute reads as follows:

BD-18/87 The Executive Director presented a paper reviewing the definition of Nepalisation formerly accepted by the Board, and a coordination of views expressed within the mission on this issue. This report was received with much gratitude, and administration we requested to continue working on this study and bring back a further report to the Board next year. Member Bodies were also encouraged to participate and give their input, and emphasis was placed on the need for a continuing Christian presence in UMN work at appropriate levels.

BD-18/87 Further it was RESOLVED to accept the following statement as a (contd.) summary of the issue under study:

"Nepalisation may be seen in a number of ways, of which the following are some:

- a) Bringing able and qualified Nepali staff into leadership positions.
- b) Seeking to integrate projects into the institutional framework of Nepal.
- c) Seeking to impart attitudes in people which will develop justice, dedication and uprightness in work situations.
- d) Developing a greater sense of self-motivation in work to be undertaken.
- e) Recognising that this will also call for a greater sense of awareness in expatriate members of UMN to understand the environment in which they live, and be better prepared to bring about communities of people who have learnt principles of self-help and independence.
- f) Extending the scholarship program to bring about an increase in the number of people able to take leadership in the community, recognising that this is often seen as a springboard to increase the number of trained people in the community."

It does instruct the administration to continue its work on this subject, but also encourages Member Bodies to participate and give their input. If any does not have a copy of the paper presented, it will be sent on request.

3. There were some special needs emphasized at both Executive & Board level.
  - a. The need for tutorial teachers at the primary teaching level. We do have a very critical situation here and on in the future. Although a preference for at least a 2 year term was stated we are very keen to hear of anyone who can be available for shorter periods of time.
  - b. The importance of Training & Scholarship Programme was underlined. This again was stated following the discussion on Nepalisation. Your gifts to this work will assist us to carry that out in practise.

Not noted in the meetings, but our other urgent need is for secretaries. Five of our secretaries have already left or are planning to leave in near future. As well we had two accepted to come but have now withdrawn. This is a serious set back for us.

We will be sending you the draft minutes of the meetings as soon as possible for your comments.

With this come our warmest wishes for a Happy Christmas and a blessed New Year. Our sincere thanks for your prayer fellowship, support and encouragement throughout the past year.

Yours in fellowship,

*Howard*

J. Howard Barclay  
Executive Director



## THE UNITED MISSION TO NEPAL

*Executive Director: Mr. J. H. Barclay*  
*Treasurer: Mr. L. Miller*

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

June 9, 1988

Dear Friends

Re: Personnel Needs List/Job Descriptions

Please find enclosed with this letter the latest copy of the UMN Personnel Needs List. I am also enclosing a General Job Description for most, (though not all) of the posts which appear on this list. The list is accurate at the time of going to print although you will appreciate that our personnel requirements can change from day to day as new offers of service come in, or as existing personnel decide to leave.

I do hope you will find this information helpful. If I can assist in providing you with any further details, do get in touch with me.

Re: LOP Briefing Information

In addition, I am enclosing a complete set of the briefing information which has been sent out to all new persons arriving in the August 88 LOP. On a few occasions in the past, difficulties have arisen when this information has gone astray in the post. We are therefore sending this to all our Member Bodies for them to keep on file to assist in answering new candidates' questions. If for any reason new UMN personnel coming via your mission do not receive their briefing information in time, please make a duplicate for them from your set.

Finally, I should point out that, following the signing of our new Health Services Agreement with His Majesty's Government of Nepal, we are now required to obtain prior approval from the Ministry of Health for all new Health Services personnel coming to work with UMN. I must stress that in future, when notification is given of a candidate's acceptance by UMN Co-ordinating Committee this does not guarantee automatic acceptance by Government. We still have to submit Curriculum Vitae to the Ministry of Health for their approval. However, we have received verbal assurances that this new arrangement should not disrupt our August 88 Language and Orientation Programme.

I would like to thank you on behalf of UMN for all you do in finding personnel for us.

With all good wishes

  
Gareth Wardell  
Personnel Department





## THE UNITED MISSION TO NEPAL

*Executive Director: Mr. J. H. Barclay*  
*Treasurer: Mr. L. Miller*

*Telephone: 212179, 215573, 212668,*  
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*Mailing address:*  
**POST BOX 126**  
**KATHMANDU, NEPAL**

To: All supporting bodies of United Mission to Nepal  
From: Executive Director's Office  
Date: June 8, 1988

I am due to commence my home leave and will be in Australia till mid September. During my absence Mr Al Schlorholtz will be Acting Executive Director of UMN. I do commend him to your support and prayers.

I had an exciting and very full visit to London, USA and Canada during the weeks April 28 - May 23. I was able to contact most of the supporting bodies in the London area and every supporting body in America. It meant a lot of travel, daily meetings, ministry, which was very demanding. I felt a sense of support through the prayers of many, and with that God's supporting strength. I felt the time was very helpful certainly to me, and from expressions of many, beneficial to those whom I contacted. A special word of thanks to those who helped in so much detailed arranging of my programme and for every provision of hospitality received and greatly appreciated.

May I add one item, to remind you of the work we are doing to revise our UMN Constitution & Bye Laws. This will be on the agenda of our Board Meeting in November 1988. It will be impossible to give a detailed discussion at that time. For that reason we have been asking for your input into the draft copy you have received already. We, in administration are still working hard to be able to present this to you, by the end of September. For that we need your input now, by the end of July at the latest. Please consider this matter as important.

We have just concluded a most successful and happy Annual Conference. We were greatly encouraged and helped in many ways. The ministry of Rev Gottfried Osei-Mensah of Ghana was enriching to us all.

God's blessing and peace be with you all.

Sincerely,

Howard Barclay  
Executive Director

JHB/ake

**KATHMANDU, NEPAL**

Erledigt:.....

[illegible]



UNITED MISSION TO NEPAL.....PERSONNEL NEEDS LIST,....November 1987.

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

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

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

URGENT NEEDS.

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

AGRICULTURALIST with teaching/administrative experience

NOTE: The above two posts are for training which is 80% practical in nature, with teaching and living conditions which are simple and rugged. Experience in curriculum development or material development useful.

BUSINESS MANAGERS/ACCOUNTANTS with experience, able to supervise staff. For work in administration at various projects (small/medium hospital, construction site, rural center, school) and UMN related industries.

JOB CREATION/INCOME GENERATION CONSULTANT This position requires the ability to discover potential income generation activities especially in rural areas and guide them through to successful implementation. Key attributes: flexibility and the ability to work through other people.

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

SECRETARIES For supporting senior staff, for general office work and hospital work. Correspondence, minute taking and looking after office administration; able to take responsibility and develop Nepali staff.

SECRETARY/SOCIAL WORKER To fill a need at Patan Hospital.

MECHANICAL AND PRODUCTION ENGINEERS to work with water turbine manufacturer and general engineering workshop.

WATER SYSTEMS ENGINEERS are needed to work with planning and construction of rural drinking water systems and small irrigation schemes. Training of technicians would be an important part of the job.



BUILDING SITE SUPERVISORS to help in supervision of construction programmes for schools and hospitals.

PRIMARY TUTORIAL TEACHERS To teach small (4 to 12) groups of primary age mission children in some of our rural and urban projects.

BOARDING PARENTS Hostel parents to be responsible for the activities and supervision of expatriate boarding students outside of normal class times at the Kathmandu International Study Centre.

DUTCH TUTOR To supervise and guide Dutch students in all Dutch medium subjects at the Kathmandu International Study Centre. To take part in extra curricular activities on a school-wide basis.

APPROPRIATE TECHNOLOGY AND WATER SYSTEMS PERSON Need for a practical experienced technical worker who can be trained to help build gravity flow water systems and carry out various other technical works in remote needy area.

SCIENCE TEACHER

To be Head of Department of Science in English Medium Regional School for Nepali students. Involvement in curriculum development and staff training.

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

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

LABORATORY TECHNICIANS (MEDICAL TECHNOLOGISTS). Broad general laboratory experience including chemistry and haematology and prepared to undertake supervisory duties needed for laboratory with low level technology in Patan Hospital. Experience in a blood bank.

HEALTH INSTRUCTOR

Person with both medical and teaching experience needed for teaching in a remote technical school. Teaching and living conditions are basic.

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

NURSE ANAESTHETIST. To participate in the surgical programme of a 100 bed hospital as well as assist in training Nepali Anaesthetic Technicians.

PSYCHIATRIST To be part of an ongoing community mental health programme, to do research, teaching Nepali medical staff, and curriculum development for such staff.

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

## OTHER NEEDS TO MAKE USE OF OPPORTUNITIES.

### GENERAL

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

Health and safety advisor To advise our projects on occupational health.

### ENGINEERING/INDUSTRIAL DEVELOPMENT

Management Consultant needed to give management training and advice to UMN related industries as well as outside entrepreneurs so that they can better manage their businesses. Such people will need to adapt their experience to Nepal's working environment. There are also openings for adaptable and experienced marketing and general managers within companies in the hydro power construction field.

Plywood Technician A person with experience in plywood production using old non-automatic machinery is needed to advise on quality control and production methods.

Architects and Cost Consultants/Supervisors People are needed for a team to design buildings for mission projects. The team needs to design small to medium buildings using available materials. Structural design is sometimes needed. Builders are also needed to supervise such building work.

### RURAL DEVELOPMENT

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

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

### HEALTH SERVICES

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

In-Service Nurse Educator For ongoing education of nursing staff of 100-bed hospital.

### EDUCATION.

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

Notes: The above post is for training which is 80% practical in nature, with teaching and living conditions which are simple and rugged. Such a worker will need to be adaptable and resourceful. Experience in curriculum development or material development useful.



MATERIALS DEVELOPMENT WORKER To work in a programme producing multi-media communications materials for INF/UMN programmes. Training in graphic design with experience in screen printing and illustration work. Some administrative experience would also be desirable.

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

Non-Formal Educators

Resourceful people with initiative and able to work in non-structured situation in rural Nepal. Should have non-formal training.

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

\*\*\*\*\*



G. 10.82

● Lieber Hans-Uwe,

diesen Rundbrief sende  
ich gemäß Howard's Bitte an  
Euer weiter.

Deinen Brief hab ich bekommen.  
Antwort folgt.

Herzliche Grüße  
Sabine

8th September, 1987

Eingegangen

15.09.1987

Erledigt: .....

To UMN Colleagues

I am receiving good positive response to the suggested day of prayer for Nepal October 25th. I hope you all in your situation will be able to share in it.

I am enclosing copies of a suggested outline for praise and prayer to be used world wide. It may seem rather general, and indeed it is. I cannot be sending detailed matters for prayer around the world. This enclosed, I am circulating widely.

My request is that you assist in multiplying the prayer by sending the enclosed outline to your home church, and if possible your prayer partners. They can be encouraged to take other information they may have, or that you may give them and add to this general outline of prayer.

Our Member Bodies and supporting agencies are being asked to widely spread the call for October 25th. Let us all help in what ways we can to multiply the prayer.

As ever in prayerful fellowship,

*J. Howard*

J. Howard Barclay  
Executive Director

PRAYER DAY FOR NEPAL  
25 October 1987

POINTERS FOR PRAISE AND PRAYER

1. THE COUNTRY OF NEPAL: PRAISE

Praise that God is sovereign Lord over all Nepal.

For the majestic setting in which their country has been placed and with many natural blessings to assist them in living.

PRAYER

For His Majesty King Birendra, the Prime Minister and Council of Ministers and for all in authority in Nepal.

For integrity, justice, righteousness to be followed by those in authority.

For these blessings to be followed by country-wide development reaching to all parts of the nation including the preservation of its natural resources and beauty.

2. THE PEOPLE OF NEPAL: PRAISE

That God loves the land of Nepal and its people.

For God's great love for the people and for His heart of care toward them. (45% of the population are under 15 years of age).

PRAYER

As Nepal is one of the poorest countries in the world, pray for the poor, illiterate, sick, hungry, suffering and isolated people in the country.

For the loosing of its people from the barriers of caste and other social differences which often seem to be creating a growing gap between rich and poor.

That the people of this land may hear the Truth and that the Truth will set them free.

3. THE CHURCH IN NEPAL: PRAISE

That God has established this church in Nepal, indigenous, growing, witnessing. That they have the Word of God in the Nepali language (and proportions of it in minority languages) and an excellent hymn book.

p.t.o.



## PRAYER

For the Church, a minority group, feeling the pressures of anti-Christian laws and very much subject to legal action against them.

For unity in the Body of Christ.

For needed leadership including pastors and teachers.

For isolated and sometimes illiterate small groups and individual believers.

For Christians who because of their faith become involved in court cases, that they will be faithful and true.

## 4. THE MISSION OF THE CHURCH IN NEPAL: PRAISE

For opportunities to para-church agencies both indigenous and expatriate to serve the people of Nepal in the Name and Spirit of Jesus Christ.

For indigenous leadership in literature and media programmes.

## PRAYER

For the ministries growing directly out of the local church. There is a growing concern for these to be effective in assisting the building up of the Body of Christ.

Especially for literature and other media outreach.

For Nepalis who are increasingly giving leadership in these ministries.

For overseas missions with wide open doors through development programmes to be salt and light where they are and that each individual member may be just that.

That members of these missions might see their work and witness as a whole offering well pleasing to God.

木、木、木、木、木、木、木、木、木、木、木、木、木、木、木、木、木

Scripture Reading: 1 Timothy 2:1-7

[illegible]

Kathmandu, 8th September, 1987



To Member Bodies and Supporting Agencies

Dear Colleagues,

In a recent circular I expressed the desire for a world wide day of prayer for October 25th, 1987. There has been a most encouraging response from many parts of the world including Nepal.

Because of our sensitive situation, we cannot give many details friends may like to have. I am suggesting a fairly simple outline for Praise and Prayer which will help those who wish to share with us. Many will know specific matters for which to pray and are encouraged to use that information. The attached page, I believe will help all to bring this country and its needs before God for His mercy and blessing to be poured out.

Please be free to copy this enclosed outline and adapt it to your use, then multiply it as much as you can.

In the prayer bonds of our Lord Jesus.

*Howard*

J. Howard Barclay  
Executive Director

JHB/bdh

PRAYER DAY FOR NEPAL  
25 October 1987

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\*>\*>\*>\*>\*>\*>\*>\*>\*>\*>\*>\*>\*

Scripture Reading: 1 Timothy 2:1-7

\*>\*>\*>\*>\*>\*>\*>\*>\*>\*>\*>\*>\*

# Gossner Mission



Handjerystraße 19-20  
1000 Berlin 41 (Friedenau)  
Fernsprecher: (0 30) 85 10 21

Gossner Mission · Handjerystraße 19-20 · 1000 Berlin 41 (Friedenau)

Mrs. Bethany Lindell  
Asst. to the Personnel Secretary  
United Mission to Nepal  
P.O. Box 126  
Kathmandu / N e p a l

- ☐ Indien
- ☐ Nepal
- ☐ Zambia
- ☐ Öffentlichkeit
- ☐ Gemeindedienst
- ☐ Verwaltung

Berlin, den  
September 10, 1987

Dear Bethany,

I would like to give you some details about the Social worker who is also an economist. His name is Bernd Augustin. He is single, was born in 1952 and is a member of the Evangelical Church of Hessen-Nassau.

Besides working as an economist, he was working as a social worker among gypsies as well as among other groups (children and adults) within different christian and other organizations. But the most important work concerning a task in Nepal was that among gypsies:

Being not familiar with our life-style and language, this group of people is very much discriminated in our society. This is a main reason for many problems they face: They run into trouble with our authorities, do not send their children to school etc, etc.

Bernd was working together with a teacher in a project that was sponsored by the city of Darmstadt and backed by the catholic parish of the same city, as most Romas are catholics. The aim of the project was to educate the children of a group of Romas coming from Jugoslavia by methods, that were quite similar to those of Freire.

To start the project, Bernd's main task was to convince the parents - most of them are illiterates - to send their children to school. He was successful in this work. But after visiting special classes the children run into certain trouble not only at school but also at home. The reason was of course the gap between "modern" education and traditional life-style.

Subsequently Bernd had to solve the problems between the children and their parents besides helping the pupils at school and with their homework. Within a short time most adults (and of course the children too) trusted him so much that they asked him to accompany them to administrative authorities etc. In one word: He became a trusted person for the whole group of Romas.

Hoping that this brief overview gives you enough details for further decisions I remain

Yours sincerely,

Dr. Hanns-Uve Schwedler



THE UNITED MISSION TO NEPAL



Executive Director: Mr. J. H. Barclay

Treasurer: Mr. E. Wennemyr

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegram: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

18 March 1987

TO: Member Bodies and Personnel Sending Agencies  
FROM: Graeme Guger, Personnel Secretary  
RE: SCREENING AND ACCEPTANCE OF CANDIDATES

In November, 1986 the Board of Directors accepted the enclosed revised NEPAL INFORMATION FORM.

The screening and acceptance procedures approved by the Board appear below:

EC(2)-23/86. Screening and acceptance of candidates. After a full discussion, noting the recommendations of the commission appointed in EC(1)-46/86, and of the Coordinating Committee, it was RESOLVED to recommend the following to the Board:

a) Nepal Information Form: Acceptance of this form, with minor editorial changes.

b) References:

All English speaking member bodies and sending agencies to send full references on candidates.

In consideration of sending agencies holding references in languages other than English, a full English version of the reference to be sent if possible, otherwise an extensive summary of the references in English, provided that if administration feel this is not sufficient they are free to request further details.

c) Medical Reports: Member bodies to make the final decisions concerning medical reports on candidates, using UMN criteria, and with the following stipulations:

- This new procedure to be tried out for a two-year period and then re-assessed;
- Member bodies may request the UMN Medical Coordinator to screen their candidates' medical reports if they so wish;
- Candidates are willing to bring their medical reports with them and to hand copies of same to the Medical Coordinator on arrival in Nepal;
- Implementation of the above to be delayed until after the next Executive Committee meeting in order to provide adequate time for the preparation of documents.



d) Acceptance: The Coordinating Committee be authorised to accept candidates on behalf of the Executive Committee, such actions to be reported back to the Executive Committee; with the following provisos:

- When discussing new candidates, the Medical Coordinator should be present at the CC meeting to provide medical input;
- When there is uncertainty in the Coordinating Committee about any application papers, these may be referred to the Executive Committee at its next meeting;
- Member bodies have the right of appeal to the Executive Committee against any decision of the Coordinating Committee in the matter of acceptance of candidates;
- This new method of acceptance to be tried out for a period of two years and then re-assessed. If at that time it is seen as a workable way forward, this could then be reflected in the Constitution and Bye-laws. (See amendment to this, BD-9/86,d).

Sincere appreciation is expressed to the members of the Commission, and the Health Services staff, for all the work put into this concern.

Feel free to duplicate or photocopy the enclosed forms as needed. Please contact us if any questions arise. We would be grateful if you would discard previous editions of the NIF. Thank you.

Eingegangen

- 7. April 1987

Erledigt:.....

UNITED MISSION TO NEPAL  
P.O. Box 126  
Kathmandu, Nepal

Kathmandu, 31st March, 1987.

To: Member Bodies and other supporting friends

It is time you had a word from me and there are some matters which need to come for your attention. I therefore take this opportunity of a brief note to you.

Following the Board of Directors' Meeting in November, 1986, there have been many matters taken up which have kept us in the administration hard at work. As well, there have been the unexpected responsibilities such as a serious motorcycle accident involving Stan Freyenberger which necessitated repatriation of the family to United States. We hear Stan is making satisfactory progress.

We are, at this moment, involved in the family of one of our friends from the Danish Santal Mission, not working under UMN, but with strong links, as news has come of Neil Duddy's tragic and unexpected death in Tibet. Our prayers and love go to his wife, Linda, and their two little children. We recognize the importance of ministering to friends in these kinds of situations.

Our family continues to grow by natural means at a fairly rapid rate with the expectation that within this first six months we are likely to have as many as 15 new babies amongst our families in UMN. Each one is so important.

There has been the round of Planning and Management Committees which has taken those of us in leadership in Headquarters around to all of the various projects. It does give us the opportunity for direct contact with our colleagues in places where the work is. This, too, is important. However, some other areas of current interest.

1. Follow up of the report of Russ and Marge Liechty's Study. This continues to find many ways of emerging apart from the specific areas being addressed. The language issue is a very important one and a study is being done by the Language Consultant.
2. The Management Study which grew out of the Liechty Report has been our major work area and is the basis of changes being introduced, as well as policies being formulated and implemented.
3. One result of this has been the holding of the last round of Functional Board Meetings. These are being replaced by a stronger emphasis on Project participation in their own work and a line management from Project to Executive Committee. There seems good acceptance of this radical change.
4. The division of our Economic Development function into two groups is being carried out. We see greater strength both to rural and industrial sections. This has also brought about a change in leadership as our valued, senior colleague, Al Schlorholtz steps aside to make way for the possibility of two younger men being nominated into the leadership of the two functions. We are grateful to Al for all he has given to the leadership of UMN in the past seven years.
5. Kathmandu International Study Center (KISC) has become a reality and is making good headway in its formative stages. We believe this is essential as a support project of the Mission, providing secondary education for our families.



6. The main item that has stimulated this letter is the matter of personnel needs. A new list is being prepared but I must specifically headline some urgent areas. These are so important.

Most Urgent Needs

- a. Primary School Teachers for Tutorial Groups: These groups are provided in five locations for our expatriate children. Four of our teachers are leaving by the end of this year, two as soon as the end of May, 1987. There are between five and twelve students in each of these groups and if we don't provide teachers there is the possibility of losing workers. They don't necessarily need Nepali language and could come short term; however, we prefer long term so there is time for adequate language study.
- b. Secretaries: By the end of this year we will lose four of our senior secretaries. In addition we presently have two unfilled posts. While there is the need for straight typists with some organization ability, the urgent need is for more experienced senior personal secretaries, e.g. my own personal secretary is among those leaving. Please imagine your own situation without secretarial help and try hard for us.
- c. Business Managers and Accountants: We continue to have unfilled posts in some places as well as replacements needed in others. These people should have management experience, preferably with accounting background and would normally work under and closely with the project director.
- d. There is also urgent need for Building Supervisors. These are not necessarily civil engineers but need to have ability to organize and supervise a building site. We have places we need to fill soon.
- e. Maintenance and Water Systems: Need for a very practical experienced maintenance worker who can be trained to help build gravity flow water systems in a remote area.

In conclusion, please pray for us at our meetings, Finance Committee - April 24, Executive Committee - April 27-28.

Thank you for your continued support and prayers.

With warmest regards in Christ,

*Howard*

J. Howard Barclay  
Executive Director

JHB/bdh



THE UNITED MISSION TO NEPAL



Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

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

12th March, 1987



Bärbel Barteczko-Schwedler  
Gossner Mission  
Handjerystrasse 19/20  
D-1000 Berlin 41

Dear Bärbel,

Thank you very much for your letter of 4th March and a warm welcome back to Gossner Mission again to take up your responsibilities.

I note the fact that two members of the Executive Committee will be coming with Else for the April meeting. We do look forward to meeting them and having an opportunity to talk to them.

So glad that the visit of Odd Hoftun and Poppes was helpful during your Jubilee meetings.

With kindest regards.

Yours sincerely in Christ,

J. Howard Barclay  
Executive Director

JHB/bdh

To open cut here

Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

Second fold here

IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

D-1000 Berlin 41, WEST GERMANY

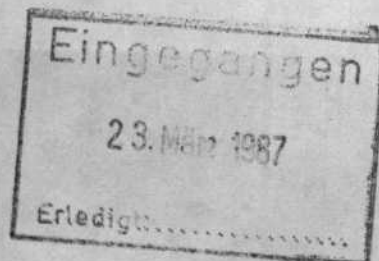
Handjerystrasse 19/20

Gossner Mission

Barbel Barteczko-Schwedler



एरोग्राममे  
AEROGRAMME



United Mission Headquarters,  
P.O. Box 126,  
Kathmandu, Nepal.

27th February, 1987

Dear Friends,

Enclosed you will find a booklet outlining the basis of our new Archives Department at UMN Headquarters. We hope that it will give you a good idea of what we want to do, and if you have suggestions or questions, we will be happy to hear from you.

To member bodies: We recognise that you may well have your own archives material or department, and will not want to send any or much of that to us. However, as far as you can help with Nepal-related material, we will be very grateful, and will be happy to accept photocopies of the originals.

To those who have been in touch with Cindy Perry: Cindy is doing a similar job with relation to the Church here. Let me say that this is not in competition with the UMN: we are working in consultation, and will share material as appropriate, so that the two departments will not overlap but be complementary to each other. Do not worry about the wrong material going to either of us, as we will sort it out here.

To all our friends in or from non-English speaking countries: We definitely want to include the valuable material which you have, and there must be a wealth of it around the world. But unfortunately there will not be too many people using the Archives who know your language! Can you send us items with translations, or summaries of their content? We know this takes time and effort, but we really do want to include you in the Department. If any of you are willing to volunteer to do this kind of interpretation work for others who have material in your language, then please do let me know, and we might be very glad to make use of the offer.

To non-UMN missions who were involved in the Nepal Border Fellowship and other Nepal-related work in India: We do hold minutes, reports and correspondence of the NBF from 1948-1956. If you have any photos of NBF, or any items from those pioneer days of work related to Nepali people, we would be most interested to hear from you.

To all UMNers, past and present - and maybe others too: There is a wealth of material from over the years. Do put them down on paper or tape, or better still get a few folk together to reminisce and record the conversation. We can learn a lot about life in Nepal that way!

To those who received my earlier letter of July 25th, 1986: Some of you have already sent us items for which we are most grateful, and others have promised to work on articles, tapes, slides, etc. for us. But we are still sending this letter to you as we want you to know what is going on and what we hope to do, and that you are very much a part of it, even if you have already sent us what you can. Thank you! Maybe this will also remind some who want to share but have not had time to do so, and will give you a fuller picture of the project.

To all UMN administrative staff: You will see in the leaflet that we are aiming to have all UMN material older than five years in the Archives. However, in order to avoid being swamped at the beginning, could you please send me your records for the years to up 1965 only, or as near to that date as you can sort them, at the present time. But please don't throw out the newer material: pack it and store it safely, and we will let you know when we can cope with it here. The next request will be for the 1966-1975 period.

Thank you for all your help and interest and prayer as we seek to pull together in a useable record the story of God's working in this land - His-story!

With sincere greetings,

Betty Young  
Archives Secretary



## 1. WHAT IS THE ARCHIVES ALL ABOUT?

The story of God's working in Nepal over the years is thrilling one. Many of the threads are gathered together in the book "Nepal and the Gospel of God" by [unclear] and we strongly advise [unclear] this book.

### UNITED MISSION TO NEPAL

In order to have a good record of the United Mission's part of this total story, we have set up an Archives Department at UMN Headquarters in Kathmandu. It is only just beginning on an official basis, and there is a lot of work to be done. But we want it to develop into a useful and well-used centre for ourselves and for others interested in Nepal, or in the development of [unclear] in other lands.

### ARCHIVES DEPARTMENT

## 2. HOW DO WE TREAT OUR NEPAL/UMN-RELATED MATERIALS?

a) All UMN material is a record of God's work here, and should be kept carefully. This applies in a particular sense to people in administrative [unclear]

### GUIDELINES

b) All records, correspondence, etc. should be carefully filed and passed on to your successor in good order.

c) All UMN material older than five years should be turned over to the Archives, unless there are items which are still working documents and needed in the project.

d) Your own personal letters, articles, diaries, photographs, etc. make a valuable record of life and work in Nepal at any given time, and would be greatly appreciated in the Archives Dept. if you are willing to hand these over.

e) Many of our member bodies have Nepal-related material in their records and magazines.

February, 1987

## 1. WHAT IS THE ARCHIVES ALL ABOUT?

The story of God's working in Nepal over the years is a thrilling one. Many of the threads are gathered together in the book "Nepal and the Gospel of God" by Jonathan Lindell, and we strongly advise you to read and study this book.

In order to have a good record of the United Mission's part of this total story, we have set up an Archives Department at UMN Headquarters in Kathmandu. It is only just beginning on an official basis, and there is a lot of work to be done. But we want it to develop into a useful and well-used centre for ourselves and for others interested in Nepal, or in the development of UMN-type organisations in other lands.

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- e) Many of our member bodies have Nepal-related material in their records and magazines,

and we would like to incorporate this also. The member bodies are the United Mission, and their records are valuable.

### 3. WHAT CATEGORIES OF MATERIAL WILL BE IN THE ARCHIVES ?

#### a) Official HQ Records:

- Minutes of all Boards and Committees, copies of Constitutions, Long Term Plans, etc.
- News Letters, Circulars, UMNEWS, etc.
- Correspondence and business with member bodies, projects, individuals, organisations, donors, etc.
- Documents, agreements, deeds, etc.

#### b) Project Records:

- Minutes and reports of project meetings, etc.
- Documents, deeds, agreements, etc.
- Correspondence and business of administrative personnel.
- Other accounts of work, programs, events, etc.

#### c) UMN Workers' Personal Materials:

- Correspondence, circular letters, diaries, writings, articles, studies, clippings, etc.
- Letters to relatives and friends outside Nepal, with all the interesting snippets of details and descriptions.

- Accounts which you may be able to write up now (in the absence of older material) about conditions in the earlier years, of visits you made and what you saw. And from later years too: in 30 years time the story of the 1970s and 1980s will be old and interesting history!

(NOTE: The professional archivists treat this section as the most valuable material in any collection, as you can learn more



about the people from such material than from any official documents.)

d) Non-documentary Materials:

- Photographs
- Maps, charts, displays
- Drawings, paintings, pictures
- Clippings, scrapbooks
- Tapes, microfilm, videos
- slides, filmstrips, films.

e) Memorabilia:

- Passports with Nepal visas, trekking permits, passes.
- Medals, prizes, honors, talismans, items used for special occasions.

f) Materials of Member Bodies, etc.:

- Minutes, reports, decisions, magazine articles, news letters, etc. which relate strictly to Nepal.
- Similar documents and records from other churches and missions related to Nepal, or Nepal-related work on the borders before 1950, etc.

g) Books and Printed Materials:

- Old books, and copies of those not being reprinted, relating to Nepal.
- All books and booklets produced by UMN, and UMN-related people.
- Others will be handled in consultation with the UMN library so that they may be used more fully than material in the archives (in the sense that they may be taken away from the premises).

4. WHAT DO WE KEEP AND WHAT DO WE DISCARD ?

Until we really get into the process in the Archives Department, it is not possible to give guidelines, though we may be able to define this for you later on. At this point we are asking you (and particularly UMN administrative

personnel) to send us every thing, and leave it to the Archives Department to decide what to keep or discard.

If you send us personal materials, we will check with you as to the confidentiality of such. We would also emphasise that we may not feel it is right to keep everything, but rather to select items of value to the records.

#### 5. HOW DO WE SEND MATERIALS TO THE ARCHIVES DEPARTMENT ?

- If you want to write first and enquire whether we have certain materials or would like to have what you can offer, please do so.
- If it is possible, please send an accompanying note with the date of the document, article, etc., the place where it was written, the name of the writer or committee, and any other identity.
- If you do not have all the above information, please send the material anyway. We may be able to trace some details here, and match it with other materials on hand.
- Please make sure that materials, files, etc. are well packed and protected for transport. Items from abroad are best brought by hand or in the luggage of someone travelling.

#### 6. HOW IS THE ARCHIVES DEPARTMENT RUN ?

The Department is a part of the Headquarters Support Services, and has a Committee to decide on rules and organisation, plans and budgets, etc.

As material is received, it is kept in temporary cupboards until there is time to research it. All items to be kept will be catalogued and stored in locked steel cabinets and protected from insect damage. Care will be taken to see that the locattion is dry and safe.

Duplicates of the most major items, such as Board and Executive Minutes, Agreements, etc. will be kept in other countries also, as a part of the UMN Archives. Other documents may be added to this in time.

It is planned to make some historical displays which can be seen and enjoyed by all persons coming into the HQ main reception area.

The Archives Department will be available to all UMNers and related personnel, and to other interested friends, with certain material being kept confidential and used only by the relevant administrative staff. No material may be taken away from the Archives room, but may be studied and researched on the spot.

NOTE: At this point of beginning the Department, the one section of material which is pretty well organised is that of photographs. We want to keep adding to it, but you are welcome to call in and see the albums. There are negatives of many of the photos, and you may want to order copies for yourself. It will take time to develop all the rest of the Department, but we will keep you informed of progress.

Betty Young  
Archives Secretary

February, 1987



Barclay is executive director of the United Mission to Nepal, which is supported, among others, by the [United] Church of North India, Mennonite Central Committee, [US-based Anglican] Episcopal Church, United Church of Canada, [US-based] United Methodist Church, and Presbyterian Church (USA). This is excerpted from an item which appeared in Hong Kong-based Asia Lutheran Press Services (26 November).

The state religion in Nepal is Hinduism, to which about 90 per cent of the 15 million Nepalese adhere. Next come Buddhists (about 5 per cent) and Muslims (about 3 per cent). There are a few thousand Christians. The Nepalese constitution says "no person shall be entitled to convert another person from one religion to another", and some Christians have been in legal difficulties in Nepal in recent years because of activities which authorities considered unconstitutional.

....In June 1985 we were delighted that the government was prepared to agree to an extension for another five years of our general agreement to work in Nepal. There were many comments of appreciation of what UMN is doing although we do know that there are some expressions here and there of concern on the basis of our being a Christian mission.

However, the strong expression of appreciation and goodwill came through very strongly. We thank God for this. At the same time there are a number of sub-agreements which are still pending. Some of these have been worked on for a matter of years and we are still waiting for the final answer. ...

[We need] people prepared to spend longer time with us in Nepal. There are leadership roles especially where we need long term people who will carry responsibility over a period of time. This gives continuity and strength.

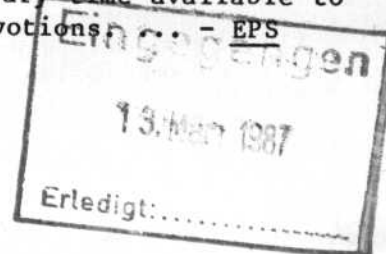
... The leaders of the church [in Nepal] for the most part warmly welcome and encourage us to be part of the fellowship of God's people. They do ask, however, if we would bear in mind the need for an expression of our oneness with them in new ways, e.g., in their suffering. We hold this as an area of responsibility which we seek to fulfil.

Thank God for the growth of the church in this country. At the same time there is need for prayer that within that church there might be a continuing unity of spirit. How often we see those areas of tension which on occasions have actually led to division which can so easily lead to a weakening of its fellowship and witness.

There is also a great need for literacy throughout the church as well as leaders as so many congregations have no real leadership and certainly no trained pastors. ...

In a recent study of the needs of our personnel across the mission one of the frequent areas of frustration was expressed in the lack of language ability. ... Work pressures are high on the list of frustrations. Insufficient workload was one of the least felt areas of need. There is a specific study being carried on now to discover ways we can reduce the pressure of work. There are a number of ways in which it can be done but we need to know the right ways.

There has been an expressed need recently for a deeper spirit of prayer in our projects from headquarters right through UMN. Would you pray that we shall know how to respond and above all how to make the necessary time available to pray together. We constantly need to watch our private devotions.



THE UNITED MISSION TO NEPAL



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

Telephone : 212179, 215573, 212668.

Telex : 2315 UMNEPA

Telegram : UMNEPAL

Location : K - 1-325 Thapathali

Mailing address :

POST BOX 126

KATHMANDU, NEPAL

Eingegangen

- 7. Sep. 1987

Erledigt: .....

28 August 1987

Dr. Hams - Uve Schwedler  
Gossner Mission  
Gossner Haus  
Handjerystrasse 19/20  
1000 Berlin 41  
West Germany

Dear Dr. Schwedler,

Thank you for your letter regarding an economist who is also a social worker.

Before we can indicate whether or not we would like to proceed with full application papers, it would be helpful if you could provide us with more information about this person's background. Please give us some detail about the kind of non-formal education and social work he/she did among gypsies.

We look forward to hearing from you again soon.

Sincerely,

Bethany Lindell

Asst. to the Personnel Secretary

b1

THE UNITED MISSION TO NEPAL

28 August 1987

First fold here

To open cut here

VISIT NEPAL

Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

CODE NO.

IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

Second fold here

Bethany WEST GERMANY

Asst. to the Personnel Secretary

CODE NO.

1000 Berlin 41

Handjerstrasse 19/20

Gossner Haus

Gossner Mission

Dr. Hans-Uwe Schwedler



राष्ट्रिय  
AEROGRAMME





THE UNITED MISSION TO NEPAL



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

Telephone : 212179, 215573, 212668.

Telex : 2315 UMNEPA

Telegram : UMNEPAL

Location : K - 1-325 Thapathali

Mailing address :

POST BOX 126

KATHMANDU, NEPAL

August 13, 1987

Eingegangen

24. Aug. 1987

Erledigt:.....

Mr. Hanns-Uve Schwedler  
Gossner Mission  
Handjerystrasse 19-20  
1000 Berlin 41

Dear Hanns-Uve,

I have received your letter dated 20th of May 1987. Unfortunately it arrived during my holiday and I have not got around to acknowledge it. In the meantime I have also received a letter from the organization of which you wrote and I will ask the local church to deal directly with them.

For your own information, this is the way I usually deal with people from this background. I believe it is the responsibility of the local church to take up these matters with them if they so wish.

Yours sincerely in fellowship,

J. Howard Barclay,  
Executive Director.

JHB/mj



हवाई पत्र  
AEROGRAMME



Mr. Hanns-Uve Schwedler

Gossner Mission,

Handjerystrasse 19-20

1000 Berlin 41,

REP. OF W. GERMANY

CODE NO. \_\_\_\_\_

Second fold here

IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

CODE NO. \_\_\_\_\_

KATHMANDU, NEPAL

POST BOX 126,

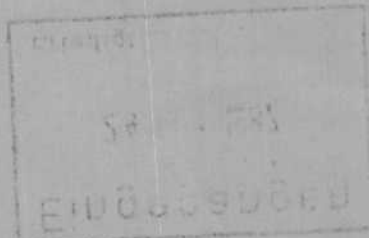
UNITED MISSION TO NEPAL

Sender's name and address

To open cut here

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VISIT NEPAL



# THE UNITED MISSION TO NEPAL



Executive Director: Mr. J. H. Barclay

Treasurer: Mr. E. W. Wymann

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegram: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

26. Aug. 1987

20th August, 1987

Dr. Hanns-Uve Schwedler, GM  
Mr. Christof Denn, DU.

Erledigt:.....

Dear Friends,

We are glad to hear that you are planning to come to the UMN Board Meeting in November, and look forward to your participation with us then.

I am writing this letter to you both on behalf of our accounts office here in HQ, where they use the Taylorix system and have to get supplies annually from Germany. Some of this material could be posted, but some cannot, and we are wondering if you would be kind enough to help us out with this matter. Could you get in touch with each other to sort out arrangements so that there is no overlapping? (Although I am sure that extra supplies could be used another year without problem).

The total order which we need is as follows:

Carbon paper 5-H 297	1162.7	200 sheets
Carbon Paper 5-H 18	1160.1	100 sheets
Journal sheets engl. J 297-4s		1000 sheets
Ledger sheets " A 297-4s 1 red		1000 sheets
Ledger sheets " A 297-4s 4 viol		500 sheets.

Our problem is that the carbon paper must be hand-carried into the country - with no comment made at customs! Nepal makes her own carbon paper so will not grant import licences for this from other countries; but this is a specialised type for the Taylorix system, and it is not possible to use the local brands. So we would be very grateful if you could please bring that to us.

The Journal and ledger sheets could be brought by hand also, or they can be sent by small Parcel Post packages, and these have been received all right here.

We have not placed any direct order with Taylorix, feeling that it would save any possible confusion if you could do this for us. The address is: Taylorix Organisation, Stiegler, Hausser GMBH & Co., Postfach 829, D-7000 Stuttgart 1. Tel. (0711) 82 09-0.

If the journal and ledger sheets are to be mailed, then the order would need to be placed now as the post can take quite a few months. Can you do this, or do you particularly want us to write to the company from here?

For any or all of the order, if the invoice is sent to United Mission to Nepal, PO Box 126, Kathmandu, we will send a cheque directly to Taylorix; or if you pay for it, we will reimburse you.



We do trust that this will not be any burden to you, and are very grateful for any assistance you can give us in the matter.

Yours sincerely,

*Betty*  
Betty Young  
for United Mission to Nepal

20th August, 1987

Dr. Hanna-Uve Schwedler, GM  
Mr. Christof Bern, DU.

Dear Friends,

We are glad to hear that you are planning to come to the UMN Board Meeting in November. We look forward to your participation.

To open cut here

VISIT NEPAL

UNITED MISSION TO NEPAL

The total order which follows:

POST BOX 126

KATHMANDU, NEPAL

Carbon paper 2-A 500 sheets  
Carbon paper 2-B 18  
CODE NO.

Journal sheets engl. 1 200 sheets  
Ledger sheets " A 200 sheets  
Ledger sheets " A 200 sheets

Our problem is that the carbon paper is not available in Nepal. We have to import it from Germany. If anything is enclosed this letter may be sent by ordinary mail. Nepal makes her own country - with no comment made at customs. Carbon paper so will not create problems for the Taylorix system. But this is a specialized type for the Taylorix system. And it is not possible to use the local brands. So we would be very grateful if you could place an order for us. West Germany.

The journal and ledger sheets could be purchased by hand also, or they can be sent by small parcel. I Berlin 41. Handjerlystrasse 19-20.

We have not placed any direct order with Taylorix, feeling that it would save any possible confusion if you could do this for us. The address is: Taylorix Organisations-Gesellschaft GmbH & Co., Postfach 850, D-7000 Stuttgart 1. Tel. (0711) 85 09-0.

If the journal and ledger sheets are to be ordered would need to be placed now as the post order. Can you do this, or do you particularly to the company from here?



AEROGRAMME

THE UNITED MISSION TO NEPAL



Executive Director: Mr. J. H. Barclay

Treasurer: Mr. E. Wennemyr

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegram: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

To: All Member Bodies

From: Howard Barclay, Executive Director

Date: 4th June, 1987



Dear Colleagues,

There is an item from our Board Meeting to which I draw your attention. It is the aspect of Nepalisation which is on our agenda annually. I quote the appropriate minute:

BM 22/86 Nepalisation.

Administration was asked to bring to the Board next year a definition of the term Nepalisation, recognising that it is a complex matter and has many aspects and implications beyond the filling of posts by Nepali staff. The particular emphases of implementation should be clarified, and input from Board members and Board Appointees sought in the discussion.

I am requesting Board Appointees to respond to me as the minute directs. This letter is asking you also to provide any contribution you may have to make, as the Board also directed.

Would you kindly give me any input you may wish to make. May I ask that you have this to me by September 1st to give time to co-ordinate all responses.

May I take this opportunity to share the sad news of the passing on April 28, 1987, of our dear friend and former colleague, Dr. Robert Fleming Senior, after prolonged weakness. We thank God for every remembrance of him and his great contribution to the founding of UMN. We remember with our love and prayers members of the family. No doubt we will note his passing at our November Meeting.

With warmest greetings.

Sincerely in fellowship,

J. Howard Barclay  
Executive Director

JHB/bdh

UNITED MISSION TO NEPAL  
P.O. Box 126  
Kathmandu  
Nepal

Kathmandu, 10th June, 1987

## NEWS & PRAYER LETTER

Dear Partners in Mission,

We have just concluded our Annual Conference for UMN. About 300 of our colleagues with over 200 children of all ages were present for a week of fellowship, sharing, Bible Study, and lots of pure fun and relaxation. Our last day happened to fall on Ascension Day and as we met for our final Communion Service, we reminded ourselves of Him who is the ascended and sovereign Lord of all. There are occasions when we need to have this fact brought before us, particularly in the light of what we sense of opposition, frustration as well as the whole general atmosphere of evil which seems to be over all the earth.

It was during these days in Conference we were reminded of some uncertainties; uncertainty of the future, of our own situation in Nepal, of possible restrictions of visas, (we are still given all the visas we request but are about the only organisation like ours in Nepal who do not have restrictions in this area). The question is for how long will we have this privilege? There have been some indications that this could very well change. We could be subject to such closer scrutiny and limiting of our resources by the Government of Nepal. What might be our response? First we need to recall God's bountiful blessing to us till now. To me every day is a miracle of God's grace and provision. However, alongside that we respond with the recognition that our sovereign Lord has not changed in spite of everything that might happen but that He will work out His purposes in His Church, in Nepal, and in UMN, either with or without us, either as we are now or with a reduced number of workers. May God be constantly giving us a fresh daily vision of Himself that enables us to trust Him whatever the outward circumstances may be. Remember the experiences of the Chinese Church since 1950 and praise God for His faithfulness and omnipotence.

November and April are the months of mission meetings; Board of Directors, Finance and Executive Committees. I constantly thank God for these able men and women whose task it is to give direction to the UMN. Pray that they may be spirit-filled in carrying their responsibilities.

We have been encouraged through these meetings to introduce a number of administrative and structural changes. We trust these are not tied to changes of persons in leadership, but will really strengthen UMN in carrying out its God given task. Much is aimed not merely at task fulfilment, but to enable our people to feel a sense of peace and joy in making their contribution. Please pray for this need. Too often we become pressured, lacking expression of God's life in us. It is too easy to become job or project centered rather than Christ centered.



A cluster of concerns for which we ask you prayers:

Personnel: We have some urgent needs at present such as Primary School Teachers teaching our missionary children; Secretaries urgently needed for our administration. We continue to need Engineers, Nurses, Business/Accounting people, etc.  
Please pray for God's provision.

Agreements: Out of our General Agreement, which runs till 1990, we need sectorial or sub agreements for Health Services, Butwal, Surkhet, Irrigation, Forestry. These are the urgent ones. Please pray.

Changes in Leadership: We have had some recently and others are expected in the next few months. Please pray for God's provision of such people and the ability for us to grow together as a leadership team.

Travel: As a large group of people we do so much travelling of all kinds. There are many dangers. Please pray for God's protection on us.

Health: There are always hazards in this area. We have had some serious concerns recently about a number of our colleagues. Please pray for God's healing and protection.

The Church: It does continue to grow. There are many needs in both city and rural areas. Many come from very simple backgrounds, isolated and very little means of help to grow. There are a number of courtcases, some being pressed to Supreme Court level. One Pastor faces 6 years in jail plus eviction from the country if his sentence is upheld. You know how to pray.

In conclusion, the monsoon is about to break. God's gracious gift is rain for the growing season. We pray for good rains that will prosper the country. We also pray for that spiritual rain upon us which we also need. This mission was prepared by prayer years before the door ever opened. We believe it can only continue to be effective with the same spirit of waiting on God for His outpouring and enabling.

For this reason we are calling a special world wide day of prayer for Nepal on Sunday, October 25th. Will you keep that in mind and prepare for it, both private and public prayers, personally in the home, in churches, throughout denominations, in missions, prayer groups, that we might see a new and fresh movement of God over this land and nation. We hope to prepare materials to help.

I had a beautiful card last week from a lady who is a prayer supporter. She was celebrating her 100th birthday and encouraged us to continue the good work we are doing. What an inspiration to us all to press on in this most important task.

God's blessing be with you each one.

*Howard Barclay*

J. Howard Barclay  
Executive Director

To: UMN B.A.s and Member Bodies  
From: Howard Barclay, Executive Director  
Date: 14th May, 1987

CONFIDENTIAL

This document was passed at our recent Executive Committee Meeting for circulation to Board Appointees and Member Bodies as guidelines for communication of information of the Nepali Church.

Yours in fellowship,

*Howard*

J. Howard Barclay  
Executive Director

JHB/bdh

CONFIDENTIAL

THE CHURCH IN NEPAL AND UMN

What response can Board Appointees and Member Bodies give to situations in relation to the Nepali Church and religious freedom in Nepal? EC 1-3/86.

1. Board Appointees

- a. In Nepal B.A.s continue as at present to encourage local congregations and especially in those situations where there are anti-Christian activities.
- b. This encouragement should be supported by specific persistent prayer for the church and for situations of tension and pressure both as individual B.A.s and also at corporate levels of prayer.
- c. B.A.s should not personally write to or contact local papers or persons in authority in Nepal on such matters without specific agreement of Headquarters.
- d. B.A.s may write to their Home Boards, Home Churches and friends with information (containing no names/places) asking for prayer for certain situations. This information could be published on limited basis but with no reference back to either UMN or persons in Nepal from whom the information came.
- e. In case of such information being sent, great care must be taken in its accuracy.
- f. B.A.s are expected not to be involved in baptisms, neither as participants or in attendance. There may be some very special case when an individual may attend.

2. Member Bodies

- a. Member Bodies can be informed of situations and incidents in Nepal either by members from their own mission sending word to their home offices or by reference to such matters made by the Executive Director in correspondence from time to time.
- b. This kind of information also needs to be well authenticated. One hears a number of stories for which there seems no basis at all.
- c. Member Bodies and Home Churches can carefully reflect such information in such ways as they think appropriate, but again care should be taken that this not have any reference back either to UMN or persons working in UMN.
- d. It may be possible for information received from Nepal to be used in discussion at appropriate levels in the home countries, e.g. government authorities or with such organizations as are involved in human rights matters. This should be done on behalf of the Nepali church who asks for exposure of these matters in countries abroad (the amount of exposure desired by the Nepali Christians varies from person to person).

3. UMN

- a. UMN will seek ways as an organization of being a spokesman for the Christians in Nepal and especially in situations of special persecution and thereby share with our Nepali brothers and sisters.
- b. However, it is recognized that we do have constraints because of our being in the country, being guests of HMGN, and our agreement with HMGN.
- c. It is also well known that our Christian presence is not appreciated by all including some in high places. Just recently a senior official warned that certain activities we thought very restrained and low key in one of our hospitals, could affect our agreement status.

JHB  
April 1987



THE UNITED MISSION TO NEPAL



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

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegram: UMNEPAL

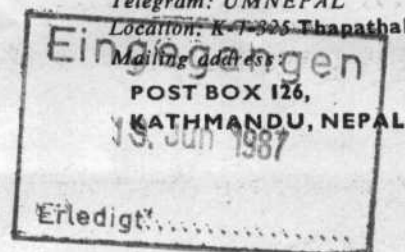
Location: K-1-305 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

10th June, 1987



Dear Hans-Uwe,

We understand from information received last year that you will be the delegate from your mission to the UMN Board of Directors, 1987, and welcome you warmly. We look forward very much to your participation and sharing with us on that occasion.

Please note the dates for the meetings:

- Tuesday, 24 November: Dinner at Blue Star Hotel at 6 p.m., followed by Bible Study and Orientation Session.
- Wednesday, 25 November): Sessions of the Board Meeting from 8.30 a.m. to 6 p.m. This will include the midday meal. The opening session each day will be the Bible study.
- Thursday, 26 November):
- Friday, 27th November: Board sessions from 8.30 as above. We hope to close the meeting by 1 p.m., followed by lunch at the hotel.

I am enclosing a paper which I would request you to kindly complete and return to me as soon as possible. If you wish to hold this for a little while until you have fuller information to enter on the form, perhaps you would be good enough to acknowledge receipt of this letter so that we know you have received it. Last year a number of our mission leaders did not receive theirs, with the result that they wondered what the plans were, while we wondered why they did not reply! Thank you.

Most of you know from experience that it is impossible for us to confirm reservations for outgoing journeys from Kathmandu unless we have the tickets in hand. We would urge you to make travel plans as soon as possible, and in connection with the outward journey recommend:

- a) That you ask us to buy your ticket here, which ensures the seat. If at the same time you have asked for a reservation at the home end, please be sure to let us know this.
- b) That if you buy your own ticket and want it only confirmed in Kathmandu, you come to Nepal in adequate time for this, and see that this matter is attended to immediately after arrival. IAC will only hold seats up to three days before a flight, and RNAC for up to one week before a flight, if the ticket is not shown here in the Kathmandu offices.

We want to help you all we can, and to ensure that your departure plans go smoothly, but do need plenty of time for this.

We will be in touch with you again later concerning further details of the meetings, but will appreciate your help in getting these arrangements under way.

Yours very sincerely,

J. Howard Barclay  
Executive Director

Will Else also be

attending Board +

Gossner  
Mission

Mr.  
Howard Barclay  
United Mission to Nepal  
P.O.Box 126  
Kathmandu  
NEPAL

20.5.87

Dear Howard,

I received a letter today from the German section of the "Christian Solidarity International". They are asking for addresses and names of Nepali Christians, whom a delegation could contact during October. The purpose of this delegation is to inquire the situation of Christians in Nepal.

Remembering the bad experience with a similar delegation, I asked them to contact you. I add a copy of the letter from CSI and one of my answer. Your secretary should be able to translate them.

I am not sure how to handle this delegation and its purpose. As you are living in daily contact with the problems of Nepal and Nepali Christians, I am sure that you will come to the right decision. Hoping that the Lord will guide you in this matter I remain

yours sincerely

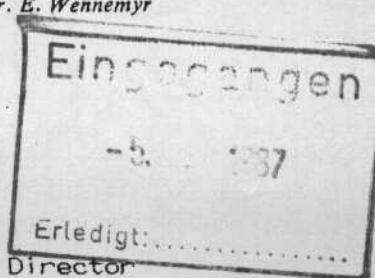
(Hanns-Uve Schwedler)



## THE UNITED MISSION TO NEPAL

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

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



To: UMN Member Bodies  
From: Howard Barclay, Executive Director  
Date: 22nd December, 1986

We have recently concluded our Annual Meetings of Board of Directors, the first in the new time schedule, meeting in November rather than April. As usual it was preceded by Finance and Executive Committee meetings. There were items of significant importance dealt with at these meetings. While the full minutes will be available for you as soon as we can produce them, I want to share what were to me some of the major matters deliberated and some of the results, - especially those bringing changes.

- I Human Resources Management Study. This item grew out of a year long study by friends, Russ & Marge Liechty, who spent a sabbatical year (their 2nd such visit) to make an in-depth study of our personnel and associated needs. The final report was presented to the Board, and through your member is now made available to you. I strongly commend it to your attention. Probably for Member Bodies one of its greatest values could be in better preparation of those you send to us. The report first looks at areas of strength and where it is felt we are coping fairly well. The major section deals with areas of concern expressed by our serving personnel. Russ & Marge personally interviewed almost every B.A. in UMN, and received a written response to 120 questions filled in by almost every person interviewed. The answers have been computerized, and there is still much research that can be done from these results. However, it certainly showed us where we are and where we need to take action. For your information, the administration has already started working on quite a number of the problem areas. However, the Board of Directors felt that there is a multi faceted responsibility needed, and part of that points to our Member Bodies. Can we prepare our people better for the differences of many kinds needed to be faced when coming to work in Nepal and in a mission situation? After reading it, I would be interested to hear from you too. The Executive Committee and Board of Directors both have directed ongoing study, which would include input from you also. If you have no access to a copy of the report, please let me know and we will try to send a copy.
- Our Board Appointees similarly are studying the report, and I am hoping to receive feed back from them too.

../2



II UMN Management Study. This matter has been on our agenda for the past few meetings, but was brought together and highlighted by the Liechty Report. A number of basic matters were raised, such as the size of UMN, location of potential work, emphasis for new work, etc. Out of this there were directives given, as well as areas of change approved. The following were some of the major areas:

- a. Division of Economic Development into 2 functional areas, "Industrial Development" and "Rural Development".
- b. For the present, aim to remain at our present size, or as opportunity permits, to reduce our numbers.
- c. Control size of existing institutions by overall planning.
- d. Consider new locations, in areas of rural Nepal with small teams.
- e. Increase secondment of experienced people.
- f. Central and coordinated planning be brought together in the Coordinating Committee rather than in separate Functional Boards.
- g. Management. Projects will be made responsible for drawing up and implementing Annual Plans and budgets within agreed overall policy guidelines and parameters.
- h. Coordinating Committee. While this is still not finalized, the CC will change in some aspects from its present role and membership to carry a wider range of tasks which will obviate the need of Functional Boards.
- i. Project management structure will be more flexible to be appropriate for the distinct needs of each project/work location.

III The other main area of discussion and change was to do with Screening and Acceptance of Candidates. This came out of the special commission set up by EC last November 1985. Their recommendations were the basis of changes in 4 areas:

1. Nepal Information Form. There were some minor changes, mainly to help in the filling in of the form for those whose 1st language is not English and also to help these friends in expressing their Christian testimony and experience.
2. References. Similarly changes were made to better facilitate original references not written in English.
3. Medical Reports. Member Bodies are to be given responsibility to make final decision of medical suitability of candidates having carried out a full screening according to UMN criteria and with other stated stipulations. This is a big change. The present system continues for 3-4 months until the full required criteria is finalized.
4. Final acceptance of candidates will be done by the Coordinating Committee on behalf of the Executive Committee with certain provisions. This also is a very big change.

../3

There were many other agenda matters decided on, which will appear in the minutes.

May I emphasize some very important personnel items. - Please let me refer to my letter to you dated 28th October, 1986.

Our most urgent need is replacement for our Treasurer. Ideally we would like someone here by January/February '87. So far there has been no response. Please pray and continue to look hard.

As to the other needs listed, we continue to seek an Assistant to the Executive Director. In relation to nos. 3 & 4 in Health Services, I have had a good response from B.A.s who have been circulated. I think it may be possible to meet these needs. Please read again my final paragraph of the letter of 28th October, 1986.

I am enclosing a presentation given at the Board Meeting relating to KISC. May I particularly draw your attention to the concluding paragraph on Financial Needs. The Board directed that this again be emphasized to Member Bodies, and if possible for contributions.

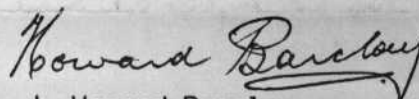
I also commend to you the latest Personnel Needs List. The Education Office has requested highlighting of the need for Primary Tutorial Teachers. We need to replace 3 in 1987, and no one in sight. Primary school teachers to teach, with limited facilities, small groups of missionary children.

In conclusion, it seems, with the concurrence of many people the Board of Directors made the decision that I continue in the present position for a further 3 years. I am humbled at this expression of confidence for on many occasions I feel a real sense of inadequacy. One is quickly led to understand something more of the operating grace and mercy of God. As I wrote to the B.A.s, I pledge my best efforts, with God's help, to give the kind of leadership that will benefit all associated with the UMN, as well as the work God has entrusted us, and the projects HMGN has committed to us.

Your prayers and encouragement mean much.

This will miss you for Christmas, but we wish you God's blessing throughout the new year.

Yours in fellowship,



J. Howard Barclay  
Executive Director

JHB/bdh

## KATHMANDU INTERNATIONAL STUDY CENTRE (KISC)

KISC is scheduled to open in mid January 1987 as the secondary (ages 11 - 16) support programme of UMN and INF. It is open to children from any missionary organization working in Nepal; other expatriate children may be admitted at the discretion of the Principal. KISC is managed by a management committee consisting of parents and representatives from UMN and INF.

### The Academic Programme

We aim to provide to each student an education of comparable standard and covering the same range of subjects as is available in their home country. Upon entering KISC, each student will be assigned to a supervisor who will design an individualised programme of study for the student. These study programmes will be based on individualised self-study programmes (such as correspondence courses) from the student's home country and in their native language. The supervisor will meet each of his students weekly and individually to monitor their progress and adjust their study programme as necessary. An introductory course intended to develop the study and research skills necessary for the unique self-study learning method used in KISC will be given to each student.

The students' individualized study will be supported through regular consultation and practical work with the full-time professional tutorial staff. The language of communication within the Centre will be English but students study in their own language. Parental help with translation will be sought if necessary.

### Staff

The Centre will be staffed by missionaries of UMN and INF. Full time staff are expected to consist of the Principal (Maths specialist), Arts and Humanities Tutor, Science Tutor, Librarian and Boarding Parents. Part-time help with administration, extra curricular activities, Art and Music will be given by parents with specialist training, and others. The Arts/Humanities Tutor is also a qualified P.E. Instructor.

### Facilities

KISC is located at Jorpati near the King's Forest on the outskirts of Kathmandu. It can be reached by local bus or taxi from Kathmandu. There are boarding facilities for up to 15 students (both boys and girls) with plans to increase this number in the near future. The former UMN Childrens Hostel has been amalgamated with KISC and the boarding facilities will cater for the needs of younger mission children whose parents live out of Kathmandu or for children attending Lincoln School. Boarders can be full-time or part-time, depending upon family needs. Part-time boarders study at home with their parents and come to Jorpati when and as necessary.



The Centre will have a science lab, library, computer and some sports facilities. We need a school bus to take students to outside facilities for tennis and swimming and for combined activities with the other schools in the Kathmandu valley. The bus will also be needed to transport the day students from the residential areas of Kathmandu.

Students will be encouraged to develop their talents in music and drama. We hope to have facilities for homecrafts, woodwork, art and craft, photography and astronomy.

### Fees

The fees have been set at a level which attempts to balance the capital expenditure needs with the need to attract the maximum number of students in the initial years. The cost of alternative schools in India such as Hebron School have also been taken into account. In the initial years help will be needed from UMN/INF to cover rent costs, etc. A student population of more than 20 is needed to cover everyday running costs. By mid-summer 1987 we expect to have 14 students.

The fees are:

Tuition Rs 15000/- per year  
Boarding: Rs 16800/- per year

Missions other than UMN/INF will pay 15% more for tuition. Non mission students will pay 45% more. The boarding fees are set at Rs 60 per day, ie, the expected guest house rate for 1987. Cost of correspondence materials and postage will be extra to the tuition fees. There will also be refundable deposit of Rs 10,000/- for each student.

### Financial Needs

KISC is expected to be self-supporting and non-profit making operating out of the fees charged to the students attending. Until the student population reaches a viable number we are asking UMN/INF to subsidise the rent paid for the building. A Centre such as KISC can not be set up without an initial capital expenditure. Each UMN Sending Mission was asked to contribute \$2300. A response at this level from at least 12 Missions would enable us to purchase the absolute minimum amount of equipment needed to get KISC operating. Unfortunately only 9 Missions have made donations to date. Essential items for which there is insufficient funding include a school bus, boundary wall/fence, classroom furnishings and additional girls dorms.

The need for KISC has been well documented, we would ask you therefore to prayerfully consider how your mission will respond to our request for funding.



# THE UNITED MISSION TO NEPAL

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,

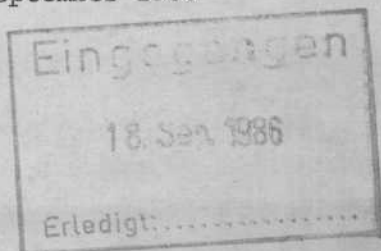
KATHMANDU, NEPAL

Executive Director: Mr. J. H. Barclay

Treasurer: Mr. E. Wennemyr

7th September 1986

Mr. Hanns-Uve Schwedler  
Gossner Mission  
Handjerystrasse 19-20  
D-1000 Berlin 41 (Fridenau)  
W. Germany



Dear Mr. Schwedler,

Thank you for your letter of 8th August to Howard Barclay re:  
the Anniversary of the Gossner Mission in December 1986.

Howard Barclay is presently on furlough but will return to Nepal  
in mid September.

I have checked the furlough dates for our German missionaries  
but do not see anyone who will be on furlough in December 1986.  
However, Guenter Beyrich mentioned that it could be somebody  
from another European country.

Howard Barclay may have had a specific person in mind when you  
talked about it. I would therefore prefer to leave this for  
Howard Barclay to deal with on his return.

I apologize for the delay we are causing this matter. We shall  
write to you again as soon as possible after Howard Barclays  
return.

With kind regards,

Yours sincerely,

Berit Daugaard Hansen  
(Secretary to H. Barclay)

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Sender's name and address

UNITED MISSION TO NEPAL

POST-BOX 126,

KATHMANDU, NEPAL

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IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

WEST GERMANY

1000 Berlin 41 (Friedenau)

Handjerystrasse 19-20

Gossner Mission.

Mr. Hanns-Uve Schwedler

एरोग्राम्मे  
AEROGRAMME



Gossner  
Mission





## THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126  
KATHMANDU, NEPAL

TO: All Member Bodies of UMN  
FROM: Richard Clark, Acting Executive Director  
DATE: August 4, 1986

*R. H. Clark*



Subject: Support of Asian Missionaries in UMN

This subject has been discussed at Executive Committee level and also informally on a number of occasions over the past few years. With the arrival of Asian missionaries and the hoped for increasing number of Asian missionaries in UMN, we have encountered certain practical problems over the costs of living and working here. This is not a universal problem for Asian Missions, but is one that has been encountered by some of our colleagues and some of our Member Bodies.

Some of our colleagues are experiencing difficulty with the costs of education, and we believe that their missions may not be able to help. The question of children's education is a personal matter, but it is one that critically affects families working in Nepal, where there may be no system of education which is suited to the particular family's needs. Most of us are able to use the various methods of education that are available in English, or other languages, but they do cost money. This can be a hardship to some of our Asian colleagues and missions. It is not possible to give exact details of sorts of costs involved, but as an example, one school in India which would meet education needs of Indian missionary children, charges approximately Rs. 10,000.- per child per year, or approximately U.S. \$850.00.

The purpose of this memo is to ask if you would notify us if you are able to make contributions towards the support of Asian missionaries in UMN. We wonder whether you might consider making a grant towards scholarships for children of Asian missionaries working in Nepal, bearing in mind the sort of cost per child that we have suggested. At present there are three children affected in this way.

Our hope is to compile a list of those who may be willing and able to help in cases of need, whom we would then contact with details and with specific requests. It may also be, from time to time, that some Asian missions might need help in meeting the per capita grant (\$800) and language fee (\$900) levies, and it would also help us to know if you could help with these. Gifts for Member Bodies to help with per capita grant and language costs would be paid into the normal UMN budget, but gifts for scholarships would be paid directly to the individual or to the Member Body, as appropriate, since this is not a UMN budget item but is an item of personnel support.

Thank you for your prayerful consideration. Please respond directly to the Treasurer of UMN if and when you are able.

RC/mj

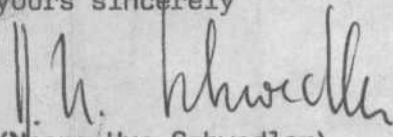
Mr. Howard Barclay  
United Mission to Nepal  
P.O.Box 126  
Kathmandu / NEPAL

Aug. 8, 1986

Dear Howard,

I Asked you in January, whether one member of the UMN being on furlough in Europe will be able to join the anniversary of Gossner Mission on Dec. 13 this year. As the arrangements for this anniversary are making good progress, we would be glad to get the name and home-address of somebody who possibly will join us in December.

Hoping to hear from you soon I remain  
yours sincerely

  
(Hanns-Uve Schwedler)



# THE UNITED MISSION TO NEPAL

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

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

8 July 1986

Mr<sup>s</sup>. Barbel Barteczko-Schwedler  
Gossner Mission  
HandjerystraBe 19/20  
1000 Berlin 41  
West Germany

RE: SABINE HAUSLER

Dear Barbel,

We were pleased to learn of Sabine's engagement to Rene Bouchara. Sabine has left Nepal and is in Europe at the moment. Since I do not have her address, I am writing to you for clarification on the present situation.

Will Rene Bouchara be applying to the United Mission through Gossner Mission? If this is the case, we would have to have his application papers as soon as possible so the process can begin.

It would be helpful if we could know how Gossner Mission is handling this situation.

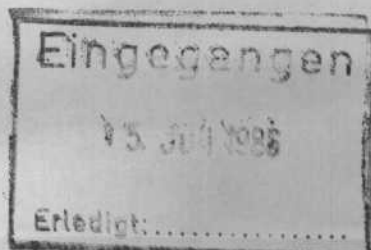
I understand Rene's mother's health is very poor. Our thoughts and prayers are with their family as they go through this difficult time.

We look forward to hearing from you.

Sincerely,

Bethany Lindell  
Asst. to the Personnel Secretary

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Sender's name and address:

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

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WEST GERMANY

1000 Berlin 41

Handjerstrabe 19/20

Gossner Mission

Mrs. Barbel Barteczek-Schwedler

एरोग्राम्मे  
AEROGRAMME



## THE UNITED MISSION TO NEPAL

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

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

**Date: 2nd July 1986**

**To: Member Bodies of the UMN**

Eingegangen

15. Juli 1986

Erledigt:.....

Dear Friends,

We are sending onto you the attached statement which summarizes our policy and practice for the assignment of spouses in UMN. The purpose of this document is to outline the process and some of the factors that must be considered during the process of acceptance of candidates and assignment of candidates. We hope it will be useful to you as you discuss the area of service that is being considered by your candidates before they arrive in Nepal.

This is only a part of the whole picture concerning the role of unassigned spouses. We continue to investigate and try to improve areas where frustrations have been expressed, and are grateful for the role of our Counsellors in both identifying and helping to counteract areas where there has been a weakness. Thank you for your support administratively and in prayer as we try to help all of our UMN workers to find satisfaction in the roles that they are given here in Nepal.

Yours sincerely in Christ,

Richard Clark  
Acting Executive Director

Enc.

### The role of unassigned spouses in UMN

The following statement is drawn up as a result of various policy decisions and experiences within the UMN in the area of the assignment or otherwise of spouses. Normally this refers to the wife who may not have or seek a full-time assignment, but in certain circumstances it may refer to the husband whose wife holds full-time assignment as a first priority.

The following guidelines are given in the hope that Member Bodies of UMN will be able to prepare couples and families more fully before arrival and that the process of assignment in Nepal can be more helpfully followed through.

1. Status. All adults who are accepted by the Co-ordinating Committee and Board of Directors of the United Mission to Nepal are full members of the UMN either as Board Appointees or Direct Appointees. There is no difference in the status of the husband and the wife. The UMN has a duty to give a work assignment to at least one of the spouses. This assignment has to be one which is in an approved post and is acceptable within the framework of the agreements under which we work in this land. The UMN is ready to assign both spouses if they both request this and if it is possible.
2. Before a new couple come to Nepal the Member Body is asked to discuss this matter with them and to make clear what is each partner's attitude to and expectation for assignment and to communicate this to the UMN Personnel Office before arrival. Where necessary the UMN Personnel Office will respond in writing. One spouse must be the primary assignee, with the other taking assignment, if possible, within the primary assignee's location.
3. On arrival the relevant UMN officer will be ready to discuss with each partner the question of assignment and will aim to finalize assignments between two and three months after arrival in Nepal.
4. All spouses who are not assigned are still full members of UMN and may ask to be placed on the list of the Functional Board of their choice. This will enable each unassigned spouse to be kept informed of the election work of that Board and will also give an opportunity for him/her to be elected to that particular Functional Board as Board Appointee representative.
5. There are some constraints which may make it impossible to find a formal UMN assignment in an approved post for both spouses in the same geographical location. For example, the teacher wife of a doctor at Patan Hospital cannot be assigned by UMN to a local school because government policy does not permit UMN to second teachers in Kathmandu. However, there are openings for someone prepared to be flexible. The teacher wife may find job satisfaction in teaching English to scholarship students or to trainee nurses, or may be able to teach unofficially in a local school. UMN will encourage all members to exercise their gifts in ministry as members of the community and local church, for God has given each of us gifts. We wish to affirm those who see their ministry in homemaking or hospitality, for they can minister to colleagues and neighbours by being available to share, to listen, and to pray. Others, perhaps those with no children or older children, will look for a more formal job assignment. Even if it is difficult to find one under the list of approved posts, the UMN will try to help such a person to find his or her role and will seek to affirm him or her in it.
6. Those B.A.s or D.A.s who at any stage are wishing to seek a regular role in UMN are encouraged to speak with their Project Director or Functional Secretary, so that their availability is known and the needs can be reviewed with them.
7. We recognize that life situations may change over the years and therefore the need or opportunity for assignment may also change. The UMN will be ready to react to these changing situations as the couple request.

Executive director  
June, 1986.



To: All Member Bodies of UMN  
From: J. Howard Barclay  
Subject: Processing of Candidates  
Date: April 18, 1986



As you may know from the Minutes of our Executive Committee in November, 1985, (EC(2)13/85) a Commission has been set up to study the matter of processing of candidates and to bring recommendations to the UMN Board. This Commission was established and has had its first meeting. As a result a report was given to the Executive Committee at its meeting earlier this week. Implications of proposals from the Commission were such that only the Board of Directors can make final decision on them. Therefore it will be a matter for the coming meeting of the Board, November 18-21, 1986.

However, we are still processing candidates and the Administration presented papers for 38 new people at this Executive Committee meeting just concluded. WE HAVE A BIG CONCERN - Of those documents presented for these people there were 11 applicants whose papers were incomplete, either in the area of Medicals or References. Administration is in a difficult situation because we realize that if they had not been dealt with now it would have meant a wait of six months before they could be finalized at the next Executive Meeting. This could have created all kinds of difficulties for you and the candidate. However, the Executive Committee has gone on record that it does not consider candidates until all papers are available. Because of these two factors at this meeting, it was both extremely difficult for the Executive, and very embarrassing for the Administration. We wanted to help you and have tried to get all the documentation but there were still those many details missing.

I have been instructed to write to you and to state that in future we intend not to present papers to the Executive Committee unless all papers are in hand. I therefore make the following suggestions to help you.

1. When you have done preliminary correspondence with our Personnel Office with regards to possible opportunities, you will receive from our office a preliminary indication of whether those openings are still available. If they are, then please continue and prepare full papers including NLP, References as are requested, and Medicals. Forward these when you have them all together to us for consideration.
2. In the present arrangement these papers will then be considered by the Coordinating Committee for preliminary screening and then we will present them to the Executive Committee with a recommendation for the final decision. That is done at the Executive Committee meeting in either April or November. To be considered at those meetings all papers must be with us by either mid-March or mid-October at the very latest. The earlier you send your papers the better. However, these times are deadlines for consideration at the following meeting.

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3. We have had difficulties because of home offices writing about a particular post and receiving word that the need still exists. Following that there have been given certain expectations and hopes beyond what should be given to the applicant. In replying that the position is vacant in Nepal we are merely opening the door for applications only. We may have up to four or five people applying for the one position. We can only take one, and it may not be the person you are offering. We can consider them all but only accept one. Therefore, to save what can be real embarrassment, do not give expectations to your people beyond what is indicated by our Personnel Department. And please remember, the final decision is the responsibility of the Executive Committee. No application is final until then.

May I add that at this recent meeting the Executive Committee has appointed Mr. Graeme Gugeru as the new Personnel Secretary. Graeme will be setting up an enlarged Personnel Dept. for which we feel the need. We are very grateful, both to Betty Young who has carried this post over a number of years, and also to Bethany Lindell who has been Acting Personnel Secretary up until this meeting. Betty is on furlough and will be returning to another post. Bethany will continue in this department and will carry the title, Assistant to the Personnel Secretary. In general, I would imagine that you would continue to write to Bethany on the matter of processing of papers for candidates as she will continue to hold that responsibility. In the larger matters of Personnel, then, it would be appropriate to direct letters to Graeme Gugeru, as the Personnel Secretary.

Thank you for so many good people you are sending us. They are God's gifts to the UMN and we want to receive them and care for them with all the strength and love which God gives us.

Yours sincerely in fellowship,

*H. Howard*

J. Howard Barclay  
Executive Director

JHB/mj



THE UNITED MISSION TO NEPAL

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

Executive Director: Mr. J. H. Barclay

Treasurer: Mr. E. Wennemyr

Eingegangen

Date: 24th April 1986

To: All Member Bodies and other personnel sending organisations

Dear

*Barbel,*

Re: Language and Orientation Program

*for future reference*

As we have worked with our incoming students, we have found that many families do not have adequate time to settle in before language and orientation formally begins. For everyone it is of course advisable to take a few days to rest and leisurely explore their surroundings. But families have a number of additional needs. First, the children need time to gradually adjust to their new surroundings. Parents and children must get used to having the help of a Nepali woman, both for child care and cleaning. The ideal would be for parents to leave the child once or twice with the helper before school starts. Parents of pre-schoolers need to get their child admitted and started in pre-school, and those with children in primary school must do the same. One family in the present language group has one child in primary school, one in pre-school, and a toddler who needs to be left with a helper. There have been many arrangements and adjustments for this one family.

So we are asking that our Member Bodies follow the policy of sending families one full week to 10 days before the August 1st or February 1st language schools begin. For those of you who plan orientation programs just before students are due in Nepal, we ask that you adjust your dates to accommodate the needs of families.

We are in the process of mailing orientation materials to the new colleagues who will be arriving in July.

Sincerely

*Bethany*

Bethany Lindell  
Asst to Personnel Secretary



हवाई पत्र  
AEROGRAMME



Mrs Barbel Barteczko-Schwedler  
Gossner Mission  
Gossner Haus

Handjerystrasse 19/20  
D 1000 Berlin 41

WEST GERMANY

पहिलो मोड

तेश्रो मोड

दुस्रो मोड

पठाउनेको नाम र ठेगाना ।

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

यस पत्रमित्र केही सामग्रीमा सीधापत्रा टाँकबाट सलान गरिनेछ ।



## THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

To: Member Bodies and Personnel Sending Agencies  
From: Bethany Lindell, Acting Personnel Secretary  
Date: 30 January 1986  
Re: PERSONNEL NEEDS



Business Managers and Administrators The following vacant posts which Howard Barclay mentioned in his memo to you last September still stand open:-

- a) Management Accountant to work with UMN Companies in all aspects of financial and management matters, or other similar tasks.
- b) Accountants with managerial skills.
- c) Business Managers.
- d) Administrators with knowledge of accounting skills.
- e) Auditors to work mission-wide, as well as in one location.

The shortage of people in these fields causes extremely difficult situations for our other workers. You are already aware of this critical need. Please continue to pray with us that people with management skills and experience will respond.

UMN Tutorial Group Teachers Please help us find teachers who recognise the importance of being involved in the education of our missionary children. Some of the teachers who are in this ministry will be leaving so we are sending out this request for your help in directing people to us who you feel can meet this need. We would prefer to have people who can be offered to us for two or more years but we will also consider short term offers.

As you know, these teachers are asked to work in projects where there are no other facilities available for UMN workers' children. There are anywhere from 2-3 children to 7-8 children in a tutorial group. Most of the students are between the ages of 5 and 10. Parents often consider other options for older children.

Secondary Resource Center The Resource Center is scheduled to open in January 1987. To provide the services planned we need a tutor for science/math subjects and a tutor for arts/humanities subjects. The Center will provide a means by which missionary children aged 11 and older can study with

correspondence courses. The Center will accommodate day scholars as well as boarders and will be located in Kathmandu Valley.

The tutors we need will work in a Boarding context but will not be expected to live in the boarding unit. It would be helpful if they are familiar with Boarding School life. They need to have teaching qualifications and be capable of tutoring students through correspondence courses up to 16 years of age in English medium. The courses used may be from Canada, USA, UK, Australia, New Zealand, and other countries. Students studying non-English medium courses may require assistance in certain practical areas.

When the Center opens in January 1987, we expect that there will be 25-30 students between the ages of 11 and 14. As needed, tutors in other languages will be added. We are excited about the Resource Center. Please help us make the need known for Christian teachers. There are many parents and children here who will be grateful for your help. It would be wonderful if these teachers could be with us in time to join the August 1986 Language and Orientation Program.





## THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126  
KATHMANDU, NEPAL

To: Member Bodies and Personnel Sending Agencies  
From: Bethany Lindell, Acting Personnel Secretary  
Date: 23 January 1986  
Re: COMMUNITY HEALTH NURSES



In our November, 1985 PERSONNEL NEEDS LIST, we shared an urgent need with you. It was as follows:

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

Several of you have responded by offering nurses to us who have a definite interest and desire to work in community health. When we are offered people with the qualifications and experience to fit these positions we have to respond by saying the person will probably be asked to fill a staff nurse position after language school. After experience in a hospital here we hope she/he will have an opportunity to be placed directly in community health work. Since we have expressed an urgent need for community health nurse midwives, it seems contradictory to place them in hospitals when they get here. Some of our reasons for doing this are as follows:

- a) We consider our established community health posts to be priority. When an opening appears we fill it with a person who has gained experience as outlined below. Right now all our community health posts are filled but there are many posts empty in our hospitals for ward nurses.
- b) A nurse working in community health has a difficult and trying job. We feel we give a nurse a far better chance to cope with the hardships and discouragements if she is not placed directly into such a position, but moves in gradually. Working in a hospital for a period provides:
  1. A chance to improve a person's Nepali. Speaking the language easily and effectively is extremely important - especially in community health work.
  2. A chance to learn in depth about the specific local health problems that develop, and often re-develop after treatment, because of the inadequacy of community health development.
  3. A chance to learn about the simple treatment techniques utilized by a UMN hospital with which the nurse will need to cooperate once she/he does start to work as a community health nurse.

4. A chance to clarify her/his conviction that effective community health work, despite its greater obstacles, is the place where our emphasis should remain. Acquiring the indepth knowledge of the hospitalized patient and of hospital procedures - both good and bad - is part of the process of reinforcing that conviction.
5. A chance to continue the adjusting and learning process at a manageable rate. Unless a nurse has had experience in a Third world country before coming to Nepal, the adjustments required to work here are many. Understanding of the complex cultural and religious aspects which play such a strong role in the lives of most Nepalis can only come gradually.

Regardless of where a nurse is asked to work, it is very helpful if she/he has a solid orientation to the community and its needs. It is helpful to have ward nurses who constantly seek to understand the community factors that both lead up to the hospitalized patient's situation and which surround that patient when he/she returns to the community.

Please feel free to contact me if you feel this needs further clarification.

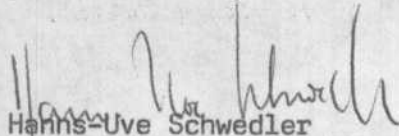
Mr. Howard Barclay  
United Mission to Nepal  
Kathmandu  
Nepal

Jan. 22, 1986

Dear Howard,

Gossner Mission is now existing since 150 years. On behalf of this anniversary we are going to have a festive evening on Dec. 13 this year. We would be happy to have somebody of the UMN with us on this occasion. We would of course meet the expenses, but would prefer to invite somebody being on furlough in Europe anyhow at this time.

Hoping that you will be able to help us in this matter I remain  
yours sincerely

  
Hanns-Uve Schwedler





## THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

December 11, 1985

Dr. Hanns-Uve Schwedler  
Gossner Mission  
Handjerystrasse 19-20  
1000 Berlin 41,  
W. GERMANY

Dear Hanns,

Thank you so much for your letter dated 4th of December 1985 with the thoughts from Gossner concerning the Nepal Information Form and its various aspects. I am presuming from this letter that you have received the report from Else Furthmuller-Meyer and you know a commission is to be formed to look into these particular areas of concern. As soon as I know the details of the commission, which will be decided soon, I will let you know.

There will be a representative from the Continent and we shall try to have it that you can make contact with that particular person and have direct link through that person and on into the commission.

Good to have seen you during the visit to Berlin in June early this year. It makes a difference when you know a person having met them. I do trust that Barbel is keeping well and I'm sure the baby is growing nicely.

Yours sincerely in fellowship,

*Howard*  
J. Howard Barclay  
Executive Director

JHB/mj

To open cut here

Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

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IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

1000 Berlin 41 W. GERMANY

Handjerystrasse 19-20

Gossner Mission

Dr. Hanna-Uve Schwedler

एरोग्राम्मे  
AEROGRAMME

Dr. Hanns-Uve Schwedler

Mr. J. Howard Barclay  
Executive Director  
United Mission to Nepal  
P.O.Box 126  
Kathmandu  
Nepal

X

4th Dec.1985

Dear Howard,

since our meeting in Berlin, we have discussed the "Nepal Information Form" in the Nepal-board of our curatorium. Though we went through the form already during your visite of Gossner Mission, the members of the board asked me, to stress some points of the form, which seem to be difficult to fulfil in the German context.

We have great problems with your demand concerning the medical reports. The legal situation in Germany is the following. Medical doctors are bound to professional discretion and personal dates are protected by law. Due to this, no employer is entitled to see the full medical reports established by the German Institute for Medical Mission in Tübingen. We only receive a brief medical report stating the person in question is physically fit to live and work in tropical areas. This is the only report we can send to you.

The protection of personal dates, to which we are bound in Germany, seems to affect the point "References" of the "Nepal Information Form" too. Beyond that the translation of the references will cost a lot of time or money. Please take into consideration that those, who are going to write the references, are not able to write them in English in most cases. In spite of that we are of course willing to translate the key statements of the references for your use.

Let me now state a third point, which deeply affects the spirit of our work: the written Christian Testemoney. As a mission-organization, we have a course very detailed discussions on Christian faith with our candidates to make sure only to send Christian as missionaries, to whom Christ is the only way of salvation. But we also believe, that our Christian faith is a very personal matter between God and individuals, hardly being open to the full judgement of men. If this is true, the written Christian Testemoney seems to have a little bit the character of multiple choice questions and not the character of a matter of confidence. It is difficult to understand, how the written Christian Testemoney could be understood by "strangers" independently from the persons' situations. It seems to us, talking with candidates is a better way to assure that Christians will work in Nepal. We have no doubt that the UMN is trusting our judgement.

Let me now turn to point 3 c of the form. To our opinion it is very useful



and necessary to point to the need of adjustment in lifestyle according to different norms and behaviors of Nepali Christians. As most missionaries work among non-christian Nepalis too, we would suggest to refer also to the necessity of adjustment in certain ways to their different lifestyles and behaviors.

As I heard from Else Furthmüller-Meyer, there will be a commission discussing the "Nepal Information Form". We hope that it will be possible to integrate our considerations in the discussion of this commission in one way or another.

I wish you a merry Christmas and remain  
Yours sincerely

HS

W. Furthmüller



## THE UNITED MISSION TO NEPAL

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

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

**POST BOX 126,  
KATHMANDU, NEPAL**

Eingegangen

- 8. Nov. 1985

Erledigt: .....

October 31, 1985

To: Member Bodies, Personnel Sending Organizations  
From: Bethany Lindell, Acting Personnel Secretary  
Re: AUDITORS

We have had to transfer our auditor to a business manager position to fill an unexpected vacancy at one of our hospitals.

To take his place, we need another auditor immediately for from four to six months. One third of the project accounts for 1984/85 have been audited and we want the rest completed as soon as possible. We need someone now who is willing to travel around to several of our projects as well as audit the remaining accounts in Kathmandu Valley.

Looking ahead, we can also see openings for long term auditors and would appreciate your assistance in filling this need.

Please contact me if you know of an auditor who is willing and able to come. Thank you for your interest and help.

\*\*\*\*\*



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

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

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

URGENT NEEDS

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

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

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

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

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

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

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

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

GENERAL SURGEONS. A broad general experience is needed, including unsophisticated approaches to orthopedic, thoracic, obstetrical, gynecological and urological problems. Usually some ability in general clinics also required.

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

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

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

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



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

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

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

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

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

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

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

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

GENERAL

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

ECONOMIC DEVELOPMENT

Engineers

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

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

## EDUCATION

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

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

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

## HEALTH SERVICES

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

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

**Oral Hygienist.** For work with the UMN Dental Programme.

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

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





## THE UNITED MISSION TO NEPAL

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

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

October 17, 1985

Dr. Hanns-Uve Schwedler  
Gossner Mission  
Handjerystrasse 19-20  
1 Berlin 41, W Germany



Dear Hanns-Uve,

Thank you so much for your letter dated September 2, 1985. It was a great pleasure to be in your home and share that evening with you. I have a very nice coloured picture which I took of you as a group. It came out well and I'm grateful. I take note that you will be carrying the work which normally your wife would be doing and we shall note that in our file in order to keep the correspondence in the right direction.

With my warmest greetings to your wife and trust that the new little baby is making good progress.

Yours sincerely in fellowship,

J. Howard Barclay  
Executive Director

JHB/mj



October 19, 1955

Dr. Hanns-Uve Schwedler  
Gossner Mission  
Handjerystrasse 19-20  
1 Berlin 41, Germany

Dr. Hanns-Uve

Thank you so much for your letter dated September 5, 1955. It was a

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Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

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IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

1 Berlin 41, W. GERMANY

Handjerystrasse 19-20

Gossner Mission

Dr. Hanns-Uve Schwedler

एरोग्राम्मे  
AEROGRAMME



## THE UNITED MISSION TO NEPAL

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

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

September 10, 1985

TO: Member Bodies

Eingegangen

20. Sep. 1985

Erledigt: .....

On August 2nd I sent out an "Update from the Director." Thank you for some positive response. It was a good exercise. This is a follow-up but with a specific purpose. I write this under a certain amount of urgency.

You all will have received our latest list of Personnel Needs dated March 1985, with the box on the front, to highlight urgent needs. This is to highlight some of them for which we have at present an acute need. For almost all of these, we really need them now. May I briefly present them.

1. As per my letter of August 2nd, Economic Development Secretary. Beyond the description in my letter, I refer you to the job description of a Functional Secretary, UMN Constitution, Byelaw VII E. (Page 20). So far I have had no response to this request. We also are going to need an Assistant to the E.D.S. as our present person will leave mid-1986.
2. Engineers and similar technical people
  - a) To manage UMN established growing construction company Himal Hydro. Our present manager leaves mid-1986.
  - b) Civil engineers with experience in hydro power or irrigation construction/design (for Himal Hydro and D.C.S. Design Office.).
  - c) Especially we urgently need an expert in drop shaft construction. We are about to drop a vertical shaft 250 metres deep, 4 metres across, for the Andhikhola Hydro project and we need more expert help.
  - d) For this site we also urgently need other civil, mechanical, and/or electrical engineers. For this and c) even short term will help.
  - e) In relation to all this we also urgently need a quantity surveyor/cost estimator.

../2

3. Business People. Here again we are hurting for the lack of people and we have a number of posts vacant now. You will notice this heads our last Personnel Needs list.
- a) Management Accountant to work with UMN Companies in all aspects of financial and management matters, or other similar tasks.
  - b) Accountants with managerial skills.
  - c) Business Managers.
  - d) Administrators with knowledge of accounting skills.
  - e) Auditors to work mission-wide, as well as in one location.

There are a number of other posts as per the March list. The new list will be available in a few weeks. But please note the above situations, for the most part vacant now. Many of them are so because of people leaving and not being able to return. Please join us in praying and working for God's provision of these people.

Yours sincerely,

*Howard*

J. Howard Barclay  
Executive Director

JHB/mj

P.S. Our Health Services Office also informs us of an urgent need for lab technicians.





## THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

August 26, 1985

Eingegangen

- 9. Sep. 1985

Erledigt: .....

*el. c*

To all Member Bodies

I am enclosing a form which is a follow-up from a decision made at our recent Board Meeting in April 1985, in the ongoing study concerning why people have left UMN. The Board requested that we seek to make a more direct approach to people in order to get their own input into the reasons why people have left UMN.

In response to this I have asked Russ and Marge Liechty, our Personnel Management Consultants who are spending a year with us, to prepare the enclosed questionnaire. The Coordinating Committee has studied this and we believe that this could be a means of getting the most helpful response from folk who have worked in UMN and have left within the last ten years.

Our request to you is, would you kindly look out for us those who have left the UMN since 1974 and forward to them a copy of this questionnaire with the request that they send it directly back to UMN Headquarters. Your encouragement to them to help us in this project would be of great assistance. Our reason for doing it this way is that we do not have many current addresses of people, but hopefully you would be more up to date than we are. We will try to enclose a list of the names of people that we would like you to follow up.

In anticipation of your good help,

Yours sincerely in fellowship,

*J. Howard*

J. Howard Barclay  
Executive Director

JHB/mj

Enclosure

UNITED MISSION TO NEPAL  
MEMO

To ... Gossner Mission ...  
From ...  
Date ...  
Message :

Please contact:

Martin & Angelika Dietz ✓  
Else Furthmuller ✓  
Ellen Muxfeldt ✓  
Monika Schutzka ✓

Thank you.

## STUDY OF REASONS FOR PEOPLE LEAVING THE UMN

Over the years many people serving with UMN have found it necessary to leave for a variety of reasons. In order to learn more about why they left, the UMN Board of Directors has requested that the administration conduct this survey. We are including all appointees who served and left during the past eleven years. Hopefully your responses will help us identify aspects of our program which could be strengthened thereby increasing personal satisfaction and extending the average length of service time with UMN.

This survey form was sent to you by the UMN Member Body with which you formerly served. Please return this completed form to the UMN Office, P.O. Box 126, Kathmandu, Nepal.

We hope you will take time to fill out this form carefully and candidly. In cases where it is completed by a married couple, be sure that as much as possible the responses represent the thinking of both husband and wife. In order to assure strict confidentiality, before processing, your name will be replaced by a number. We hope to hear from each one of you. Why not take a few minutes now to complete and return this survey form? Thank you for your cooperation!

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

The list below includes some possible reasons for leaving the UMN but there are undoubtedly others. Please go over the list and underline all those reasons that apply in your case and explain as necessary. Add any reasons that we have not mentioned. Then in the blank spaces at the left, indicate the relative importance of each reason you have underlined. Use number 1 for the most important reason, number 2 for the second most important reason, etc.

\_\_\_ Planned short-term service only \_\_\_\_\_

\_\_\_ Retired \_\_\_\_\_

\_\_\_ Moved to other work \_\_\_\_\_

Where? \_\_\_\_\_

For what reason? \_\_\_\_\_

\_\_\_ Ill health within family in Nepal \_\_\_\_\_

\_\_\_ Personal/immediate family problems in Nepal \_\_\_\_\_

\_\_\_ Problems related to schooling of children \_\_\_\_\_

\_\_\_ Care of elderly parents and/or relatives \_\_\_\_\_

\_\_\_ Pressures from family at home \_\_\_\_\_

\_\_\_ Difficulty with Nepali language \_\_\_\_\_

\_\_\_ Not happy with sending body - state reasons \_\_\_\_\_

\_\_\_ Not happy with UMN - state reasons \_\_\_\_\_

\_\_\_ Other reasons \_\_\_\_\_

Additional comments: (on reverse side)



United Mission to Nepal  
Bethany Lindell  
P.O. Box 126

Kathmandu  
NEPAL

21.8.1985

Dear Miss Lindell!

Thank you very much for the copy of your letter to Sabine Häusler concerning the Language and Orientation Program. We shall remit the sum of \$ 900/- in the next days to the UMN-account, so that Sabine Häusler will not have to deal with it.

We do hope, that her luggage by Air Freight has arrived safely and that she could begin with the orientation program.

Mrs. Barteczko-Schwedler and Rev. Erhard Mische are still on holidays, so I wanted to write to you, so that Sabine Häusler should not be worried. Gerhard Honold has arrived in Germany and been to our office. With all good wishes for the work of UMN.

I remain

Yours sincerely,

Dieter Hecker  
(Director)

cc: Sabine Häusler



## THE UNITED MISSION TO NEPAL

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

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

6 August 1985

Sabine Hausler  
Kathmandu

Dear Sabine,

Thanks for asking about the language fee. I will quote two minutes here which should be helpful in understanding the United Mission's policy and fee associated with the Language and Orientation Program. I am taking the time to type these out so that a copy of this letter can be sent to Gossner Mission. We want Mrs. Barbel Barteczko-Schwedler and the others at Gossner Mission to know they are welcome to write and ask for an explanation if they have any questions.

BD-14/83 Costs of Language and Orientation Program...

- b) That wherever possible member bodies be requested to pay the full costs of language study, including study following the initial five months course, and to encourage their personnel to continue study through to the second exam. Further to draw to attention of the member bodies the fact that UMN is prepared to give further study on return from furlough where possible.

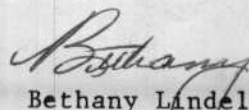
BD-14/84 Funding of Language and Orientation Program. The administration group noted the responses from member bodies on this matter, and endorsed the recommendation of the Executive and Finance Committees.

It was RESOLVED that a sum of \$900. be charged for each student in the LOP initial five-month course, without any alteration to the per capita grant; with the understanding that lessons taken after completion of the initial course will be charged at Rs. 10/- wherever taken.

On June 1st, 1984 a circular was sent to all member bodies, including Gossner Mission. Among other things, the letter pointed out the decision made by the Board the previous April (BD-14/84).

If you need any further information, feel free to stop by my office.

Sincerely,

  
Bethany Lindell

Acting Personnel Secretary

✓ cc: Mrs. Barteczko-Schwedler  
Gossner Mission



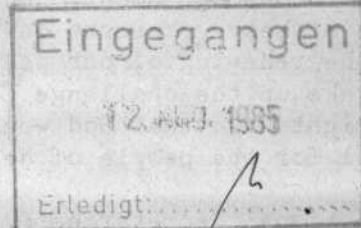


## THE UNITED MISSION TO NEPAL

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

*Telephone: 212179, 215573, 212668.*  
*Telex: 2315 UMNEPA*  
*Telegrams: UMNEPAL*  
*Location: K-1-325 Thapathali*  
*Mailing address:*

**POST BOX 126,  
KATHMANDU, NEPAL**



August 2, 1985

TO: OUR MEMBER BODIES

An Update from your Director

Dear Colleagues,

May I share with you a few areas of news as well as concerns which will be of interest, as well as matters where your participation with us could be of great help.

1) European itinerary.

It is not possible to give a full report in a letter like this of my visit to Europe on behalf of UMN. I would however like to make some specific observations. First, may I record my thanks to the Örebro Mission through whom the initial invitation came to share at their Conference and who bore the main travel expenses. Out of that grew the wider visit.

I spent six weeks travelling, speaking, meeting and consulting. The visit included all the countries in Europe from where our present UMN personnel come. I was able to meet representatives of all of our European Member Bodies and most of these in their office situation. This, for me, was a great experience and in itself gave the trip worth. I met 12 of the present new language group and some of the next group, for January 1986, as well as a number of potential candidates. Consultations, interviews, church meetings, etc. made up the extremely busy and interesting trip. There have also been expressions of appreciation for the opportunities to share about the work of UMN even though I know, in some cases, these were minimal. On some occasions I had opportunity to meet with family and particular friends of our colleagues. To me this was a special pleasure.

Finally, I am grateful to many in every country and centre who gave so much time and effort in preparation for my visit. I'm also grateful for the kind and restful accommodation provided and also for the many meals shared with friends. For all this I am deeply grateful.

2) General Agreement.

This visit was climaxed in that after my return and a few days away with Betty, on my first day back in the office news was received that His Majesty's Government had agreed to extend our present Agreement



for another five years. For this we are grateful to God, that He continues to keep this door open for us to serve the people of Nepal, and of course we look to our Member Bodies in the various countries for their ongoing support as we share together in this work. On meeting with the Joint Secretary responsible for negotiating this extension to our Agreement, he remarked that some of the delay had been because of heavy pressure on the Cabinet dealing with priority matters while the renewing of our particular Agreement was a routine matter. So we take up the challenge for the next five years and seek to discover right ways that God would lead us into service that will be most fruitful for the people of Nepal.

### 3) Our Functional Secretaries

It so happens that the terms of service for our three Functional Secretaries will conclude either December 1985 or April 1986. Al Schlortholtz, our Economic Development Secretary, has clearly indicated that he is not available for a further term in this post. While there may be possibilities for replacement from present staff, because of certain factors none of these can be certain. I feel then I must write to you to ask if you have any persons whom you would be able to suggest to us for consideration for this post. May I briefly mention some guidelines I feel are important:

- 1) Experience in Nepal or Asia. It might just be possible that there is an administrative person in one of our home countries who has been dealing specifically with Asia and Economic Rural Development aspects of the mission of the church, who could also relate to this job.
- 2) They need to be administratively competent, a good manager, able to cope with hard decisions and able to support a number of projects and project directors - often when these folk are limited in their own administrative abilities. They also need to understand and work with people, competent in public relations and liaison work.
- 3) They need to be strongly development oriented and especially in rural work, but also able to understand and be prepared for involvement in industrial development projects in the Nepal situation.
- 4) They need to understand and believe in UMN as an organization and have a commitment to UMN's Economic Development work in terms of rural and industrial development.
- 5) They need to have a missionary spirit, committed to Christ as Lord and to the mission of His church, and with a real sense of God's call to Nepal. They need to be Christians who know how to depend on spiritual resources to fulfill the task.

Is such a ~~person~~ <sup>person</sup> impossible to find? I believe there are many. We need to find the person God has prepared for us. This matter is to be discussed at our Economic Development Board on October 10 and 11. If you have any suggestions I would appreciate receiving names with background bio-data to bring to that particular meeting, if possible

including material relating to profession, temperament and Christian faith.

4) Rural Development Work

Another concern is that related to our Rural Development Programmes, and concerns a more general need for personnel. While we have a good number commencing language study just now and more promised for February 1986, we see a crisis in certain areas. May I describe it as being a need for people prepared to become involved in rural development, including middle level management people. Let me emphasize they need to be people prepared to go out into more isolated and not so easy to live in places - what we might understand as pioneering situations, settle into community living and prepared to work for a good long period of time. May I add, this includes technical and engineering people. They need to be able to relate closely with village-type people, not only doers in their sphere of work, but more particularly able to share and to pass on to the people of these communities the expertise which they bring. It is being expressed to me by government people that they see this area as the kind of role where UMN can best contribute and I would like to see us strengthening our outreach in this way. However, it does need such people as described above and I would ask that you keep this in mind in your recruiting for Nepal.

5) UMN Headquarters

We are now commencing the consolidating of our Headquarters in Thapathali. This has been strengthened by the purchase, by Himal Hydro, of the two properties known as Biswas and Asha Niketan. Our most pressing need at this point is for a short term architect. A person who could spend perhaps six to nine months working with us and helping to prepare the overall plan for our Headquarters centre. Would you have someone who could spare that period of time to come out and share with us in this exciting project? We are ready to start on it right now! We would like them to come, sponsored by one of our Member Bodies, under our usual short term arrangements.

6) Board of Directors Meeting 1986

At our last Board of Directors Meeting in April 1985 the matter of the timing of our future Board Meetings was raised and discussed. There was almost unanimous agreement that it could be at the end of the calendar year. As a result it was agreed that the UMN administration would plan the timing for the 1986 Board meeting.

This November/December timing would be much better in order to fulfill the functions of the UMN Board, because of the change of the UMN financial year from January - December, as previously, to mid-July - mid-July, as now. This also coincides with the Nepali fiscal and administrative year.

The UMN administration through the Coordinating Committee has discussed this and is proposing the next Board of Directors meeting be held

November 18-21, 1986. This would be preceded by Finance Committee, November 14, 1986, and Executive Committee November 16-17, 1986.

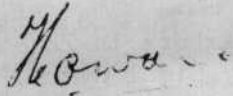
This will not alter in any way the meetings of the Finance and Executive Committees to be held November 1985 and April 1986. It will put us into a much more acceptable pattern of meetings. May I also add, as a small consideration, that November-December is a much more pleasant time to visit Asia while November is probably Nepal's most beautiful month. Contrast, April is probably the most unpleasant, both for Asia and Nepal.

I do want to take this opportunity of expressing our congratulations to a member of our Executive Committee. Else Furthmuller was married to Pastor Heinrich Meyer on July 19th. God's blessing on their lives and ministry together.

Thank you once again for all of the support and fellowship that you are able to share with us. I count it a great privilege to continue to serve in Nepal and to have you as colleagues in this ministry to the land and peoples of Nepal, which we do in the name and spirit of Jesus Christ, our Saviour and Lord.

With kind regards,

Yours sincerely in fellowship,



J. Howard Barclay  
Executive Director.

JHB/mj

P.S. Please remember, if you have any matters for the Executive Committee, including Personnel Applications, they need to be in hand well before the meeting which is planned for November 27-28, 1985.

Howard







## THE UNITED MISSION TO NEPAL

Telephone: 212179, 213373, 212653.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

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

20 June 1985

Mrs. Barbel Barteczko-Schwedler  
Handjerystraße 19/20  
1000 Berlin 41  
West Germany



Dear Mrs. Barteczko,

Re: Sabine Hausler

We received copies of Sabine's medical reports which she sent to us. These have been passed by our Medical Coordinator but the suggestion has been made that Sabine should have Gamma Globulin shortly before she leaves Germany. Since she would have already left by the time you get this letter, we will make sure she has this taken care of as soon as she arrives. Perhaps she already has had Gamma Globulin in preparation for coming to Nepal.

We look forward to Sabine's arrival on July 20.

Sincerely,

Bethany Lindell  
Acting Personnel Secretary

bl

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Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

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West Germany

1000 Berlin 41

Handjerystrabe 19/20

Mrs. Barbel Barteczko - Schwedler



एरोग्राम्मे  
AEROGRAMME

Mission



## THE UNITED MISSION TO NEPAL

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

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

20 June 1985

Eingegangen

Erledigt

Mrs. Barbel Barteczko-Schwedler  
Gossner Haus  
Handjerystrasse 19/20  
D 1000 Berlin 41  
West Germany

Re: Sabine Hausler

Dear Mrs. Barteczko,

Yesterday we received a telex from Miss G. Lischewsky asking us for information about import licenses. We tried numerous times to respond by telex but have been unable to reach the number we were given (Attention Mr. Krockert, telex no. 419776). So I sent a telegram today and am following up the message with a letter.

We recommend that new people coming to join UMN send their luggage as unaccompanied baggage. This usually is the cheaper way to send luggage and does not require a license. The telex indicated that Sabine would be sending her luggage as airfreight. When luggage is sent airfreight close to the time when the person arrives here, it is not normally necessary to have an import license provided the luggage only contains personal effects. It is, of course, essential that she have her copy of the airway bill to pick up the pieces of luggage from the airport here. (If Sabine has already left Germany and someone else is sending her luggage airfreight for her, the airway bill should be sent to me. I will give it to her when she arrives.)

If it is necessary to send a piece of luggage to someone who has been living here for some time, please write to us for full instructions on how this should be done. In a case like this it is often necessary to have an import license regardless of what the contents are.

After the luggage arrives for Sabine (whether it was sent by airfreight or as unaccompanied baggage) if we find there is a need for an import license, we can apply for it here. It may be helpful for you to know that invoices are sometimes needed if new appliances or other costly items are brought into Nepal.



It is too late for this information to be helpful to Sabine but we wanted to send it to you anyway. Perhaps someone else will benefit from it in the future. The orientation materials which are sent to new language students include instructions for packing and sending luggage.

Please feel free to write if you have any questions.

Sincerely,

*Bethany*

Bethany Lindell  
Acting Personnel Secretary

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Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

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WEST GERMANY

D 1000 Berlin 41

Handjerystrasse 19/20

Gosner Haus

Mrs. Barbel Barteczko-Schwedler



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AEROGRAMME

Mission



## THE UNITED MISSION TO NEPAL

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

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

18th May, 1985

To Member Bodies of UMN, and other  
agencies sending personnel

Dear Friends,

The meetings of the Executive Committee and Board of Directors of the UMN were held last month, and we had a most encouraging week of good fellowship and hard work. We are so grateful for the valuable input given by the representatives of our member bodies, and the time and effort they have put into helping, advising and directing us in many ways, and sharing with us in praise and prayer.

There were three decisions made concerning the screening of personnel, and as it will take some time for all the minutes to be circulated, I want to pass these items on to you without delay. While we want to be alert to improving and strengthening the process in any way which is helpful, the Board also records in its minutes that the UMN administration is extremely grateful to member bodies and other agencies for the cooperation already given in the screening of applicants. There is a tremendous amount of very good work being done, and we are most appreciative of this.

- 1) Medical Reports. The Executive Committee has approved a policy that offers of service will not be brought to them for acceptance unless the detailed medical report has been received and cleared by UMN (in addition to the approval by the member body). This will mean receipt of the medical reports in good time, or the candidate may be delayed six months.
- 2) Nepal Information Form and member body's papers. When we first circulated the NIFs 18 months ago, we did not specify that both the NIF and the member body's application forms should both be sent to us; but from experience during this time we have found this to be by far the most helpful system. If the education/work experience has been clearly listed on the member body forms, there is no need for repetition of that in Section 4 of the NIF, but all other sections have questions which are specifically relevant to Nepal. The NIF on its own is very brief, and so the Board has taken action to request that both the member body's application forms and the NIF be sent to us in future please.
- 3) Basis of salvation. The Board also passed the following resolution:  
"1. That the Board affirms the Basis of Faith as in the Constitution of the UMN;  
2. That the Board also affirms and holds to the uniqueness of salvation in Christ alone."

The above reflects the firm stand taken by the local first-generation Church, and we feel that it is important for candidates to be in agreement with this very basic conviction of the Church and of UMN. For this reason an additional question has been inserted in the Nepal Information Form.

We have revised the introduction to the NIF, added the above question in accordance with these actions of the Board, and made a few other minor amendments. I am enclosing a copy of the new NIF of May 1985 herewith. Would you please keep this on file, and make copies of it for all candidates to complete.

May we just note again that the Nepal Information Form, May 1985 is the one required for all longterm personnel. Either this or the Supplementary Information Form of August 1981 is for short-term personnel only.

I sent out a letter on February 19th, and know that some of you have received this. But our experience with circulars has been that some usually do not reach their destination. For this reason another copy is enclosed incase you did not get the first one, and this letter is being sent by registered post, so we trust that there will be no losses this time.

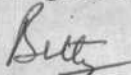
It is getting near to the exciting time of the year

It is getting near to one of the two exciting times of the year when our new colleagues come to join us for the beginning of the language school term, and we are beginning to receive notification of dates of arrival. This is very important, so that we can plan many details at this end. We have requested all member bodies and the candidates themselves that new workers come during the final week of July and January. The guesthouses cannot take them earlier than that, but it is good for them to have as much of that final week in Nepal as possible before the term begins. Orientation may well start on 30th/31st July and January.

One final item is that I expect to leave Nepal on furlough in a couple of months time, and am happy to introduce to you Bethany Lindell who will be taking my place in the personnel office. We will work together for a little while, and then Bethany will continue with the correspondence already under way, and will be happy to hear from you about any new enquiries and offers you have for Nepal.

This is a good opportunity for me to say "thank you" again for the good colleagues you send to us, and for all your sharing and support in many other ways also. We pray that the partnership with UMN in Nepal may be a blessing to you also as we seek to serve and witness to the Lord in this land.

With sincere greetings,



Betty Young  
Personnel Secretary

Encl: NIF, May 1985  
Letter of 19 Feb. 1985





# THE UNITED MISSION TO NEPAL

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegram: UMNEPAL

Location: K-1-325 Thapathali

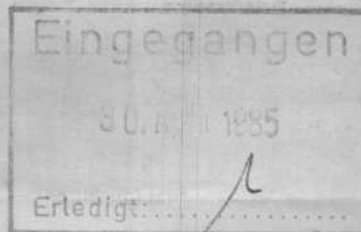
Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

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

22 April 1985



Mrs. Barbel Barteczko  
Gossner Haus  
Handjerystrasse 19/20  
D 1000 Berlin 41  
West Germany

Dear Mrs. Barteczko,

The Executive Committee met last week and dealt with the applications of candidates. We are pleased to report that Sabine Hausler has been fully accepted by the Executive Committee.

We look forward to Sabine's arrival later this year. Information regarding the various options for language study will be forwarded to Sabine in a few days.

I am sure you are aware that Betty Young is going on a year of furlough in July. While she is away I will be working in the Personnel Office. If there is anything I can do for you, please let me know.

Sincerely,

Bethany Lindell  
Acting Personnel Secretary

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Sender's name and address

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL

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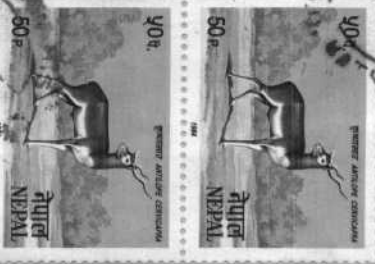
WEST GERMANY

D 1000 Berlin 41

Handjerystrasse 19/20

Gossner Haus

Mrs. Barbel Barteczko



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AEROGRAMME

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## THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.

Telex: 2315 UMNEPA

Telegrams: UMNEPAL

Location: K-1-325 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

April 1, 1985

To Member bodies of UMN



Dear Friends,

In connection with our mailing list and distribution of materials, we have offered to send out duplicated annual reports on their own, as soon as they are available, and then the Minutes book would follow later with the reports again included.

This year is the first time we have worked through procedures on the new UMN fiscal year, and we have found that because of the schedule of meetings and the tightness of time, it has been quite impossible to get the duplicated reports out as a separate item at an early date.

We are therefore planning to send out the reports and the Minutes books at the same time, as soon as is possible after the November/December Executive Committee meeting. We assume that you would probably only want the Minutes books, and if we do not hear anything from you, we will alter the mailing list accordingly.

However, if you would still like to receive separate reports as well as the Minutes books, please let me know, and we will be happy to send these to you.

We regret to have to bother you with this detail, but there just are limitations to how much we can do in the time available, and yet we want to send to you all that would be useful without unnecessary duplication.

With sincere greetings,

*Betty*  
Betty Young,  
Personnel Secretary.

P.S. We are badly in need of a lab technician to help with a heavy load of work at Patan Hospital, and will be happy to hear of any offers!

B. Y.



X

Mr. Howard Barclay  
United Mission to Nepal  
P.O. Box 126  
Kathmandu / N e p a l

March 22, 1985

Dear Mr. Barclay,

Thank you very much for your kind letter dated March 3, 1985 addressed to Bärbel Barteczko-Schwedler. Because Bärbel is expecting a baby in April she is already on maternity leave. In her name I want to answer your request. We would appreciate it very much when you come for a consultation in Stuttgart during June 25 to 26, 1985. I have talked with Bärbel and she is much interested to join the meeting and participate in it. The date is suitable to us, even your alternative proposal.

Best greetings from Bärbel

I remain  
faithfully yours,

Rev. Erhard Mische



## THE UNITED MISSION TO NEPAL

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

Telex 2315 UMNEPA  
Telephone: 212668 212179 215573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL

March 3, 1985



Ms Bärbel Barteczko-Schwedler  
Gossner Mission  
Handjerystrasse 19-20  
1 Berlin 41

Dear Bärbel,

Thank you so very much for your letter dated February 14th, 1985. I understand Miss Betty Young is replying to you concerning the contents of that letter.

I am writing concerning a proposed visit which I will be making mid-1985 to Europe and am planning to hold consultations in a number of places in Europe, first in Scandinavia, then in U.K., and finally on the Continent. I am wondering if friends from the UMN related Missions in Germany would be interested in such a two-day consultation, which I propose could be held in Stuttgart. I have been advised that Stuttgart would be a convenient place for most of the other Missions in Germany, apart from your own. I appreciate that for you and any other colleagues who came with you from Gossner Mission it would be a long hike right across Germany. What to do?

I would like to hear from you as soon as possible concerning this proposal, and if you felt that it would be possible I would then start the details with other groups in Germany. If on the other hand you had some other suggestion, I would be willing and open to consider that. Of course I would very much like to visit Berlin as I have never had the opportunity, as ~~but~~ it is a famous city with very real areas of sensitivity and tension.

I am so sorry that you will not be attending the Board meeting this year as I appreciated and enjoyed your contribution last year so very much. Maybe this year we shall have opportunity to meet in a different context. I do hope so.

By the way, the dates I am proposing for such a consultation in Stuttgart would be June 25-26. A possible alternative may be <sup>from</sup> June 21, midday to 22<sup>nd</sup>.

Yours very sincerely,

*Howard*  
J. Howard Barclay,  
Executive Director.

JHB/mj

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AEROGRAMME

रु. 2.20

नेपाल  
NEPAL



Ms Barbel Bartczko-Schwedler

Gossner Mission

Handjerystrasse 19-20

1 Berlin 41, GERMANY

पहिलो मोड

UNITED MISSION TO NEPAL

POST BOX 126.

KATHMANDU, NEPAL.

यस पत्रमित्र के हो खोमिपुर्मा सौधाराण डौकवाट चलान गरिनेछ।

—।सोहोदोका होय मल्लो—



Miss Betty Young  
United Mission to Nepal  
P.O. Box 126  
Kathamdu / N e p a l

X

March 22, 1985

Dear Miss Young,

Thank you very much for your letters dated February 27 and March 4, 1985. Mrs. B. Barteczko-Schwedler is expecting a baby in April and therefore already on maternity leave. So, I would like to thank you in her name for taking care of our visitors and board members.

We understand the concern of the Board Members to keep the numbers of participants of the meeting down to a reasonable number. Therefore we follow your proposal that Mr. Hecker, our director, will participate as observer only.

Wishing you a fruitful and  
blessing meeting  
I remain  
faithfully yours,

Rev. Erhard Mische

P.S. Best greetings from Mrs. Barteczko-Schwedler

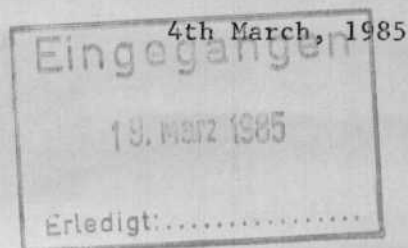


## THE UNITED MISSION TO NEPAL

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

*Telex* 2315 UMNEPA  
*Telephone:* 212668 212179 215573  
*Telegrams:* UMNEPAL  
*Location:* 1/29 Thapathali  
*Mailing address:*  
**POST BOX 126,  
KATHMANDU, NEPAL**

Mrs. Barbel Barteczko-Schwedler,  
Handjerystrasse 19-20,  
1 Berlin 41,  
West Germany.



Dear Barbel,

Thank you for your letter of February 14th, with requested for plans for travel, etc. for all the Gossner Mission folk coming to Nepal soon. I have handed this over to Gene Glassman, as he takes care of the actual handling of this kind of thing for us, which is a big help.

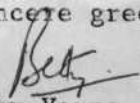
Howard Barclay has asked me to write about one matter, and that concerns an Observer to the Board. Our very strong impression at the Board meeting the last two years was that they wanted to cut down the number of people in the room, and make it a smaller group. We have been told to plan for only one voting delegate from each mission, and were asked to work on the whole matter of policy for the restriction of the number of Observers. We have tried to do this to some extent, but did not actually specify that there should be only one observer from any member body, assuming that this was in line with the whole action of the Board. We probably should suggest a definition to make it clear for another time.

At this point, we feel that it would be right to suggest that only one observer come from any one member body. As Mr. Dieter Hecker is the Executive Director of the Gossner Mission, we assume that he would be the one chosen for this, but we would need to have your decision. I will forward a copy of the materials to him shortly, and note that if the observer is to be Mr. Petri, then the material should please be forwarded to him.

You did mention both of them in your letter of December 21, but as that crossed our circular about the Board, and the form returned only mentioned Else, I am afraid that we assumed that the other two men were not attending. So I am sorry that we have only picked this up from your letter of February 14th, and not written about it before.

We look forward to meeting these friends next months, and trust that they will find the visit very well worthwhile.

With sincere greetings,

  
Betty Young  
Personnel Secretary



पहिलो मोड

Barbel Bortezko-Schneider,  
Hendeystrasse 19/20,  
1 BERLIN 41  
WEST GERMANY

दोस्रो मोड

पठाउनेको नाम र ठेगाना

UNITED MISSION TO NEPAL  
POST BOX 126,  
KATHMANDU, NEPAL

यस पत्रभित्र केही खामिएमा साधारण डाँकबाट चलान गरिनेछ।





## THE UNITED MISSION TO NEPAL

Telex: 2315 UMNEPA  
Telephone: 212668 212179  
215573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL

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

### Information Office

February 27, 1985

Mrs. Barbel Barteczko-Schwedler  
The Gossner Mission  
1 Berlin 41 (Friedenau)  
Handjerystrasse 19-20  
P. O. Box Berlin West 520 50 - 100  
West Berlin, West Germany



Dear Mrs. Barteczko-Schwedler,

Greetings from Nepal!

Your letter of February 14, 1985, addressed to Betty Young, has been passed on to me for reply.

Betty will be making the reservations for guests who come for the Board meetings in April. Many of them will be staying at the Blue Star Hotel.

But for the other days that they will be here I will contact the Blue Star Hotel and ask for reservations for them on the dates you have indicated. We do not expect that any of our Guesthouses will be available during those days because of the need to accommodate language students and UMN personnel who come to Kathmandu on business or holiday. So you may tell your friends that when they arrive they should go directly to the Blue Star Hotel.

I will also request our Central Services Department to make reservations for the internal air flights that you have requested.

Sincerely yours,

*Gene G.*

Eugene H. Glassman,  
Information Officer

cc: Miss Betty Young

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Sender's name and address  
Information Office  
**UNITED MISSION TO NEPAL**

**POST BOX 126,**

**KATHMANDU, NEPAL.**

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IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

Mrs. Barbel Harteczko-Schwedler  
The Gossner Mission  
41 Berlin 41 (Friedenau)  
Handjerstrasse 19-20  
P. O. Box Berlin West 520 50-100  
West Berlin, W. Germany



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AEROGRAMME

# THE UNITED MISSION TO NEPAL

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

Telephone: 212179, 215573, 212668.  
Telex: 2315 UMNEPA  
Telegrams: UMNEPAL  
Location: K-1-325 Thapathali  
Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL

12 March 1985

To members of the UMN Board, 1985

Dear Friends,

We have received notification that you have been appointed as ~~the official representative~~ of your mission to the UMN Board of Directors, and welcome you warmly. We look forward very much to your participation and sharing with us on that occasion.

Please note that the dates for the Board Meeting will be:

- Tuesday, 16th April: Dinner at Blue Star Hostel, at 6 p.m., followed by Bible Study and Orientation Session.
- Wednesday, 17th April): Sessions of the Board Meeting from 8.30 a.m. to 6 p.m. This will include the midday meal. Opening session will be the Bible study each day.
- Thursday, 18th April ): Board sessions from 8.30 a.m. to 6 p.m. This will include the midday meal. Opening session will be the Bible study each day.
- Friday, 19th April: Board sessions from 8.30 a.m. as above. We hope to be able to close the meeting at 1 p.m., followed by lunch at the hotel.

I am enclosing herewith a paper which I would request you to please complete and return to me as soon as possible. This is important in making arrangements and plans for the meeting, and we will appreciate your good cooperation in this.

Please note that it is extremely difficult to confirm travel reservations for flights out of Kathmandu if reservations have been made in other countries. It is much more straightforward for us to actually buy the tickets here, and we would strongly recommend that you request this, and give us the details as early as possible.

I am also enclosing a listing of the proposed amendments to the Constitution and Bye-laws, most of which have already been recommended by the Board in April, or the Executive Committee in December, 1984. The Constitution and Bye-laws require two months notification of such amendments, and I am hereby giving this information to you as an item which will come before the Board of Directors. There will also be the ratification of one Constitutional amendment which was passed last year.

We look forward to hearing from you soon, and ask you to join us in prayer for the Lord's blessing and guidance on these days spent together. We are very pleased that Dr. Bill Hawes, Director of the INF in Nepal, has agreed to lead the Bible studies for us.

Yours sincerely,

*J. Howard Barclay*  
J. Howard Barclay  
Executive Director



PROPOSED AMENDMENTS TO THE UMN CONSTITUTION AND BYE-LAWS  
PRESENTED TO THE BOARD OF DIRECTORS, April 1985

- 1) Basis of representation on the Board of Directors. (see BD-12/84, a, d and f)  
(see EC(2)-64/84, and 65/84)

Bye-law II:

- A. Amend to read: "Each member body will be entitled to one representative to the Board, and this delegate will not be permitted to be a Board Appointee."
- B. Delete.
- C. Renumber as B. Add second para, to read in total:
- "Member bodies are requested, insofar as possible, to appoint representatives to the Board who can serve a number of years consecutively.
- Where a change in representative of a member body is anticipated, the member body will be invited to send their future representative to the Board meeting prior to his/her appointment, as an observer without voice or vote."
- D. Re-number as C. This reads: "There will be two voting members appointed yearly by the Executive Committee from among the Christian fellowship in Nepal."

New D. (new para to be inserted as follows (Ref. EC(2)-64/84)

"The member body providing the President will be permitted to send a second delegate to the ensuing Board Meeting, who will have voice and vote. This privilege is not extended to the member body providing the Vice President, except in the event that it is known that the President cannot attend the Board meeting and there is time to arrange for a second delegate."

New E. (new para to be inserted as follows): - (Ref. EC(2)-65/84):

"Observers at the Board meeting will normally include -

- a) Executive members attending the Executive Committee meeting prior to the Board, but not appointed to the Board.
- b) New delegates to be appointed the following year (as in B above).
- c) Officials of member bodies in addition to the one voting member.
- d) Representatives of other groups sending personnel to the UMN, outside the member bodies."

- 2) Ex-officio membership of the Board of Directors. (see EC(2)-66/85)

Constitution B, 2: Amend to include Assistant Functional Secretaries, as follows:

"Ex-officio members: The Executive Director, Treasurer, Functional Secretaries, Assistant Functional Secretaries, one Board Appointees' Representative from each Functional Board, and the elected representative of the Workers' Conference, who will have voice but no vote."

- 3) Voting procedures of the Board. (see BD-13/84)

Bye-law III. Insert new para C, as follows:

C. "Voting procedures of the Board for major policy matters:

- a) The Board will decide whether or not a subject is to be treated as a major policy matter -
  - i. Any voting member may appeal to the Board in session that a specific motion is in fact a major change of policy from his or her point of view;
  - ii. A majority vote of those present and voting would be needed to confirm the appeal as in i) above, and to set the following procedure into effect.

b) The Board will take action on the subject as presented -

In order for a change of major policy to be effected,  
either

- a two thirds majority vote at the meeting of the Board in session would be necessary for passage; or
- a majority vote, which would then be ratified or not ratified at the next meeting of the Board by at least a two-thirds majority vote of those present and voting."

4. Membership of Functional Boards.

i) Bye-law XV, Health Services Board. Section A: alter as follows -

3. Two voting members will be the Executive Director, who will be the Chairman of the Health Services Board, and the Treasurer.
4. Two voting members will be the Health Services Secretary and the Assistant Health Services Secretary. The Health .....Board.
5. Other voting members will be one or two representatives of each related Project/Program, or PMC (excluding the Functional Secretary), one of whom will be the Project Director.

Delete present para 5.

ii) Bye-law XVI, Education Board. Section A. Alter to read -

3. Two voting members will be the Executive Director, who will be the Chairman of the Education Board, and the Treasurer.
4. Two voting members will be the Education Secretary, and the Assistant Education Secretary. The Education Secretary will be the secretary of the Education Board.
5. Other voting members will be one or two representatives of each PMC (excluding the Functional Secretary), one of whom will be the Project Director; also education area representatives, the Language Consultant and the Administrator of the Training and Scholarship Program.

Delete present para 5.

c) Bye-law XVII, Economic Development Board. Section A.

3. Two voting members will be the Executive Director, who will be the Chairman of the Economic Development Board, and the Treasurer.
4. Two voting members .....
5. Other voting members will be one or two representatives of each PMC (excluding the Functional Secretary), one of whom will be the Project Executive Secretary.

Delete present para 5.

d) Bye-laws XV,B,2; XVI,B,2; and XVII,B,2.

A quorum is fifty per cent of the voting members. In case of a tie, the Chairman will have a casting ballot (a second vote).

(Amendments are marked with a line beside the para, or a broken line under words)



# THE UNITED MISSION TO NEPAL

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

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Telex: 2315 UMNEPA  
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Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL  
February 25, 1985



To: GM

Dear Friends,

We are writing this letter to a number of our member bodies to seek advice. It concerns a most unusual personnel enquiry which we have received, and which we feel is well worthwhile following up.

John is a technical mechanic/vocational teacher, who comes from USA and lived in Texas. He has worked in a number of countries abroad, and at present is serving out a contract with the Saudi Arabian government as an aircraft technician. While he has worked in Saudi Arabia, he has become a Christian and come to a living faith in Christ as Lord and Saviour. He very much wants to get into mission work, and use his skills and experience in that way.

Some years ago he was in Nepal, and met and married a Nepali lady, who has also trusted in Christ as her Saviour and was baptized about six months ago. We have had opportunity to talk with both of them, and are very much impressed that they would fit into UMN well and have a real contribution to make to the work and witness here.

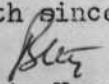
The problem we are up against is that of sponsorship by a member body or other sending agency. John has no church links, and now he and Kamala are members of a very small but warm fellowship group in Saudi Arabia, non-denominational. They feel that in the future their home and base would be in Nepal rather than in any other country, so that if they could not work with UMN John would seek employment with another organisation in Nepal.

With this unusual background in brief, we are wondering if any of our member bodies would be interested in finding out more details about them with a view to sponsoring them and covering the financial costs, as for any other missionary workers in Nepal? We are well aware that this will not fit automatically into any agency's normal routine and policies, but we also feel that it is well worth asking for special consideration of those who participate in UMN and share our burden to find the right kind of people for a real ministry within the openings that the Lord has given us here.

If you can respond positively, or give us suggestions of other Christian agencies which might be open to this, we would be very grateful to hear from you. The couple themselves are at a loss to know where to turn as their contacts with Christians has been so limited and their living situation now pretty isolated, and they are not the sort to push themselves on people. But we want to work with them in seeking the Lord's will for the future. Their present contract lasts another two years, so there is time for negotiation - and possibly the opportunity of shortening their time in Saudi Arabia.

Thank you for your prayerful consideration of this; we look forward to hearing from you.

With sincere Greetings,

  
Betty Young,  
Personnel Secretary



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

February 19, 1985

To all Member Bodies of UMN and other Organisations sending personnel

Dear Friends,

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

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

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

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

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

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

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

NEPAL INFORMATION FORM. It is over a year since we introduced this form in an effort to gather together in one place the very minimum information we need on

new candidates. We are finding that the use of this form has been very helpful, and we are requesting that all candidates complete it. We also appreciate any further information sent to us by member bodies, such as copies of their own application forms completed by the candidates.

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

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

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

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

With warm Greetings,

Betty Young,  
Personnel Secretary.

L-2



NEPAL   INFORMATION   FORM

In addition to the sending agency's normal screening papers, the following information is requested by the UMN on all candidates being offered for service in Nepal, both husbands and wives in the case of married couples. Much of this may be included on the sending agency's screening forms, but in each section there are extra questions which apply only to Nepal and the UMN. There is no need for the completion of Section 4 if this information has already been clearly set out on the main screening papers. But we do request that each person complete all of the Sections 1, 2 and 3. We would then look to the sending agency to secure and send to us the information on medical reports and references as outlined.

1. GENERAL

- a) Name: Family name.....  
Christian names in full.....  
Christian name normally used.....
- b) Nationality..... Date of birth.....
- c) Address: Present address until (date).....  
.....  
.....  
Permanent contact address.....  
.....
- d) Marital status: Married / widowed / engaged / single  
(.....with dates.....)  
Have you every been divorced? If so, please give the date.....  
Names and dates of birth of children (Please write the month!):  
.....  
.....  
.....
- e) Passport Number.....
- f) Type of work for which you are offering in UMN.....  
.....
- g) When are you available to come to Nepal?.....
- h) Length of time of commitment to service in UMN.....  
Are you open to extending this?.....
- i) Experience of people of other cultures and races.....  
.....  
.....
- j) Reasons for application for service with the UMN.....  
.....  
.....



- k) If you have children of school age, are they wholeheartedly in sympathy with the prospect of coming to a new culture and school system (older children possibly having to go to boarding school), and enthusiastic to enter into this?.....
- l) On the attached paper (page 4) are aspects of experience in the work of the UMN to which a special effort of adjustment may need to be made. Please let have your comments, questions and response to the information and challenge of this paper "Adjustment to New Conditions in Nepal". (Detach this sheet and keep it for your own reference)

## 2. CHRISTIAN TESTIMONY

- a) Give a brief doctrinal statement of your Christian convictions and beliefs, and what Jesus Christ means to you:
- b) Give a brief statement of your Christian experience and development:
- c) Do you agree that Christ is the only way of salvation?
- d) What do you understand to be the Christian message we should share with others in Nepal, and how can we do it in this particular situation?

## 3. CHURCH INVOLVEMENT

The United Mission to Nepal is a Christian mission seeking workers with a clear commitment to Jesus Christ as Saviour and Lord, and a call to service in Nepal. It is a cooperative and united fellowship of Christians from many church backgrounds, and little attention is paid in the course of actual service in Nepal to the particular denominational origin of the workers. However, it is helpful to know:

- a) Your Church background and membership (giving denomination).....
- b) The Church activities and other Christian service in which you have been involved:

c) Nepali Christians expect UMN workers to link themselves with a local Christian fellowship, in most cases a Nepali fellowship. They are encouraged to participate in the activities of the fellowship, but not normally expected to accept positions of leadership, except in an advisory capacity. We recognise that this Church is a first generation Church, and that there are certain norms of behaviour which are precious to it. We may need to be willing to make adjustments in lifestyle and personal habits which may be a stumbling block to local Christians, such as smoking and drinking, for example. Please let us have your response to these real challenges:

4. PROFESSIONAL SKILLS

Please give details of your qualifications and courses of study done, and some detail of the subjects covered:

<u>Course</u>	<u>Qualification</u>	<u>Dates</u>
.....		
.....		
.....		
.....		
.....		

Details of your work experience, and how it relates to possible assignment in UMN:

<u>Work/employment</u>	<u>Dates</u>	<u>Comments</u>
.....		
.....		
.....		
.....		
.....		
.....		

Have you had any Bible School training, and if so give details:.....

.....

What languages have you learned?.....

.....

What are your hobbies?.....

.....

.....



### Adjustments to New Conditions in Nepal

the conditions of life in a foreign country, climate and culture are quite different from those in your home country, and adjustment to them requires a very real effort. Workers are needed who are prepared to join with colleagues from many countries, churches and professional backgrounds. They must have attitudes of flexibility and adaptability to assignments and conditions in Nepal which are new and different, and may lead to real frustrations as well as the joys of such service. To help you prepare for these differences we have listed a number of areas where frustration most often occurs, though this list does not pretend to be all-inclusive. It helps to know in advance about some of the conditions which will probably be met, so that new experiences may be approached in an attitude of readiness for successful adjustment.

1. The UMN requires an initial period of intensive study of the Nepali language, together with a series of orientation lectures.
2. We will be working in languages other than our own. Inability to communicate can be very frustrating, and full participation in many aspects of work and social life will be limited until language difficulties are overcome. English is the language of communication with UMN; Nepali is largely used in other contacts and in our work.
3. We have to adjust to different customs, dress, diet, and living conditions which are sometimes primitive and uncomfortable; and be willing to make adjustments in lifestyle and personal habits which may be offensive to local culture or the local Christians.
4. Opportunities for schooling vary in different places, and often one of the main problems for families in Nepal is that of the education of children at different ages. Special effort and flexibility are needed by parents and children in this area.
5. Assignment to a particular location is made by the UMN after a worker has come to Nepal. Sometimes the assignment changes as fresh needs develop, and transfer to a different location may become necessary. There must be a readiness to serve where most needed.
6. We often have to work with inadequate equipment where supplies are unobtainable and untrained helpers. Sometimes we work under Nepali leadership. Flexibility and adaptability cannot be too strongly emphasised.
7. In the fellowship of the UMN, fellow workers may be of different nationalities, degrees of education and church background. We may have different viewpoints on religious and social matters, yet can and must share in cooperation and teamwork.
8. Much of the work in the UMN is carried on with Nepali fellow workers. Some may be Christians; many are non Christians. It is the stated purpose of the UMN "to train the people of Nepal in professional skills and leadership". This often means training a Nepali co-worker, and then transferring responsibility. It may also mean working in a subordinate position, directly under the authority of Nepalis.
9. Workers in the UMN have the opportunity to join in fellowship and work with members of the Nepali church, but without taking positions of leadership in church life. Encouragement can be given by personal presence and friendship, and by occasional help in meetings and services when invited.
10. UMN workers must be prepared to be subject to the laws of Nepal, and be willing to accept the Constitution and Bye-laws of the Mission, together with policy statements of the Board of Directors. The latter includes the Purpose and Aims of the UMN, approved in April 1981.
11. The UMN agreement with His Majesty's Government in Nepal excludes any formal or direct evangelistic activities. Accordingly, service in Nepal means learning how to witness by ministering to the needs of the people in the Name and Spirit of Christ, and by seeking to make Christ known by informal word and discussion and in practical Christian living. "Show me that you are redeemed and I will believe in your Redeemer".



5) HEALTH

A) Physical reports.

1. Physical examination report for each member of the family coming to Nepal, including all children, with all details of tests, examinations, etc. This must be detailed enough for the UN Medical Coordinator to make an independent assessment in the light of the Nepal situation, apart from the assessment of the doctor in the home country. Reports fulfilling the recommendations made by the physician should also be included.
2. History of each member of the nuclear family coming to Nepal, indicating -
  - Recent illness causing confinement to house for two weeks or over;
  - History of hospitalisation;
  - Number of days of illness resulting in absence from work in the last year;
  - Any surgery undergone;
  - Any diagnosis of chronic disease, disability, genetic or metabolic disorders;
  - The family history (parents & siblings - brothers & sisters):
    - Major illnesses
    - Surgery
    - Congenital and hereditary chronic illness.

B) Emotional status.

1. Family history (parents & siblings - brothers & sisters) including nervous breakdowns and suicides.
2. Personal history for each member coming to Nepal -
  - Previous emotional or psychiatric problems, including pronounced swings/changes in mood, and treatment.
  - Any major change in life situations, marriage, pregnancies, loss of immediate family, broken love affairs, etc. within the last year; also any major changes/difficulties for children.
  - Previous and/or present use of drugs, including alcohol.
  - Willingness to forego the use of tobacco and alcohol.
  - Previous relationship problems, either professional or personal.

(From the Pastor of the candidate's congregation, professional senior, Bible College Principal if applicable, and other friends)

In total to cover all the following points, and each referee to answer as much as possible;

1. How long has the referee known the candidate? In what capacity?

2. Spiritual standing -

Evidence of Christian faith and maturity  
Involvement in Church life and other Christian service  
Openness to verbal witness of faith  
Sense of calling by God to service in Nepal

### 3. Personal qualities -

Friendliness, openness to others in general  
Attitude to people of other races  
Tact, sensitivity  
Perseverance, attitude to hard work  
Emotional stability  
Acceptance as a team worker  
Leadership qualities - initiative  
  shouldering responsibility  
  good communication  
  punctuality  
Ability to cope with stress, loneliness

#### 4. Professional work -

Standard of professional skills, intelligence  
Leadership qualities, as above  
Acceptance as a team member  
Perseverance, attitude to hard work  
Attitude to seniors / peers / juniors  
Attitude to serving others  
Communication abilities  
Leaning to academic or practical aspects

5. General -

Main strong and weak points of character

Any special aspects which should be considered in connection with the application, included or apart from the above.



Mr. Howard Barclay  
United Mission to Nepal  
P.O. Box 126  
Kathmandu / Nepal

February 14, 1985

Dear Howard,

On the board-meeting last year we again discussed the point how to "asianize" UMN. Gossner Mission is very much in favour of this way and we tried to offer our help for our Asian friends. Now Mr. Samuel M. Isaac from World Council of Churches created the opportunity to send an agriculturist of the Church of South India as missionary to UMN. Gossner Mission would be able to cover all costs for salary etc. I would like to know your point of view concerning this issue, whether you think it might be a good chance for UMN or not. In case that you appreciate this offer I would be very thankful if you could inform me about the best way for UMN to take the Indian agriculturist under contract. I would rather prefer if UMN could take him officially under contract (and we would pay for all costs) than Gossner Mission would do it, because there are already traditional relationships between CSJ and another German Mission, which we don't want to touch.

Looking forward to hearing from you,

Yours sincerely

Bärbel Barteczko-Schwedler



United Mission to Nepal  
Mrs. Betty Young  
P.O. Box 126  
Kathmandu / Nepal

February 14, 1985

Dear Betty,

We are already planning our next Nepal visit. I'm very sorry that I am not able to join the board meeting this year, because I am expecting a baby at that time. But two members of our Executive Committee and two colleagues will come to Nepal.

As I already informed you one month ago Mrs. Else Furthmüller, Mr. Werner Petri, Mr. Hans-Joachim Dröge and Mr. Dieter Hecker will come to Nepal. May I kindly ask you to make all necessary arrangements for our visitors, e.g. the flight to Surkhet and if possible, the booking for the UMN guest houses. The visitors would like to follow the following programme:

- 1.4. Arrival at Kathmandu (Mrs. Else Furthmüller and Rev. Werner Petri)
- 1.4.-2.4. Stay in Kathmandu
- 3.4. Flight to Surkhet
- 3.4.-10.4. Stay in Surkhet
- 10.4. Flight to Kathmandu
- 11.4. Travel to Phokara by bus
- 11.4.-14.4. Stay in Phokara
- 14.4. Travel to Kathmandu by bus
- 15.4.-19.4. Stay in Kathmandu (Board-Meeting)
- 20.4.-23.4. Project visit in South-Lalithpur (if possible)
- 24.4. Travel to Butwal by bus
- 24.4.-26.4. Stay in Butwal

Werner Petri

- 27.4. Travel to Kathmandu by bus
- 28.4. Flight to Germany

Else Furthmüller

- 27.4.-5.5. Stay in Amp Pipal

Mrs. Höcker-Ummüßig, a friend of Gossner Mission would like to visit Gerhard Honold together with Else Furthmüller and Werner Petri. Could you please book 3 tickets for Surkhet for the time of 3.4.-10.4.85?

Programme for Mr. H.-J. Dröge and Mr. Dieter Hecker

14.4. Arrival at Kathmandu (both)

Dieter Hecker

14.4.-20.4. Stay in Kathmandu (Board-Meeting)

Rev. H.-J. Dröge

14.4.-16.4. Stay in Kathmandu

17.4. Travel to Phokara by bus

17.4.-19.4. Stay in Phokara

19.4. Travel to Kathmandu by bus

20.4. Stay in Kathmandu

21.4. Flight to Germany (both)

Thank you very much for your kind help in this issue.

Looking forward to meeting you next year.

Yours sincerely

Bärbel Barteczko-Schwedler





## THE UNITED MISSION TO NEPAL

Mr. J. H. Barclay

Executive Director: [REDACTED]

Treasurer:

Mr. E. Wennemyr

Telephone: 12179 or 15573

Telegrams: UMNEPAL

Location: 1/29 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

To Member bodies of the UMN

18th December, 1984

Dear Friends,

The Annual Meeting of the UMN Board of Directors will be held here in Kathmandu, beginning on the evening of 16th April, and lasting till 19th April.

At the meeting of the Board in 1984, a change in the Bye-laws was recommended, which has several implications, and administration was instructed to plan for the 1985 Meeting in line with the proposed amendment. Would you please note the following carefully.

1) EACH MEMBER BODY HAS ONE DELEGATE ONLY.

BD-12/84. Basis of representation on the Board of Directors. On receiving the recommendation of the administration small group, it was RESOLVED:

- a) To recommend to the Board of 1985 that Bye-law II, A be amended to read:  
"Each member body will be entitled to one representative to the Board, and this delegate will not be permitted to be a Board Appointee." ...

2) ELECTION OF PRESIDENT AND VICE-PRESIDENT. At each Board meeting a President and Vice-President are elected, who are expected to take office through to the end of the Board Meeting the following year. This means that either the Board in making its own appointments arbitrarily decides the delegates of the relevant member bodies for the following year; or else the member bodies give us advance notice of who their delegates will be so that the President and Vice-President may be chosen from among those persons.

The action (in part) of the Executive Committee meeting in December 1984 is as follows.

EC(2)-65/84. Election of President and Vice President of UMN.

- a) Bye-law II, C is again noted whereby member bodies are asked to try to appoint representatives to the Board who can serve for a number of years.  
b) The recommendation of the Coordinating Committee is that member bodies be asked well in advance for notice of their appointment of delegate to the Board for the year following the next Board meeting, so that the President and Vice-President may be elected from amongst those delegates.

3) OBSERVERS AT THE BOARD MEETING. The question of the number of Observers who may be invited to the Board Meetings is still being discussed, but recommendations have been made for provision for the following categories of persons to attend, as appropriate:



- a) Executive Committee members attending the meeting prior to the Board, but not appointed to the Board.
- b) New members to be appointed to the Board the following year. (Note Board action: BD-12/84 d) To recommend to the Board of 1985 that the following sentence be added to present Bye-law II,C (proposed new B) -  
"Where a change in representation of a member body is anticipated, the member body will be invited to send their future representative to the Board meeting prior to his/her appointment, as an observer without voice or vote.")
- c) Officials of member bodies, in addition to the one voting member.

This is somewhat confusing at this changeover time, but we trust that by next year the details will be more clearly defined in our Bye-laws. Meanwhile we are enclosing a form which we hope will guide you in the information which is needed at the present time. Even if you do not have all the information at the present time, we are anxious to have the form returned with the name and address of your delegate for the 1985 Board Meeting as soon as possible. This is important, as we must begin sending out initial material and notifications of changes in Bye-laws by the beginning of February.

The annual meeting of the Board is a very important event in the life of the United Mission as the major matters of policy and direction are discussed and decided. We have greatly appreciated your participation in the past, and look forward to receiving information about your delegate for this coming year, and if possible for 1986 also. We value their participation and working with us, and would ask you to pray with us for the Lord's preparation of heart for all members as we work towards this meeting and spend those days in discussion together.

Yours sincerely,

*pp Richard Clark*

Richard Clark

Acting Executive Director

P.S. Howard Barclay is expected back from holiday in the office next week, and will receive your replies. Also, the Executive Minutes have been drafted and should reach you soon.

November 26th, 1984

Betty Young  
c/o United Mission to Nepal  
P.O. Box 126  
Kathmandu  
NEPAL

Dear Betty,

thank you for your letter of September 12th in which you offer Mrs. Schroder a two month work in the clinic for UMN personnel. In the meantime Mrs. Schroder has visited me and she says that she is very sorry not to be free for this particular time. But in case that you should have another gap in one of your hospitals she would be very happy to offer her help again. Please write to me, when you should be in need of a short time nurse. if

With sincere greetings,

*Bärbel*  
Bärbel Barteczko-Schwedler



## THE UNITED MISSION TO NEPAL

Telex: 2315 UMNEPA

Telephone: 212668 212179

215573

Executive Director: Mr. J. H. Barclay

Treasurer:

Mr. E. Wennemyr

Telegrams: UMNEPAL

Location: 1/29 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

12th Sept. 1984

Mrs. Barbel Barteczko-Schwedler,  
Handjerystrasse 19-20,  
Berlin 41,  
West Germany.

Dear Barbel,

Thank you for your letter of August 22nd, with an enquiry about the possibility of Mrs. Schroder being able to come for 2-3 months to do hospital nursing.

I am afraid that we cannot offer her any opening in a hospital, even though there is a general shortage of nurses in several places. But unless people have Nepali language and experience in Nepal, it takes time for them to become familiar with the systems here, etc. and our hospitals will only consider offers of six months or more, and then each case needs to be looked at individually.

There is one place where we will have a gap in December-January, and that is in the clinic for UMN personnel. We really need a nurse practitioner there, but we feel it would be worth asking if Mrs. Schroeder is to do general physical assessments, and stool and urine examinations? I gather that these would not be included in the normal nurse training, but rather in the extra training of the nurse practitioner. If she can handle these matters, then we would be interested in having her complete a Supplementary Information Form for us.

In all fairness we should add that if we do receive an enquiry from a nurse practitioner meanwhile, this would meet our needs more satisfactorily, particularly if the offer were for a longer term. But as yet we do not have such on hand, and are interested in enquiring further into Mrs. Schroeder's capability. Thank you for asking us!

With sincere greetings,

Betty Young  
Personnel Secretary



हवाई  
AEROGRAMME



Mrs. B. Bartczka - Schwedler,  
Handgerystrasse 19-20,  
BERLIN 41,  
WEST GERMANY.

IF ANYTHING IS ENCLOSED THIS LETTER MAY BE SENT BY ORDINARY MAIL.

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KATHMANDU, NEPAL.

POST BOX 126.

UNITED MISSION TO NEPAL

Sender's name and address

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November 23rd, 1984

United Mission to Nepal  
Mr. Howard Barclay  
P.O. Box 126  
Kathmandu  
NEPAL

Dear Howard,

thank you very much for your letter dated October 16th, in which you gave us some background information about the closure of NPHP. We are very thankful to you and all UMN-workers who try hard to clarify the situations forgetting the allowance to re-commence the work in NWHP.

Bread for the world, service overseas and Gossner Mission are or have been involved in NWHP by personell or finance. Please allow us to raise some more questions concerning the "NWHP-case" for getting a clear picture from what has been going on. We should step into an open and honest discussion to avoid a similar case.

- You have written to us that for a period of two years UMN has been seeking to obtain an official agreement. Who has conducted the negotiations?  
John Williamson, the successor of Martin Dietz, has spent a very few time in NEHP. He had other work to do in Kathmandu when he was projekt director. There were complains from Al Schlorholz and the project members that John has neglected the project work for one year. He was only a visitor in "his" project. How could he as an outstanding person keep up the negotiations with the DCO in Parasi? How could UMN-headquarter accept that a project director does not care for his work?
- The reproach of proselytization, in fact, that is a very big factor. There has been taken place meetings with Christians in NWHP all over the years and nobody has said a word against it. Meetings are allowed by the Nepali law and we can't imagine that this is the real reason for such a reproach. Steve Erickson has already tried several times to evangelize people and he has attracted attention by the police. In case that this has happended again we kindly ask UMN-headquarter to inform again the workers that they are not allowed to do so and to draw their own conclusion for showing HMG that we are really willing to accept their laws.
- What has happende to the christian and non-christian nepali workers after the closure?
- How far are negotiations in the other rural development projects for getting agreements?

We pray for you that God will guide you in your hard work.  
Yours sincerely,

Reading, 18. November 1984

Dear Howard

One and a half years have passed since we left Nawal Parasi, ~~the~~ UMN and Nepal. But this does not mean that with the geographical distance, Nepal and the UMN are also out of our heart and mind. This is reinforced by the fact that our PhD thesis' focuses on Nepal and to a certain extent on Nawal Parasi. We thought that some people in UMN might understand this.

The more we are surprised that so far we have heard nothing about the events around NPHDP, which happened back in September. The information we were able to gather depend more on rumours and on third people, who were not involved with NPHDP directly. Only Mary gave us a few facts after we had met her last week here in England.

Just by coincidence we came across your letter which describes what has happend with NPHDP two months back. Don't you think that this letter might have been also of interest for people who have worked there for 3 1/2 years and who have spent a lot of effort and strength to get something going in this project?

The letter itself sounds a bit like a police report: Oh yes, it was an accident. Sorry for that, we will mend it again? Was it really an accident? Can it really be <sup>n</sup>meded?

It was not a sudden, unexpected event, as you might define an accident and as you~~pa~~ described the situation in the CDO's office in Parasi. No, there was a development to it. It would be interesting to find out, how many days NPHDP has seen its project director over the past year. Don't you think the question is justified why the NPHDP director spends most of his time in Butwal or Kathmandu? I do not need to sum up the project director's need. A good part of this work can be done outside of the project area. But there are essential jobs for which a project director must be in the project area. When I was in that function, I found it absolutely crucial to encourage people in their work, coordinate it and discuss it with them and listen and sense what is going on. The NPHDP September situation does not fall just out of the sky. Yes I agree that conflicts with local people and the district government can develop. But with a bit of sense you can realize them early enough to get the air out and avoid the disaster as it happened now.

I was surprised to read that talks have been resumed with the Ministry of Panchayat and Local Development and the signing of the agreement can be expected soon. Congratulations! But, only one question: Why only now? If things can be moved that fast why did it not occur before? If the papers had got stuck with the under-secretary (why under-secretary and not the joint secretary? Or was this a wrong part of the rumour?) why was the secretary not contacted? At the time when I was in the function of the project director I met the joint secretary



and the secretary of the ministry. At that time I thought that this level was too high for a project director and the matter was discussed at an IDC meeting. It was written into the minutes, that the EDB and HSB secretaries should sit together with the executive director and proceed with the negotiations on the NPHDP agreement with the ministry. I wonder what had happened then?

Can it really be mended? On paper of course. But in the mind of the people? What happens to those people who were employed and suddenly lost their job and their income? What happens to the community health volunteers who were trained over years and are now suddenly left alone? What happens to those who have trusted the project because it stood up for them, supported them and gave them a voice?

UMN and the project will be seen by those people in a rather strange light. I think that most of them are clever enough to recognise that not only the CDO is to blame for that what has happened.

In this letter I don't want to blame one person for a wrong decision in one situation. That is Steve in Parasi. I would rather like to point my finger on the development which has preceded this situation.

This letter bears some emotions. So much has linked us with this project that we do not want to hide them.

In case you send us an answer, please do not start: All things were different than you thought .....

Yours

Noti Angelika

Greetings also to Betty.

It is now almost a year since we have moved to England. We start to feel a bit at home here now. Noti can understand English quite well now and speaks already whole sentences. He started playgroup one month ago, after Lisa became 3 years old. This was another important step in his life.

How are you? We hope you keep healthy. We wish you god's blessing for every thing you are doing.



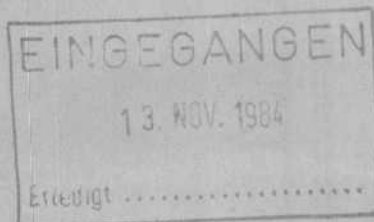
## THE UNITED MISSION TO NEPAL

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

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Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL

November 5, 1984

Ms. Bärbel Barteczko-Schwedler  
Gossner Mission  
1 Berlin 41  
Handjerystrasse 19/20  
West Germany



Dear Bärbel,

Thank you for your letter of October 25th which I received last evening. I am replying immediately because I believe it is important for you to receive an answer to the letter.

I am wondering if you received the circular which I sent out to all Member Bodies dated October 16th, 1984. This circular had a complete presentation of what occurred during the closure of the work at Nawal Parasi. If you did not receive this, please contact me and we can send another one out from the office. Maybe one point which I didn't deal with and you have asked about, is the matter of the Nepali members of the Project and their whereabouts. All of them have been given new locations of work and are working other places in the Mission either in Pokhara, Tansen or Butwal. Apart from that question, all the other points for which you have made inquiries, have been answered.

Thank you, therefore, for your concern. We continue to value greatly your interest and your prayers for our work here.

Yours sincerely in fellowship,

J. Howard Barclay  
Executive Director

JHB/bl

हवाई पत्र  
AEROGRAMME



Barbel Barteczko-Schwedler

Gossner Mission

Gossner Haus

Handjerystrasse 19/20

D 1000 Berlin 41

WEST GERMANY

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पठाउनेको नाम र ठेगाना

UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL.

यस पत्रमित्र केही स्वामिएमा साधारण डाँकबाट चलान गरिनेछ।

Dear Barbel,  
Handjerystrasse 19/20  
D Berlin 41  
Gossner Mission  
Ms. Barbel Barteczko-Schwedler

November 21, 1984

I am wondering if you received my letter which I sent out to you for you to receive an answer to the letter.

evening. I am replying immediately because I believe it is important that you get your letter of October 25th which I received last

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GOSSNER MISSION  
BERLIN

United Mission to Nepal  
Mr. Howard Barclay  
P.O. Box 126  
Kathmandu / Nepal

1 Berlin 41

Handjerystraße 19-20

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Bankkonto: Berliner Bank, Kto. XXXXXXXXXX  
0407480700

October 25, 1984

Dear Howard,

We are very much worried about the latest news of CHP in Nawal Parasi. A lot of rumours and reports about the events in Nawal Parasi Project are spread among the UMN-members here in Europe. I would be very thankful if you could give to us background information so that we may get a clearer picture from what is really going on in NPHP.

Up to now we are informed about the following facts:

- NPHP is closed down 3 months ago. The official reason is that NPHP works without any agreement. The inofficial reason is that one UMN-worker, Steve Erikson, has (again!) tried to evangelize the people.  
If reason 1 is true I would like to know what attempts UMN has made to get an agreement. I know that Martin Dietz has started the negotiations when he was project director and that there was an EDB decision that Al Schlorholz should continue these negotiations with the responsible CDO.

If reason 2 is correct I would like to ask you, how has UMN reacted on the first attempt (springtime 1983) of Steve Erikson to evangelize the people? At that time he had already attracted attention by the police because of his behaviour. I think such a "christian" approach is a very big danger not only for the missionaries and the UMN as such, but especially for the Nepali christians. What is Steve Erikson doing now? I think we can't accept such an obvious offence against the Nepali law. Perhaps it would be helpful in such a situation that we don't wait for a reaction from the Nepali government but that UMN draws its own conclusions for showing HMG that we are really willing to accept their laws and the circumstances under which we are allowed to work in Nepal. We are only guests in this country and we shouldn't risk to get thrown out by the thoughtless behaviour of one, or some person(s).

It is obvious that we badly need agreements for our rural development projects to avoid another case of NPHP. What is UMN doing to get agreements for the other projects? As far as I know Andhi-Kola Project has only got an agreement for the turbine but not for the rural project (same in Surkhet etc.).

- What has happened to the Nepali project members of NPHP (e.g. family Gurung etc.)? Are they now jobless, or is there any possibility that we can care for them?
- What is the reaction of the village people in Nawal Parasi on the events?

I am sure that you have tried all your best to avoid such a situation like in NPHP and that you are as much alarmed as we are. We pray for you that God may guide you in clarifying the situation for the glory of our Lord and the benefit of the poor people.

I kindly ask you again to inform all UMN-members about the real events in NPHP so that we can stop the wrong rumour which is already spread among several congregations in Europe, that in Nepal another proof of the persecution of christians has taken place. We should be aware that such wrong information in the western public may endanger the Nepali christians from outside.

Let's praise our Lord that He has opened the door to Nepal for his disciples and let us do all our best that we don't loose the chance He has given to us.

Yours sincerely

*Bärbel Barteczko-Schwedler*

Bärbel Barteczko-Schwedler



## UNITED MISSION TO NEPAL

EINGEGANGEN

29. OKT. 1984

Erledigt: October 16, 1984

Dear Colleagues,

It would seem appropriate at this time that I should write to you concerning one particular matter of which probably many of you have already heard and has been a matter of great importance to us here in UMN. I am referring to the action which was taken in August ordering us to close the work of the Nawal Parasi Hills Development Project. You may recall this is a Rural Development Program in the hills to the east of Butwal and Tansen where we were seeking through an integrated program to assist in raising living standards of the people in that area. Earlier in the year we had a number of expatriates working in the project. At the time of its closure there were just four of our Board Appointees and a number of Nepalis involved. The Project was seeking to assist in areas of agriculture, drinking water and sanitation, grain storage, education, health, irrigation, reforestation, rural industries and marketing. For a period of at least two years, to my knowledge, we had been seeking to obtain from the government an official agreement for the continuation of this project. In the meantime we had full cooperation from the local government people in the Panchayats and believed that eventually the official agreement would come.

On August 13 the NPHDP Director, Steve Erickson, went along with two members of the staff of the Project to visit the Chief District Officer in Parasi who is responsible for that whole area. It was thought this was a good will visit in order to explain the various aims and purposes of the Project. However, on being received into his office he immediately began to state quite strongly that since there was no agreement to work in the area, they had to close down all of their work and be out of the district in two weeks. There was also a claim that proselytization had been carried on and this seemed to be a very big factor in his decision to take this action. He was not prepared to discuss these matters at all and they were forced to sign a statement saying they would be out of the district within two weeks if they could not get an agreement.

In Kathmandu the matter was considered and it was the feeling of both the Functional Secretary, Al Schlorholtz, and his liaison officer to the Ministry that it would be better to stop the project and see what local support would arise. It was therefore with great difficulty because of the particular time of the year and indeed with some danger that over fifty local carriers brought out all of the personal goods and project equipment from the area.

In a subsequent meeting with some of the Nepali staff, the CDO made many accusations against NPHDP; meeting with Christians, partiality toward Christians by giving money, free medicines and scholarships, killing cows and distributing the meat, and giving out of expired medicines. The only true accusation amongst all of these was that they were meeting with Christians. According to the Constitution of Nepal there is no law against Christians meeting and worshipping together. This has been strongly maintained by a friend who is in the secretariat of the Palace. In actual fact, a number of these accusations have also been leveled against some of our other projects by the same officer.

We were encouraged that following this particular action, there were very strong protests taken by the local people. Delegations went to the above officer protesting strongly, as well as a delegation coming to Kathmandu to similarly protest at the Ministry level. For my part a letter was sent to the Secretary of the Ministry of Local Development expressing concern that no decision had been made about this project over the past three years and that we had been forced very abruptly to leave by the CDO. When the local delegation came to the Ministry it was discovered that neither my letter nor the last submission of our proposed agreement given some months before, had even reached the Secretary's desk. There was very strong expression by the delegation that the project was carrying on its work in accordance with the Panchayat's own desired plans and they could see no reason why in such a neglected area the help they were receiving had now been taken away.

The Secretary responded that he saw no problem why the agreement should not soon be cleared through the Ministry. Meanwhile, in a further visit with the CDO in Parasi there seemed to have been a very different atmosphere and, while on a previous occasion one of the local Christian staff members had been subjected to very severe criticism and threats, on this later occasion, he was now almost feted



and shown every possible respect. Statements were made by those in that office that the trouble caused to him and the Mission had been a mistake. Back in the Ministry we saw the agreement moved from the desk of an under secretary right through the various procedures to the desk of the Minister himself in a matter of about one week. We have been led to believe that at any time now we may have the finalizing of the agreement for this particular project.

Our response to this is first of all that we shall wait to actually see and receive the agreement from HMG. Our next response will be that rather than moving immediately and taking up the work from where it was we would like to re-assess what we were doing and how we were operating in that particular area. We would like to see a re-assessment of the purposes and plans of the project and then re-commence building up a staff to move in and take up the work again. We imagine that this could take as long as one year, after receiving the new agreement, before work would commence again in the area.

I believe that all this is a helpful lesson to us in UMN in that we do need to be careful that the work we are doing is well supported by an agreement with the Government. It seems there could be a number of areas of our work where this particular need exists. Our Functional Secretaries are working through our various projects and involvements of work to make sure that we are in a strong position with regard to our relationship with HMG. I feel this is very important as we approach the time of the renewal of our General Agreement. The present Agreement concludes at the end of May, 1985 and we have already made the first approaches to the Government concerning the renewing of that General Agreement which allows UMN to continue its work in Nepal. This of course is a vital necessity for us. In my initial interview with the Joint Secretary in the Foreign Ministry who will be dealing with our application, I found him to be extremely cordial, warm and positive in his receiving of our initial notification of our desire to renew the Agreement. It seemed he was well versed in what we are doing and also knew something of the general attitude of acceptance we have in our work.

I would be grateful if you would keep these matters as special items in your prayer fellowship with us that God will give us not only good acceptance but also enable us to have good strong agreements under which we work.

A word on Personnel I would like to share with you some very particular needs we have in personnel. There are some places where we are extremely pressed because of the lack of people to fill certain important posts. May I ask you therefore to keep in mind and be on the look out for suitable applicants whom you could direct toward us in UMN.

1. Business People. We need Business Managers acutely. It would be good for these people to have accountancy background as well as general managerial abilities. While we are able to use local people for the actual bookkeeping work, we do need help in the wider areas of managing which we find difficult to obtain locally.
2. Engineers. We are very short of engineers and building supervisors. Particularly we are looking for civil engineers.
3. Nurses. We continue to have a real shortage of nurses in many of our medical programs.
4. Doctors. In nine months there will be 10 approved posts vacant. Specifically we need General Practitioners preferably with interest in pediatrics and OB GYN, one Internist, one Pediatrician, and an experienced Obstetrician/Gynecologist.

In the meantime, we look forward to our mission meetings; Finance and Executive on November 30th and December 2nd and 3rd. Please share with us in your prayers as we gather to make decisions about the future of our work. One current important matter is that of our Headquarters where it seemed we would lose the use of the property in which the Treasurer and the Executive Director were living. Both of us had vacated the place to make it available for office space for headquarters when the owner announced it was being sold. At the moment there is the possibility we might be able to continue to have the use of that property and even develop it but there are some big decisions that need to be made concerning it. We are just now concluding a series of Planning and Management Committees for all of our projects across the country. These have been extremely helpful in looking in detail at the activities, personnel and finance of our projects. These will be brought together at our Functional Board Meetings to be held next week. These are very strong and useful processes to prepare the materials for presentation to the Executive Committee which is then able with much more understanding to take up details of matters that will come to them.

May I add a brief personal word. During a two week holiday break in August I was able to visit some areas to the north of one of our districts where there is a very large Christian community. It was a most thrilling time and one in which I was able to see something of what God is doing through his Spirit amongst the people of this country.

Again during this past week when the large Hindu festival was being held there were 13 or more local Christian conferences conducted by the Nepali church. I was invited to share in one of these in Pokhara where I gave the morning Bible readings. It was marvelous - between 300 and 500 Christians gathering together for that convention covering four days. While most of those present would have been fairly new believers and from a very simple village background, there was a warm response to the ministry of the other colleague from India sharing with me and the series of studies which I gave from the life of Moses. We continue to share in the life of the church in Nepal in various ways and invite you to continue also in prayer that God will continue to demonstrate his love in the lives of people in the country.

Thank you for your fellowship in the Gospel.

Yours sincerely,

*Howard*

J. Howard Barclay  
Executive Director

Please note: Sensitive matters in this letter are not for publication without permission.





## THE UNITED MISSION TO NEPAL

Mr. J. H. Barclay  
Executive Director: [REDACTED]  
Treasurer: Mr. E. Wennemyr

Telephone: 12179 or 15573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL



28th August, 1984

To UMN Member Bodies

Dear Friends,

We send you our overall Personnel Needs List regularly, and from time to time bring especially urgent needs to your attention, and have very much appreciated your good response to these.

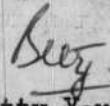
Usually the urgent needs are for posts which it is essential to fill in the ongoing work of UMN projects, or projects for which we have taken responsibility.

Today we want to bring before you another need which is different: for teachers and teacher-trainers. Except for those needed in the Pokhara Regional School, the general situation is that if we have teachers to offer to village schools, we offer them; if we do not have the workers, we cannot help. And there has not been the same sense of urgency because the schools are not "our" schools which we must keep staffed.

We are indeed grateful for the teachers who have joined us, but there are still vacant posts, and each of these represents a lost opportunity to influence hundreds of young people, as well as older ones in the village communities. Is there not an urgency about this also? We trust that you will catch this in the enclosed papers which Richard Clark, our Education Secretary, has written. The first one defines our needs right now, and our opportunities for the future. The second one "Openings for Education Workers" is an up-date of an older document, which we would encourage you to use widely amongst any enquirers as it seeks to set out clearly the general situation in schools and colleges, and face up possible workers with realities and frustrations as well as with needs and great opportunities.

If you wish for any further information, we will be happy to try to respond to requests. And we will greatly appreciate your good partnership and effort to find the right kind of teachers for Nepal today - not just to fill UMN approved posts, but to really help this country and influence her people, for good education, right standards, and for the Lord. We have been asking for these teachers all along, but trust that this letter may lead to a better response from suitable people than we had had up to now.

With sincere greetings,

  
Betty Young

Personnel Secretary



To Member Bodies of UMN concerning active recruitment  
of teachers and teacher-trainers for Nepal.

The opportunity for the UMN to place teachers and teacher-trainers in schools and campuses of Nepal is still with us, and the need appears to be growing. We need your help, urgently.

Schoolteachers. (not including GAMV Regional School)

We have defined and limited our objectives over the past 4 years to the secondment of Science, Maths and English teachers at High School level (ages 11-16) in Okhaldhunga (2 posts), Gorkha (6 posts), Pokhara (4 posts), and Primary School teachers in Jumla (2 posts). Of these 14 posts we have been able to fill 12 of them, and at present have 10 filled with two teachers on furlough. We have done that despite a disappointingly low rate of teacher recruitment over the past 2 years (in 1982 we welcomed 4 new teachers, 1983 1 only and 1984 1 only). We believe these are the ones God has given us, and recognise that rapid growth would have been hard to cope with. However, we are not now in a good position to cover furloughs, unexpected sickness etc, and this concerns us. For instance, we seconded 2 teachers to a school near Pokhara (not GAMV) in 1982, and in 1984 have not been able to replace one who is on furlough and one who had to return unexpectedly to the U.K. for medical reasons. In addition to the present concerns, we can add the many requests that come to us from local schools and from the Ministry of Education for more teachers. They are asking us for teachers who are ready to live in simple conditions, teach in less than ideal situations, and give themselves in service to the people of Nepal. We would like to be able to consider requests from schools in areas where UMN already has community health or development work, for the one can complement the other. We would like to be able to consider requests from the far West where the need is even greater than in the central districts that we have traditionally touched, and where the UMN's Jumla and Surkhet Projects have begun to create a base from which we can expand. We can only respond to these requests as we have teachers to offer, and the ability to support those teachers. We believe we can support them, given a sensible and controlled plan. We would like to be able to adequately cover our present commitments (needing a further 4 teachers at least), to consider a request from Lalitpur where UMN is already working (needing 2 teachers), and to explore a beginning in the far West (needing 2 teachers initially, growing to 3 to give adequate cover for furlough etc.) So our need is to recruit a further 7 teachers of English, Science or Maths at the High School level, and one more Primary teacher. These figures are only predictions of course, based on present situations and expectations.

Teachers for GAMV, Regional School.

We are still urgently looking for a Head of Maths and a Head of English. Other posts are filled, but these are two key areas, and we hope to begin the change to Regional School status in January 1985. Job Descriptions have already been circulated; the main requirements are experience of departmental planning and some first-hand experience in Boarding Schools.

Teacher-training

In 1982 we created two posts for "Teachers", and filled them both in 1982 and 1983. Both these are seconded to Tribhuvan University teacher-training campuses, one in Pokhara and one in Butwal. Such secondments bring similar challenges, opportunities and frustrations as secondments to secondary schools. This is the most important area to strengthen as we look at the whole educational scene, and it is arguably the weakest area at present. We also have the potential of helping in Jumla District in Primary Teacher-Training, either through the local campus or through a fourth trade under Karnali Technical School, Jumla Project.

In these two ways we can place mature men or women, preferably with some experience of teacher-training either formally in college or informally in their own schools. The main subjects should be English, Science, Maths, or Primary. We could use two such workers to maintain our present work and also begin in Jumla.

### Conclusion.

Teachers in the above posts live in the community, share in the life of the school and community, need good Nepali for their work and life, and need to be committed for at least two terms of service. They need to have already proven themselves professionally in their home countries, but they must also be prepared to adjust their expectations and methods of teaching to a very different situation. The standards taught and achieved are usually lower than those in our "home" countries. Classes are large, with between 40 and 100 being quite normal. Facilities are poor, buildings are small and poorly lit. Furniture and teaching equipment is often inadequate or non-existent. Yet it is not altogether a black picture. There is need, there are opportunities to serve as teachers, live in the community, and share our faith. UMN teachers have given dedicated service in a number of schools over the years, and the results of their commitment can now be seen. Sometimes the academic life of the school reflects their work; sometimes it is in various community and non-formal education projects; sometimes it is in school-community relationships; often it is in personal relationships. We are encouraged by reports from various places, and we are challenged by the on-going and unmet need. These are not expensive projects we are talking about, this is service by people for people.

Can we ask you to look actively for teachers of the types described above? We will be greatly encouraged if you can send us more teachers while the opportunities are still with us!

Richard Clark  
Education Secretary

20th August, 1984



OPENINGS FOR EDUCATION WORKERSIntroduction

The United Mission has been involved in education in Nepal since the mid-1950s. During the past years some of these areas of involvement have remained unchanged, others have changed in type or degree but not in location, while still other new areas have come into prominence. We also have new member bodies for whom much of this is new, and new workers or enquirers who want to know what the opportunities are. Further, there is the problem of people from different nationalities and backgrounds who understand words and phrases in different ways. It is therefore necessary from time to time to re-define the areas where we can use education workers, and in which we are seeking new workers. (The Personnel Needs List as sent out regularly from our Personnel Office is the official list of vacant posts and needs).

1. School Teachers

In early 1982 His Majesty's Government tightened regulations on the type of volunteer teachers who could teach in Nepal. This restricted our hopes to bring in more primary teachers, and also restricted our use of private or city schools as places where we could send teachers. Present openings for seconded teachers are:

Experienced (at least two years teaching) and qualified teachers of Science (general), Maths and English to teach in -

- a) Boys' Boarding School (GAMV), Pokhara
- b) Village High Schools in Gorkha, Pokhara District, Jumla, Okhaldhunga, Okhaldhunga, and Lalitpur.

The teaching medium is Nepali, requiring a thorough grasp of the language, and therefore a commitment to stay in Nepal for at least two terms of service. The words "High School" can be misleading. Technically it means grades 8-10 ages 14-16 years. In practice it usually includes the middle school, so covers grades 6-10, ages 12-16. However, it must be realised that the standards both taught and achieved are lower than their equivalent for the same grades in countries with a more developed education system. Classes are large, ranging from 40 to over 100. Facilities are poor. Buildings are small and poorly lit, with insufficient desks and teaching equipment. Science is particularly hard hit here, with very little equipment available for practical work, and classes and environment often unsuited for this. Good motivation in teachers and students alike is not commonly found. Yet it is not altogether a black picture. There is need: need for dedicated staff to give of themselves in the service of those who have much less than we had and have. The rewards are there too: relationships built with students, staff and community, built over a period of years, resulting in trust and friendship and opportunities to share our faith. There are possibilities of making contributions to the development of more appropriate curriculums, and many chances to help informally in teacher training.

Although primary teachers are not on the list, yet there are still occasional chances to place primary teachers in Jumla, and maybe in other remote districts if we are able to move into these later. HMG has agreed that where there are few High Schools it is more important to build upwards from the base, and we are glad for this chance to place a few primary teachers. Qualities of dedication, resourcefulness, and the ability to live in remote places with no modern conveniences, are even more important in places like Jumla.

2. Technical or Vocational Teachers

Since 1980 the UMN has been helping to run the Karnali Technical School in Jumla. There we can place technical or vocational teachers with qualifications and experience in the fields of:

Health education (for village health workers);

Building construction (including irrigation systems, pathways, building sites, bridges);

Agriculture (including crops and animal care).

In addition to the Jumla School, we could second such teachers to other Technical Schools in Nepal. Again the teaching will be in Nepali, and the location will probably be remote.



### 3. Teacher Training

The University welcomes UMN volunteers with training or experience in this field. We believe this is one of the most important places at which to begin, for Nepal sorely needs well trained dedicated teachers. We have been asked for teachers of primary teachers, as well as of high school teachers. The locations would vary between Kathmandu, Jumla, Pokhara and Butwal. The teaching medium would be a mixture of English and Nepali. Such Trainers would be seconded to the University Institute of Education, or may work in Jumla where the Karnali Technical School may be training primary teachers. We need teachers who are ready to give down-to-earth practical teacher training.

### 4. Non-Formal Education

We have defined this as follows:- not formal education (in schools, etc. according to a defined program, curriculum and exam system); not informal education (which happens in the course of every day life as we show others how to do things but in an unplanned way); but non-formal education in a planned way, not in an institution and not according to approved curriculums or for approved exams. This is unstructured and difficult to define. It involves understanding a community's needs and responding to those needs in an appropriate way. It should result in a bridge between school and community being built, a bridge which is often lacking. It should result in education becoming productive, possibly by groups using their homes in small-scale manufacturing of necessary, useful or saleable goods. It could result in an unofficial "curriculum" of education activities being compiled which are suitable for rural communities and appropriate to their needs. This is pioneering work, for at present the only significant activity in this field is adult literacy, and all too often this is not linked to actual needs in the villages - it is not functional. There are two ways in which this might happen:

- a) School teachers are allowed, by agreement with HMG and the school headmaster, to teach only part-time in school and to use the remainder of their work hours in some aspect of non-formal education. The strength of this approach is that they are ideally placed to form a bridge between school and community. The drawback is that formally trained teachers are often not the best non-formal teachers. However, in a number of cases teachers have found real fulfilment in leading adult literacy classes, and in teaching small groups (usually of women) in some practical trade. This does not usually lead onto more planned production because the teacher is seen as primarily a school teacher who is doing this as a "hobby". Not all school teachers feel able to do this, but where there is an interest on the part of the teacher, there are very good opportunities to become involved with the community in non-formal education. It is usual that such teachers have no training in this, but the desire is most important. Any training or experience which has already been obtained is valuable of course. Short courses in the Selly Oak Colleges in UK, and in the University of Michigan in USA, are known to exist, and can probably be found in other countries too.
- b) Full-time non-formal education workers. Openings for this are more limited, partly because Government permission is harder to obtain, and if it is obtained then the worker may be expected to spend all his or her time in government programs, which may not be ideal. A limited number of UMN workers are at present engaged full-time in non-formal education, as members of teams of workers. These teams consist of health workers, agriculturalists, nutritionists, foresters. The non-formal education worker might be able to help any of the other workers to plan a "campaign" in terms of community motivation, involvement, types of activities most likely to be helpful, and would be able to work in the field of functional literacy by teaching literacy and creating material connected with the work of other members of the team. Primarily we are looking for workers with some experience in this work who can be motivators, to be the part of the team with enough experience and ability to help the other team members with their own programs. Openings are not many at present, but as experience grows we expect to be able to place such workers in more places.

Richard Clark  
Education Secretary

United Mission to Nepal  
Miss Betty Young  
P.O. Box 126

Kathmandu ४ Nepal

August 22, 1984

Dear Betty,

Thank you very much for your recent Personnel Needs List you have sent to us. I hope to offer to you a new missionary within the next time.

But now I have a problem I would like to ask you to help me: A retired nurse (63 years old) asked me to work in a hospital in Nepal for 2 or 3 months. I know that such short-time workers cause more troubles than they are a real help. But that lady feels a strong christian wish of serving God by serving people. She doesn't apply for any financial support. Do you think that UMN may need her offered help?

She has some experiences in hospital-work in foreign countries. She has visited Nepal several years ago and she speaks English fluently. She has worked together with her husband who has been a doctor.

Could you please write to me, whether the lady, Mrs. Schröder, may work in an UMN-hospital and whether Gossner Mission should pay per capita grant etc. for her.

Yours sincerely,

14

Bärbel Barteczko-Schwedler

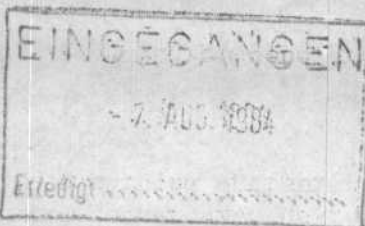




## THE UNITED MISSION TO NEPAL

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

Telephone: 12179 or 15573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL



25th July, 1984

To Member Bodies of UMN,  
Personnel Secretaries.

Dear Friends,

Very recently an up-dated copy of our Personnel Needs List was sent to your office. We apologise that it was mailed out from here without the covering letter which was intended for member bodies and other agencies sending us personnel.

We wrote to you some months ago underlining the need for hostesses and secretaries, and have been most encouraged with the responses. We are now pretty well off for hostesses, though there may be some short term gaps while the long term personnel get their language study. We have secretaries to cover most of the immediate needs, but several are short-term, and there is still a need for long term commitment on the part of folk who can fill this important support role for our administrative leaders and projects.

Apart from this, our two great needs now are for NURSES and FORESTERS:

Nurses very largely because the opening of the new medical teaching hospital in Kathmandu has created a far larger demand for nurses across the country than there are trained staff;

Foresters because we have finally got really qualified personnel to give a good lead to a missionwide program and get firm plans for this vital work under way. In addition to this the Board asked us to study the implications of a much greater involvement in reforestation, etc., and this may mean that foresters will be on our urgent list for a long time to come!

I will not comment on the other vacant posts: you will have the list to hand. But this is an opportunity to express again our deep gratitude for your working and sharing together with us in this most important matter of seeking the right kind of committed Christian personnel for the opportunities here in Nepal.

With sincere greetings

Betty Young

Personnel Secretary



TO: All Board Appointees

→ Erhard + Hans-Wilhelm  
früher Erhard

FROM: J. Howard Barclay, Executive Director

Dated: June 24, 1984

At a meeting of the Coordinating Committee, special holidays were considered for Constitution Day and the King's Birthday. This new ruling is given below.

I'm including also the main statements that we have on holidays, for your information. We need to abide by these rules for holidays. These are not all the conditions for special holidays, but they are the basic ones we are following.

CCE-29/82. Holidays for Board Appointees. It was agreed that the "five weeks holiday" recommended in the Bye-laws be defined as follows:

For those working a 6-day week - 30 working days per annum  
For those working a 5½-day week - 27½ working days per annum  
For those working a 5-day week - 25 working days per annum

CCE-30/82. Additional holidays for Board Appointees. It was agreed that additional holidays of three religious days and one national day be granted. It is reiterated that these, and all holidays, may only be taken in consultation with the Project Director.

CCE-31/82. Christian Festival days: employees. It was agreed that Nepali employees should work during Christian holidays, if they do not want to take these days off as religious holidays. Work should be given to employees to fulfil during these days, and if necessary Board Appointees should work on a rotation basis in order to supervise.

CC -42/84. Constitution Day and King's Birthday. It was agreed that these be granted for Board Appointees where possible. As in the case of Christian festivals, the holiday is given for these particular dates only.

\* \* \* \* \*



## THE UNITED MISSION TO NEPAL

Mr. J. H. Barclay

Executive Director

Treasurer:

Mr. E. Wennemyr

Telephone: 12179 or 15573

Telegrams: UMNEPAL

Location: 1/29 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL



21st June, 1984

To all member bodies and  
agencies sending personnel to  
Nepal

All UMN personnel on furlough

Dear Friends,

No doubt many of you know that a new ruling has just been announced making it essential for all foreigners to obtain visas for travel in India, which must be obtained before they enter India.

Up to this point British and Commonwealth personnel have not needed visas, and Scandinavian folk have had a certain amount of leeway. We often have workers travelling in India, on holiday, or school travel, or coming or going on furlough.

Would you please note that if you, or any of your mission personnel are planning to travel through India, a tourist visa is essential, and make sure that this is obtained.

In the case of children attending school in India, student residence visas must be obtained, and this can take anything up to three months. The applications are forwarded to Delhi, and until sanction comes back from the official offices there, the visa cannot be granted. This must also be obtained before the children enter India.

So if you, or your workers, are involved in children's schooling in India, please make sure that the process of obtaining the necessary visa is started in very good time.

Details about both these matters are circulated to all personnel here in Nepal, where the visas have to be dealt with in Kathmandu.

We trust that this will not inconvenience people too much in the future, though it is making for difficulties to get the details sorted out for a few right now!

With sincere greetings

Betty Young  
Personnel Secretary





## THE UNITED MISSION TO NEPAL

Mr. J. H. Barclay

Telephone: 12179 or 15573

Executive Director: [REDACTED]

Telegrams: UMNEPAL

Treasurer:

Mr. E. Wennemyr

Location: 1/29 Thapathali

Mailing address:

Eingegangen:

Umlauf:

POST BOX 126,  
KATHMANDU, NEPAL

12. JUNI 1984

1st June 1984

To UMN Member Bodies and other  
personnel-sending agencies.

Dear Friends,

We are looking forward very much to having another good group of new colleagues coming to join us in a few weeks time, and are so grateful to the missions and agencies sending these folk to us. Many of you have been extremely helpful, too, in the matter of screening papers and arrangements. However, there are a few matters about which we have had to write back for more detail to a number of groups (not all!), and we felt it might be helpful to send a general note to everyone on these particular points - especially as time is getting very short before the next language term begins. I am also sending a copy to several missions with candidates in the "pipeline", though not ready to come this summer.

- 1) About six months ago we sent to you a copy of the Nepal Information Form which covers all the basic questions we need answered concerning candidates sent as Board Appointees (except for 'date of birth' which was omitted in error). While we do not need information repeated which is already on your own screening papers, would you please also use the NIF for the questions which are additional: these are needed for all candidates as they are very relevant matters concerning life in the UMN, relationships with the Church, etc.
- 2) Part of the Nepal Information Form details the kind of medical reports which we require. Sometimes the information sent is insufficient, and this matter is left to a very late date. Maybe it is not understood that new workers are not accepted and should not come to Nepal until the medical reports have been fully cleared by the UMN doctor responsible. We do not want to delay new workers on this account, and would appreciate having the full reports to hand in good time, please.
- 3) In the Briefing Notes which are sent to all new colleagues and to the member bodies for information, we have asked that new workers arrive in the last week of July and January only. The previous terms run to the end of June and December, and people do not necessarily move from the guesthouses at once; also this is the only opportunity for renovations, etc. So we would again request that new workers not be sent any earlier than one week before the opening date of the language term - except in special cases where there has been full correspondence and agreement for particular reasons, and people can work in projects, etc.



- 4) You should have received copies of the minutes of the Board of Directors' meeting held in April, and will note that a decision has been taken concerning coverage of language fees. In order to almost entirely cover costs for a worker's total language study time, instead of just the first five months, each new worker will be charged a sum of \$900. shortly after arrival in Nepal. Then following the five month course, there will be only a payment of Rs.10/- per lesson for further lessons taken in ongoing language study. While our accounts office is very understanding about the need for some time to have this \$900. refunded by the sending missions, we would also ask you to please make arrangements as soon as possible, so that the worker's account is not left heavily in the red for several months.

We hope that the above will be helpful in communication with you, and regret that it looks like a list of negative points only. Be assured that if we were to list the positive ones, they would go on for many pages, and we fully appreciate this! The doors of opportunity are still wide open in Nepal, and we rejoice to see the Lord sending out His chosen workers while this is still the situation.

May His blessing be with each of you at the home end while you share with us in Nepal.

With sincere greetings



Betty Young  
Personnel Secretary



## THE UNITED MISSION TO NEPAL

Mr. J. H. Barclay

Executive Director:

Treasurer:

Mr. E. Wennemyr

Telephone: 12179 or 15573

Telegrams: UMNEPAL

Location: 1/29 Thapathali

Mailing address:

POST BOX 126,  
KATHMANDU, NEPAL



May 25, 1984

TO: All Member Bodies of UMN

re: FREE CARE IN UMN HOSPITALS

The Finance and Executive Committees of UMN took the following decision last month:

"From mid-July 1984 Medical Assistance Funds will be set up in the Treasurer's office for each UMN hospital. These funds will cover all free care given, including charity. It was agreed that in order to solicit grants needed for these funds, and for other recurring budgets within the Health Services field, a letter be sent to all member bodies and selected donor agencies. The background should be explained, the need, the approved policies, the strong links with Community Health Programmes, and the fact that this is an ongoing need."

The Health Services of the United Mission to Nepal are serving the health needs of the people of Nepal -

- because of the general economic situation in the country; Nepal is one of the five poorest nations on earth, the infrastructure in terms of hospitals is non-existent in many parts of the country, and His Majesty's Government of Nepal rely heavily on foreign aid for its own budget; thus there is no way in which Nepal can pay for its health services at this time in history
- because of the emphasis in UMN hospitals of making services available to poor people in need, and reducing or waiving fees if people are unable to pay, and
- because illnesses and malnutrition are serious factors in life in Nepal. The fee structures of the hospitals are themselves kept low, commensurate with the average ability of the community to pay

All our four hospitals are the basis for big and important Community Health Programmes where preventive medicine is stressed. However, Community Health Programmes cannot exist without a referral and training centre - the hospitals.

UMN hospitals give about 22% of their total budget as FREE CARE.

In 1983 the four hospitals had a total of 200,100 outpatient visits and a total of 74,200 inpatient days in a total of 300 beds.

In the budget for next financial year 1984/85 the total income generated in Nepal (fees, sales of medicines etc) amounts to US \$ 336,500

The total operating costs for the four hospitals amounts to US \$1,075,000

FREE CARE NEEDED 22.2%

US \$ 238,500  
=====

Free care needed per patient (defined as out-patient visit + in-patient day) is US \$0.87. For less than a dollar a poor man, woman or child can be helped to appropriate health care!

We appeal to you to include an amount in your budget for 1984/85 to help us give the free care needed in our hospitals. If you are unable to help us from your own budget, please make this need known in as wide circles as possible.

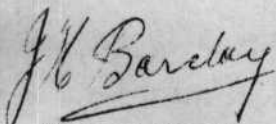
If you want more specific information, please write to us.

Our bank account is: The Chase Manhattan Bank, N.A.  
Chase Private Banking International - New York  
410 Park Avenue  
New York, N.Y. 10022  
U.S.A.

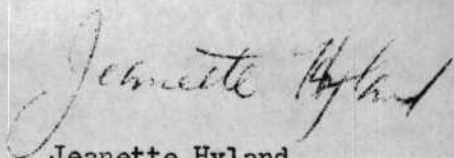
A/c United Mission to Nepal 949-1-092228

Please write us a letter informing us every time you deposit money to our account, indicating for what purpose, the amount, and the date of payment.

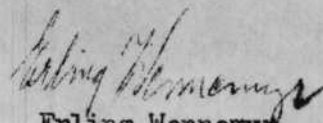
United with you in His service  
for the UNITED MISSION TO NEPAL



Howard Barclay  
Executive Director



Jeanette Hyland  
Health Services Secretary



Erling Wennemys  
Treasurer





## THE UNITED MISSION TO NEPAL

Mr. J. H. Barclay

Executive Director:

Treasurer:

Mr. E. Wennemyr

Telephone: 12179 or 15573

Telegrams: UMNEPAL

Location: 1/29 Thapathali

Mailing address:

POST BOX 126,

KATHMANDU, NEPAL

EINGEGANGEN

30. MAI 1984

Erledigt .....

21st May, 1984

To Members of the UMN Board,  
Executive Committee and  
Finance Committee

Dear Friends,

Enclosed herewith you will find a copy of the Minutes of the Board of Directors, Executive Committee and Finance Committee meetings held in April in Kathmandu. We would be very grateful if you could please have a good look at these, and let us know if you have any suggestions for amendments, additions, etc. We do have the full reports from the small groups separately, and also details of the discussion on Nepalisation, and will keep these for reference in seeking to follow up the instructions of the actions taken. We will not duplicate the Minutes for the final book for some weeks in order to give you a chance to read through them and respond.

We were just so grateful for your coming to Nepal, working with us on these matters, and sharing in many ways informally quite apart from the meeting sessions. It means a lot to us to be assured of your interest and backing of your prayer and financial support, of your concern for the people of Nepal and your advice as we seek God's will for our share of service and ministry in this land.

With sincere greetings

*Betty*

Betty Young

Personnel Secretary

To the Director of  
United Mission to Nepal  
Mr. Howard Barclay  
P.O. Box 126  
Kathmandu / Nepal

May 11, 1984

Dear Howard,

I want to thank you for the good time and good discussion during the board-meeting. I enjoyed to share the ideas with you and, indeed, this board-meeting was one of the most fruitful meetings for me.

The German reverend~~s~~ you have met after the church-service in Ganeshwar are very thankful for the time you have spent with them. It was very helpful for them for getting a clearer picture from mission work and Christianity in Nepal. Thank you very much. Good bless you and your work for the people in Nepal.

Yours sincerely,



Bärbel Barteczko-Schwedler

P.S. A German congregation member, Mrs. Lang, will visit Nepal at the end of May. She would be very interested in the work of UMN. I gave her several addresses of UMN-projects and she will try perhaps to contact you. Would that be o.k. for you?





## THE UNITED MISSION TO NEPAL

Executive Director: Mr. C. J. Johansson  
Treasurer: Mr. E. Wennemyr

Telephone: 12179 or 15573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
4th April 1984 NEPAL

Dear Friends,

In January of this year we circulated copies of our up-dated Personnel Needs List, and we try not to bother our member bodies too much with special requests in between the issues of this total listing of our needs. However, we are running into real problems for lack of certain support personnel, and it seems right to bring this situation to you at this time.

We badly need competent SECRETARIES in several projects, and one particularly urgent requirement is for an experienced secretary capable of taking over an office manager's position in a small office. The secretarial work would be mainly in English, so competency in English would be a necessity in any of these posts. Ideally we need long-term people, but we would also very much want some short-termers to fill in the gaps while the long-term people are being recruited, do language study, etc.

The other major need at this time is for HOSTESSES, to run Mission guesthouses. The job is really that of an hostess/housekeeper, with responsibility for the administration of Nepali staff, overseeing of meals, arrangements for guests, etc. The same applies as above: we need long-term people, but also badly want the short-termers in the meanwhile.

Anything you can do to find these support personnel for us, short-term or long-term, would be very greatly appreciated. Maybe some of our member bodies could advertise in Christian magazines/newspapers? Obviously we want to have committed Christians, who can find financial support from private means, their own churches, a Christian agency, a member body, etc.

Thank you for your good help in this matter. We trust that the Lord will answer the needs soon and bring us the personnel so badly required to keep the wheel turning in these jobs "behind the scenes".

Yours sincerely,

*Howard Barclay*  
Howard Barclay  
Executive Director

*Betty Young*  
Betty Young  
Personnel Secretary

P.S. While sending this letter, may we just mention one other long-term personnel need in that we have quite a number of vacant posts for nurses - in hospitals, community health programs and teaching posts.



Miss Betty Young  
United Mission to Nepal  
P.O. Box 126  
Kathmandu / Nepal

February 14, 1984

Dear Betty!


I am very sorry but our flight to Nepal, which I wrote to you last week is just cancelled. Dr. Hermann Schulz and I will take the flight of March 25th. Could I kindly ask you to reserve places for us in the UMN-Guest house for March 26 to 30, 1984?

On March 30th we would like to fly to Surkhet and the 4th of April we are planning to come back to Kathmandu. With this letter I will inform Martin Anhorn and Gerhard Honold about our plans. If they will be in Surkhet this time I would be very thankful if you could book the ~~two~~ flights to Surkhet for us. Martin and Gerhard will tell you whether our plans will fit in their time ~~table~~.

From April 5th to 9th we will be in Pokhara so that we will be back to Kathmandu for the Board-Meeting in time.

I am very sorry for all the troubles you have with our bookings.

Yours sincerely,

  
Bärbel Barteczko-Schwedler



## THE UNITED MISSION TO NEPAL

Executive Director: Mr. C. J. Johansson  
Treasurer: Mr. E. Wennemyr

Telephone: 12179 or 15573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL



6th February, 1984

To Members of the UMN  
Board of Directors, 1984

Dear Friends,

We have been pleased to receive notification from your Mission that you are appointed as a delegate to the UMN Board of Directors, and welcome you to the work and fellowship of that meeting. We look forward to having your partnership with us in the UMN at that time.

Please make a note of the dates again:

Opening dinner and meeting: 10th April, at 6 p.m.

Business Meetings: All day 11th - 13th April, 1984.

Enclosed you will find two papers:

- 1) Proposed amendments to the UMN Constitution and Bye-laws, this being the notification given two months in advance as per Constitution VII and Bye-law XVIII. You will note that these have already been recommended by the Board or Executive Committee.
- 2) The other paper asks for details of travel, etc. in connection with the Board meeting. Please complete these details and return the paper to me as soon as possible so that we may proceed with preparations. If the final details of travel are not known now, please send these later, but we would appreciate having the other information soon. Thank you.

The Board of Directors is always an important meeting, and this year there will again be many issues of policy and planning to be discussed. Please pray with us that God will prepare all our hearts as we prepare for these days of work and fellowship together in this time of great opportunity in this land.

With sincere greetings,

J. Howard Barclay  
Executive Director

P.S. Dates of Finance and Executive Committees for members of those Committees:

Finance Committee: 6 April 1984

Executive Committee: 8 - 9 April, 1984



PROPOSED AMENDMENTS TO THE UMN CONSTITUTION AND BYE-LAWS

APRIL 1984

1. Representation on the Board of Directors. (ref. BD-015/83).

) Constitution V, I, A to read:

"Representatives elected by the member bodies, and from among the Christian fellowship in Nepal."

b) Bye-law II, D to read:

"There will be two voting members appointed yearly by the Executive Committee representing the Christian fellowship in Nepal."

2. Capital fund budget and grant procedures. (ref. FC(2)-8/83).

a) Bye-law X,C,4 to read -

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

b) Bye-law X,C,9,c to read:

"It may approve funding from designated and undesignated funds for approved items within the stated limits, and report to the Finance Committee."

3. Financial Year of UMN. (ref. BD-12/83).

Bye-law XIII, B to read:

"The financial year of the United Mission will begin and end in mid-July, from 1st Shrawan to the end of Asar."



United Mission to Nepal  
P.O.B. 126  
Kathmandu - Nepal

23.1.83

Dear Mr. Barclay,

thank you very much for the invitation to the next board meeting. I am planning to take part in it together with my colleague Mr. Schulz. Could I kindly ask you to send the board meeting material to the following addresses:

Gossner Mission  
Handjerystr. 19 - 20  
1000 Berlin 41  
and  
Dr. Schulz  
An der Borg 9  
2861 Axstedt

Like the other years ~~we~~ ago we like to combine the board meeting with a trip through Nepal. In this year we would be very interested in the project of Surkhet, <sup>e</sup>where we want to meet our youngest missionary Gerhard. The flight to Nepal is not yet booked, but we arrive in Nepal round 27 th of March. As soon as I know the exact date I will write it to you.

May God bless you and your work for the people of Nepal and the United Mission to Nepal.

Yours sincerely

*Bärbel Barteczko-Schwedler*  
(Bärbel Barteczko-Schwedler)



## THE UNITED MISSION TO NEPAL

Executive Director: Mr. C. J. Johansson  
Treasurer: Mr. E. Wennemyr

Telephone: 12179 or 15573  
Telegrams: UMNEPAL  
Location: 1/29 Thapathali  
Mailing address:  
POST BOX 126,  
KATHMANDU, NEPAL

To Member Bodies of the UMN

Dear Friends,



4th January, 1984

The Annual Meeting of the Board of Directors of the UMN will be held here in Kathmandu, beginning on the evening of 10th April, and lasting through 11-13th as time is needed.

May we remind you of the constitutional provision for the representation of member bodies on the Board, as per Bye-law II:

- "A. Member bodies contributing one or two Board Appointees, or an annual grant of at least Rs. 10,000. Nepali currency, or both, will be entitled to one representative on the Board; and member bodies contributing three or more Board Appointees or an annual grant of at least Rs.30,000., or both, will be entitled to two representatives on the Board.
- B. Board Appointees in the United Mission will be eligible to represent their own member bodies on the Board provided that the member body has no personnel in a nearby country....
- C. Member bodies are requested, insofar as possible, to appoint representatives to the Board who can serve a number of years consecutively."

In accordance with the above, we would be glad to have the names of your delegates to the Board for the coming meeting, and trust that you will be able to follow these guidelines - appointing two representatives where eligible, and refraining from appointing Board Appointees if you have workers in a nearby country.

Could you please send to me the names and addresses of your delegate(s) as soon as possible, as we would like to be able to send out some initial material and notice of constitutional changes within the next month.

The annual meeting of the Board is a very important event in the life of the United Mission as the major matters of policy and direction are discussed and decided. We have greatly appreciated your participation in the past, and look forward to receiving information about your delegates for this year.. We value their participation and working with us, and would ask you to pray with us for the Lord's preparation of heart for all members as we work towards this meeting and spend those days in discussion together.

Please send your replies to Howard Barclay, who will be taking over responsibilities as Executive Director on 23rd January.

Sincerely,

*Carl J. Johansson*  
Carl J. Johansson  
Executive Director

*We have noted that you will be our member, Bethel!*

हवाई पत्र  
AEROGRAMME



The Asia Secretary, G.M.,  
Gossner Haus,  
Handjerystrasse 19/20,  
D 1000 Berlin 41,  
West Germany.

पहिलो मोड

दोस्रो मोड

पठाउनेको नाम र ठेगाना  
UNITED MISSION TO NEPAL

POST BOX 126,

KATHMANDU, NEPAL.

यस पत्रभित्र केही खासिएमा साधारण डाँकबाट चलान गरिनेछ।



January 1984

NEWS AND PRAYER LETTER

United Mission to Nepal  
Post Box 126  
Kathmandu, Nepal

Dear Partners in Intercession

The content of this issue of the prayer letter follows closely the report for 1983 to be presented to the Board in April 1984. It is my way of expressing our gratefulness to you prayer partners for your faithfulness. This includes all in Nepal as well as faithful ones globally.

Introduction

As a key to unlock the work of the U.M.N. as I understand it, read carefully Philippians 3:10-4:20. Three words speak to me deeply. The first is motivation (3:10). Paul says, "I want to know Christ." There is no greater need that we have as a United Mission to Nepal than a growing awareness of the Person of Jesus Christ and our daily commitment to Him. This is the bottom line of motivation.

The second word is goal. Paul continues (3:13): "One thing I do." Singleness of goal, each of us taking initiative and responsibility in our area of work, makes for effective work. A single eye to God's glory, where we are, makes us effective.

The third word is strategy. I would list the strategies that Paul suggests in the remainder of his prison epistle (4:2-20): "To agree with each other" (4:2). Personal relationships rooted in bitterness and immobility need to be melted by flexibility and sensitivity. Relationships under the Lordship of Christ are crucial. "Rejoice in the Lord always" (4:4-7). "The joy of the Lord is your strength." In the midst of need and poverty the diminishing of the word "always" robs our service of an indispensable quality and dynamic. "Think about such things" (4:8,9). A mind that is committed to positive thinking releases the good that God would have us do - and others as well. "I rejoice greatly in the Lord that at last you have renewed your concern for me" (4:10-19). Disciplined dependance on others stewardship of their resources is crucial to the fulfilment of our ministries. "To God be the glory" (4:20). Doxology befits God's servants.

The above is far more than pious words to embellish a report. They are the principles and dynamic that separate frustrated 'do-gooders' from obedient servants of Jesus Christ seeking to glorify Him in our ministry to a nation.

A Cluster of Concerns

LEADERSHIP: Certainly a highlight of 1983 is the call and entry of Howard and Betty Barclay into the task of Executive Director elect of the United Mission to Nepal; both the process as well as the call itself show unmistakably God's guiding and creative hand. With their arrival in Nepal on December 31, 1983 I am privileged to celebrate this provision and to place Howard and Betty in God's hand.

Another provision of leadership is the entry of Jeanette Hyland into her task as Health Services Secretary; she comes with good experience from a sister mission in Nepal (INF). We welcome her as she joins with her fellow secretaries in Economic Development (Al Schlorholtz) and Education (Richard Clark). This group is complemented by the Personnel Secretary (Betty Young), the Treasurer (Erling Wennemyr), and the arrival of the Executive Director elect (Howard Barclay). God has put together an excellent team to guide the United Mission to Nepal.

STUDY: Two events, which have to do with a disciplined study of our task in Nepal, have marked this past year. The first is the continuing seminar on the Theology of Development. For those of us who were a part of it, the thinking of Vinay Samuel and Chris Sugden challenged and broadened our horizons of the meaning and implementation of diaconia (service) in the context of Nepal. This is the reason for the thrust of the introduction of this report. 1983 also marked the announcement that the 1984 Workers' Conference will have Vinay Samuel and Chris Sugden as its speakers. We are grateful to World Vision and the Lutheran World Federation for assisting in the costs of these seminars.

The second 'study' event was the meaningful and effective messages given by Dr. Graham Scott Brown at our 1983 Workers' Conference. Out of his many years experience of walking with God in Nepal we were challenged as a UMN family. We were lead freshly to the Person of Jesus Christ. We learned to study in depth our experiencing of Jesus Christ under His Lordship.

RELATIONSHIPS: We are called to a paradoxical relationship to the Body of Christ in Nepal. This is not easy to work out either individually or corporately as missionaries coming from such diverse denominational, cultural and racial backgrounds.

On the one hand we agree not to 'proselytize' and on the other hand we are here as committed servants living under the Lordship of Jesus Christ. On the one hand we would describe our relationship to His Body in terms of lay persons in the fellowships that exist, and on the other hand we counsel a low profile by not assuming highly visible leadership roles in local fellowships.

What is important is that under the guidance of the Holy Spirit we seek to find God's place for each one of us within His Body. Gifts may differ, types of Christian experience may vary, but one thing is clear - that all of us are here within the context of God's Kingdom in which Jesus Christ is our Lord and our Saviour, our compelling motivation.

STRUCTURE: After much discussion, self-examination and openness, what has developed is a strong stress on that which we call the 'Project Management Committees'. It is our intent that every project has such a committee. This means in practice that there is a strong stress on 'grass roots' participation in planning and evaluation.

As one became personally involved in a score of such PMCs, another growth experience was evident - PMCs began to learn from each other. This of course also related to the catalytic role of the Integrated Development Committee and also the Coordinating Committee which aided this process as well.

Creative models involving local community structures in formal and informal decision-making have given a fresh and new meaning to Nepalization. This is more than a quantitative head count. It is rather the involving of community input at the level of PMCs.

In terms of Projects we should gratefully note the opening of Patan Hospital's inpatient facility. We would thankfully note the leadership by its Medical Director, Dr. John Dickinson. Also we would recognize the Patan Project - its Director, Martyn Thomas, and his co-workers - in building a structure that is in capacity use already.

What is said about the Patan projects is true in every aspect of our work: God has given unusual provisions in financial resources, human resources, and relationships to government and community. Without this there would be no avenue to witness to the Good News that is service in word and in deed.

PERSONNEL: Mounted on the wall in my office is a statement authored by Jonathan Lindell: UMN Personnel. Our most important contribution is workers -

- 1) Christian
- 2) Long term, limited places for short terms
- 3) Varying professional training"

Personally I would like to underscore this in the following ways:

1. I have had the privilege these past 5 years of working with approximately 335 Christian workers. I want to express my appreciation for the opportunity that has been mine to grow with them in serving Jesus Christ in Nepal.
2. Nepal is one of the poorest countries in the world. It needs fresh new beginnings to strengthen its infrastructures. The amount of personnel present and the amount needed to fill present vacant posts is not overwhelming in the light of opportunity and need.
3. Nepalization is not only our goal but also our reality. Every person in the UMN has a visa given by His Majesty's Government. We are not anxious to begin new large UMN projects. What we are concerned about is to be obedient to the Lord's initiatives that are consistent with His purposes.
4. We are grateful for the excellent cooperation on the part of the agencies who feed to us offers of personnel for vacant job posts in Nepal.

#### Conclusion

May I, on behalf of my wife and myself, express our appreciation for the God-given opportunity we have had to serve Jesus Christ in Nepal within the United Mission as well as within a local assembly of the Body of Christ. May God richly bless the ministry of my successor, Howard Barclay. May God bless Nepal. May God continue to use the United Mission to Nepal to His glory.

In Christ

Carl J. Johansson  
Executive Director