Mirjam Bergh (Nurse, Community Health Program)
Stina Ullberg (Nurse, Community Health Program)
Miriam Krantz (Nutritionist, Community Health Program)
Herman Simrose (Agriculturalist, Community Health Program)
Martin & Angelika Dietz (Food Technicians, Community Health Program)

Day 8. King and Country. We are grateful to God for the privilege of living and serving here, and for cordial and encouraging relationships with officials in various ministries and departments of government. Pray that in all these contracts, as well as in our total service, a challenging Christian witness will be recognised. Also, continue to pray for His Majesty, King Birendra, and all the members of the Government, especially in these days of change and political development in the country.

Day 9. The Church in Nepal. Many reports of people entering the Church in numbers continue to come from time to time, often in new areas of the country. New Church fellowships are springing up. Praise God for a real work of reconciliation and unity in recent months, and pray for the new NCF Committee. While we rejoice in growth, remember the crucial need for more trained leaders and teachers of the Word.

NCF leaders; pastors; active Christians in all walks of life; evangelists; Church committees and congregations all over the country; Christian bookshops; Bible Society of Nepal; Youth for Christ; Campus Crusade.

Day 10. Gorkha Project. The hospital continues its busy service. Also the community health workers, involved in MCH clinics in various villages in the district. Uphold our colleagues in their work and witness in the area, especially through this rainy season:

Helen Huston (Acting Medical Director/General Practitioner)
Rick Allen (General Practitioner)
John & Julia Parry-Jones (Surgeon, from September)
Rigmor Hildershavn (Nursing Superintendent)
Maarit Ovaska (Nurse, Hospital)
Alan Pang (Business Mamager)

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Tony Bouverie-Brine (Administrative Asst.)
Walton & Ruth McCaslin (Maintenance Supervisor and Nurse)
Jenny Sutton (Supt., Community Health Program)
Sheila Fulker (Nurse, Community Health Program)
Wendy Moore (Nurse, Community Health Program)

Day 11. Gorkha Project. Six teachers are presently teaching in schools in Gorkha District: two in Lapsibot, two in Makaisingh and two in Amp Pipal. The first two locations mentioned are pioneer areas where Christian witness is still very new. Thank God for these opportunities, and pray for more teachers to go to other areas.

Margaret McCombe (Maths teacher, Lapsibot)
Barbara McLean (English teacher, Lapsibot)
Jean Baird (Science teacher, Makaising)
Else Furthmuller (Science teacher, Amp Pipal)
Tony Bouverie-Brine (Agric. teacher, Amp Pipal)

Day 12. Economic Development Field Work. Programs originating in and based in Butwal are spreading into a number of districts in Nepal. One of these, the Small Turbines, Mill & Rural Electrification Project, is still fully owned by UMN. Himal Hyuro Construction Co. and the Gobar Gas (Bio-Gas) Co. are run in partnership with Government agencies.

Leiv Boyum (Turbines & Mills)
Lionel & Alison Mackay (Electrical Consultant, Turbines & Mills)
Peder & Ulla Ericsson (Electrician, Turbines & Mills)
Dale Nafziger (Electrical Eng., Turbines & Mills)
Delos & Hazel McCauley (Hydro engineer)
Michael Francis (Hydro engineer)
John Williamson (Hydro Engineer)
Ed & Annie Kramer (Site Engineer, hydro project, Baglung)
Andrew Bulmer (Gobar Gas extension worker)
Seppo & Annikki Kostamo (Gober Gas extension worker)

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Day 13. Functional Boards. The Functional Boards, for Economic Development, Education and Health Services, meet regularly, and play an important part in long-term planning, policies and business matters. We can see God at work through our close cooperation with Government programs in each sphere. Pray for God's guidance in the work of these Boards, and the implementation of decisions made.

Day 14. Patan Hospital Project and Community Health Office. The work on the Patan Hospital building project is making encouraging progress in terms of detailed plans and initial construction. Part of the funding is still needed. The Community Health Office in Kathmandu provides materials, information, advice and help to the health services projects across the country.

Martyn & Shirley Thomas (Design consultant/ structural engineer)
Tom & Moira Wilson (Clerk of Works, PHP Bldg.)
Audrey Maw (Technical Asst. to Health Services Secretary)
Ruth Angove (Nutrition Advisor).

Day 15. Language & Orientation Program Centre. Praise God for another large group of new workers whom He has sent to us. Let us support every one of our new colleagues in their language study and orientation. Also, ask that the Lord will keep them in good health from the beginning.

Noel & Rosemarie Baker (Medical Social Worker)
Gudrun Bonnedal (Publicity Advisor)
Peter and Christine Dalziel (General Practitioners)
Archie & Huldah Fletcher (Surgeon)
Gary & Pat Hafvenstein (Civil Engineer)
Oystein & Hildur Johansen (Nurses)
Ron & Esther Laymam (Business Administrator)
David Mollet (Auditor)
Anja Patila (English Teacher)

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Glyn & Frankie Phillips (Electrical Engineer)
Ed & Edna Mae Shields (Science Teacher)
Ken & Louise Snider (General Practitioner)
Markku & Riitta-Leena Voutilainen (Agronomist)
Deanna Wagoner (Business Administrator)
Frank & Anita Younkin (Vocational Agriculturalist)

Day 16. Secondment to Other Work. A number of our colleagues have the privilege of working in non-UMN projects. Many of these secondments are closely linked with projects listed on other days, and do not appear here. In their advisory/assisting roles all of these workers need prayer, wisdom and patience.

Paul & Claire Spivey (Pharmacist & English Teacher, Institute of Medicine)
Dick & Sue Harding (Community Medicine Doctor Curriculum planning)
John & Angela Dickinson (Physiology lecturer, Community Medicine Doctor course).
Andreas Vossberg (Prosthesis technician, Nepal Orthopaedic Appliances Centre)

Day 17. Tansen Hospital. The staff of this busy hospital is heavily involved in part-time teaching of students in various courses. Thank God for this opportunity to witness, and pray that God's love will reach many young students as well as hospital patients and their friends.

Fran Swenson (Project Director & Business Mgr.)
Margaretta Hook (Acting Med Supt./Surgeon)
Bangt Klang (General Practitioner from August)
John Sleggs (General Practitioner)
Margaret Muddiman (Paediatrician)
Warwick & Annette Britton (Internists)
Del & Bev Haug (General Practitioner)
Klara Pedersen (Nursing Superintendent)
Birgitta Olsson (Nurse, Hospital)
Jim & Betty Stricker (Hospital Administrator & Hostess)
Sue Fry (Administrative Assistant)
Ann Matthias (Social Services Worker)
Joyce Baldwin (Physiotherapist)
Walter & Jan Schaap (Laboratory Technician)

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Eileen Talbot (Secretary)
David & Rosemary Cooke (Maintenance S/visor)
Larry & Karen Wiebe (Maintenance asst. & Nurse)

Day 18. Palpa District & Comm. Health Program, and Tansen ANM and CMS Programs. The Community Health work is expanding into new areas, and has opportunity to reach many village homes and people. Pray for present and more personnel for this growing service/ training program. Staff in the ANM and CMS (govt.) training schools have opportunity to influence many students as they work amongst them daily. Part of the ANM midwifery training is carried out in Pokhara.

Valerie Collett (Supt., Community Health Prog.)
Ingeborg Skjervheim (Health visitor)
Margaret Brass (Nurse, Comm.Health Program)
Britt Johansson (Nurse, Comm. Health Program)
Rosemary Carnahan (Nurse, Comm. Health Program)
Niekie Waaning (Nurse, Comm. Health Program)
Kerry Brown (Nurse, Comm. Health Program)
Michi Maeda (Nurse, Comm. Health Program)
Melody Koch (Health Educator, Comm.Health Prog.)
Mabel McLean (Counterpart In-Charge, ANM School)
Edna Clysdale (Tutor, ANM School)
Anna Weir, (Tutor, ANM School, Pokhara)
Jacky Brown (Tutor, ANM School)
Bjorn & Hanna Brekke (Tutor, CMA School)
Steve & Gail Erickson (Tutor, CMA School)

Day 19. Education Board Miscellaneous Projects. Several smaller but important projects are in operation under the Education Board: Materials Development Program, producing teacher materials in special subjects; Rural Youth Training Program, in agriculture for village farmers; and Cultural Resource Studies to seek a better understanding in work and relationships with the Nepali people.

Richard & Janice Clark (Material Development Coordinator)
Alison Craven (Rural Youth Training Program, Pokhara)
Bucky & Carole Sydnor (Cultural Resource Worker)

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Day 20. Furloughs. Remember our personnel on furlough, sharing the record of God's mission in Nepal with interested friends and prayer partners in sending countries. Also, pray that every one of them may be given the refreshing and renewal they need, spiritually and physically, before joining us again.

John & Judi Bertholet (Canada)
Joyce Brown (Britain)
Frank & Flora Clarkson (New Zealand)
Gwen Coventry (Australia)
Mary Cundy (Britain)
Adrian & Pam Evans (Britain)
John & Sheila Finlay (Britain)
Tom & Cynthia Hale (USA)
Dudley & Mora Henderson (USA)
Odd & Tullis Hoftun (Norway)
Enni Hokkanen (Finland)
Anna-Liisa Jokinen (Finland)
Ruth Judd (Australia)
Stan & Marilyn Kamp (USA)
Ingegard Karlsson (Sweden)
Eleanor Knox (Australia)
Kirsti Kormu (Finland)
Jonathan & Evey Lindell (USA)
Graham & Jill Morris (Canada)
John & Margaret Paterson (Australia)
Pat Pooler (Canada)
Neil & Clarice Solvik (USA)
Jean Smucker (USA)
Julie Willmette (Australia)
Brian & Beulah Wood (New Zealand)
Margaret Wright (USA)
Shelagh Wynne (USA)

Day 21. EDB Service Office, etc. Personnel attached to the Service Office are involved in planning, research, advising in various economic development fields. The development of new programs needs much thought and wisdom. A Maintenance Training Program is planned for Nepali staff; also the head office of the Himal Hydro Co. has been moved to Kathmandu.

Stephen & Sheila Bull (Tech.Asst.to EDS/ Maintenance Training)
Al & Peggy Schlorholtz (Rural Dev. Director)

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Carlos & Tessie Madrazo (Agricultural Consult)
Ken & Gwynneth Brookes (Himal Hydro Co.)

Day 22. Missionary Children, Pray for the many children (about 120) of UMN workers; for the Children's of Hostel in Kathmandu; for both children and teachers/ tutorial groups in some projects; for children in boarding schools and colleges in India and overseas; for some studying by correspondence; for those still under school age.

Phil & Bev Smith (Children's Hostel, Kathmandu)
Sara Fagerlund (Finnish tutorial group,Kathmandu)
Elizabeth Bechtol (Tutorial group, Tansen)

Day 23. Communications C'ttee. Praise for this widening ministry, producing and making available cassettes for our own workers, as well as for Nepalis. Representatives from INF are co-opted onto the C'ttee to combine ideas and work. Pray for a team of gifted Nepali Christians keen to take part in producing new master tapes. Remember also the new hymnbook and the distribution of the Scriptures throughout the country.

Day 24. Jumla Project. The planning and preparation for this new project is growing in momentum. Pray for wisdom for those involved in this, and for the right choosing of personnel to begin work in this rugged, pioneer location in north-west Nepal. The project covers boarding high school, trade training school, medical workers, teachers in local schools, and rural development.

Larry & Phyl Asher (Project Director)
Bob & Hazel Buckner (Building Construction)

Day 25. Personnel Needs. We are grateful for all the new workers God sends to us, and those applying for service. At the same time there is a continuing need for others to replace those leaving or to expand into new work. Qualified people with a real Christian commitment are sought, particularly for the following priority posts:

Rural development workers	Anaesthetist
Agriculturalists	Pathologist
Field workers	Lady obstetrician
Hostesses	Office Manager
	Secretary

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May 26. Girls' High School, Kathmandu. Pray for the UMN staff seconded to the school, with opportunity to influence the girls in many areas of their lives. Remember also Christian staff and students as they take part in a very full program of studies and other activities.

Nirmit Sittling (Headmistress)
Joy Carter (English teacher)
Carol Evans (PE teacher)
Ann Lycett (Primary teacher)

Day 27. Isolated Believers. Many Nepali brothers and sisters in Christ in very many areas, are often facing loneliness and persecution. Most are standing firm in their faith and many are winning others for Christ. Pray for God's peace and joy to fill their hearts; for His blessing on their testimony to others; also for more teachers willing to trek and visit these believers, to strengthen and encourage them in the Lord.

Day 28. Integrated Rural Development, and Buling/Arakhala Project. Rural Development has been an important part of the UMN's program in many ways over the years, and is now being given more structured planning. Pray for possible new openings in many areas, and for development programs in progress and being expanded in the Buling/Arakhala district, evolving out of a community health base. Pray for good relationships with the villagers concerned.

Day 29. Boys' Boarding School, Pokhara. A very full program continues at the school among 350 boys (200 of whom are in boarding), in school and other activities. The teaching staff is almost entirely Nepali, and UMN personnel are assisting in administration, agriculture, hostel work and other supportive roles. During this six months a Nepali teacher is Acting Headmaster.

David & Ann McConkey (Domestic Supervisor)
Bob & Jill Burkholder (Maintenance S'visor and Nurse/Hostel Parents)

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Pekka & Auni Sepponen (Business Manager)
Finlay & Rachel Hodge (Farm Manager)
Alison Craven (Livestock Supervisor)
Allan & Iris Davies (Industrial Arts teacher & Hostel parents)
Tom & Elaine Haggerty (Site Engineer)

Day 30. New Technical Centre and Andhikhola Project. Plans for a new technical centre are held up because there is uncertainty about the final location. Pray for a decision to be made so that this project may go ahead. A new hydro project in Andhikhola (between Tansen and Pokhara) is being planned, which will bring development, electricity and irrigation to a large area. Remember this also, in the negotiation and preparation stages.

Day 31. Other organisations. There are other ministries which give support and help to the Church and to the UMN in Nepal. Pray for each of them, in the particular sphere of service they have been given by God.

International Nepal Fellowship
Mirik Bible School, Darjeeling Dist.
Jiwan Jyoti Prakashan (Nepali book press, Darjeeling)
Duncan Hospital, Raxaul (UMN transit business, etc.)
Anandaban Leprosy Hospital, Kathmandu
Dandeldhura medical work, Western Nepal.

Gossner Mission

UUNITED MISSION TO NEPAL

To Member Bodies and Cooperating Ones:
And Friends:

July 31, 1979

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- 9. AUG. 1979
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There come times when we need to highlight needs in perhaps a dramatic way. I dislike using the word emergency, because the personnel needs we want to stress are long term and basic, and need that sort of solution.

CRITICAL PERSONNEL NEEDS IN ADMINISTRATION

Need Number One:

OFFICE SECRETARY FOR EXECUTIVE DIRECTOR: For years the request for an office secretary who has stenographic skills, the heart of a servant and the willingnees to do the menial and the sophisticated has been stressed. Our pipe line to you is the written word. We need a minimum of a three year term in order to provide continuity.

Need Number Two:

OFFICE MANAGER FOR HEADQUARTERS OFFICE: The Office Manager would train and coordinate the work and develop Nepali workers to enable the Functional Secretaries and other HQ offices. Needed the heart of a teacher, the patience to follow through. Need a minimum of a three year commitment.

Need Number Three:

OFFICE SECRETARY FOR TREASURER'S OFFICE: The volume of precise, technical communication through secretarial skills is critical. Again we need a three year person for this to provide follow through.

CRITICAL PERSONNEL NEEDS IN HEALTH SERVICES

Need Number One:

DOCTOR ANAESTHESIOLOGIST: We need a doctor trained an as anaesthesiologist or anaesthestist. We urge that in every way possible this need might be advertised by prayerful contact.

Need Number Two:

DOCTOR PATHOLOGIST: Dr. Bond is coming to the end of a productive and blessed career. We need a pathologist to fill this need. Again we urge extraordinary action in seeking a replacement.

Need Number Three:

LADY DOCTOR OBSTETRICIAN: This is another priority need, not only for clinical work, but with large opportunities for teaching and training nurses and residents in an important area of their work.

Thank you for letting me come to you in this way, and let these needs be sharp and real. We want to serve effectively. But without certain tools it becomes difficult.

Sincerely, Carl J. Hansson

Gossner Mission

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U.M.N. Headquarters,
Kathmandu, Nepal

11th July, 1979

Progress Report No. 6

To the Member Bodies of the UMN

'Reflections on Attending a Meeting of the Scholarship Committee'

Within our constitution, under the title II Purpose, C says, "It will be a fundamental principle of the United Mission to train the people of Nepal in professional skills and in leadership." There is no doubt that in all of our minds we are committed to the developing of responsible Nepali leadership. Last week I attended a meeting of the Scholarship Committee, and frankly, it shocked me. Knowing the preoccupation of you, the supporting agencies, as well as ourselves for the developing of Nepali leadership, one had expected bold steps of implementation. Let me give you some of the background of where we are at right now in the training and scholarship program.

The receipts between 1974 and 1977 have averaged between Rs. 206,000 (1975), and Rs. 470,000 (1977). In 1978 the amount received was Rs. 146,950. In 1979, to date Rs. 36,000 have been received, and no large amounts are expected.

The UMN is receiving more and more applicants, particularly from students from the Eastern and Far Western Development Regions where help is needed most, and poverty most critical, and education to train the least developed within Nepal.

Our Scholarship Program is putting more emphasis on in-service training in UMN related institutions. But the cost of in-service scholarships is now approximately three times more than a general scholarship because the person receives his salary rather than a reduced stipend while in training. As UMN continues to move in the direction of training Nepali people to take over, more and more in-service scholarships will have to be granted.

So, simply put, if we are to train the people already working to assume leadership, because of training which makes them more adequate and usable, it is going to cost money. Likewise, if we are going to help the poorest people in Nepal, that is, scholarships granted not because someone is working for UMN but in the general overall building up of a nation in professional skills and leadership, we must have more resources.

What shocked me was that with the proper emphasis by all of us, both supporting agencies and we in the field, on both training for Nepalisation, and giving opportunity for study to those who are the poorest, one would have thought that there would be a remarkable growth in resources rather than the opposite. At this point there is only one of the supporting agencies that makes an annual grant toward the Scholarship Fund.

If each of the agencies - the thirty-three of us - would give $1000 a year to scholarship funds, then of course we would have that kind of continuity of scholarship and in-service training that would make possible predictable growth, commitment and follow-through in terms of our scholarship program. Scholarships are awarded on the basis of two-year or four-year segments, depending on the nature of the scholarship. In-service training, of course, relates to the specific type of professional training needed. I should invite your comments to this, and also any suggestions that you might have, or funding agencies that you might suggest beyond our sending bodies where scholarship grants might be applied for. Thank you for your encouragement and your responsiveness to my reflections on the first meeting of a Scholarship Committee that I attended.

Sincerely,

Carl Johansson

Gossner Mission

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- 9. AUG. 1979
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UMN Headquarters,
Kathmandu, Nepal

11th July, 1979

To the Member Bodies of UMN.

Progress Report No.5

On the 26th of June there went out to the missionaries of the United Mission, "Occasional Letter No. 3/79." This is enclosed with this progress report. Together with the occasional letter went out a piece called "Confidential Memorandum to the United Mission to Nepal." This is also enclosed.

It appears to me that it would be good for you as the responsible bodies who are concerned with our personnel, that you might have as well, in your hands, the procedures and the pattern to be followed in the case of any emergency.

You will note that the tone of this letter is one of optimism and also that there is no critical situation at this time.

This letter is being written to you for delivery outside of Nepal, so that even the form and the intent of this communication might not be misunderstood by any who might read it beyond those for whom it is intended. If one were to ask the question, "What is the political climate in Nepal today?" It would be a difficult one to answer. There is no doubt that we are in a time of change, of new patterns, the results of which are unpredictable. You probably have heard that there is to be a referendum in April of next year in which all the people of Nepal over twenty-one years of age will be asked whether or not they want a multi-party system, or a reform of the system, which is a one-party system, largely under the control of the Crown.

The debate has been enjoined, and whether it is the Nepali Congress Party, the Communist party, the Maoists, or extreme factions, people are sharing their convictions and talking widely and more newspapers and journals are reporting widely.

Let me assure you of two observations. It does not appear that there is any negative attitude towards expatriate workers of the United Mission to Nepal. We are not aware of any incidents of hostility or negativeness towards our family, or in fact, towards any expatriates in Nepal. Secondly, there is no basic interruption to our work here, except for the strikes, which have immobilized particularly the CMA school in Tansen, and the Boy's Boarding School in Pokhara. Even in these, plans are underway for their re-opening within several weeks. Rest assured that if there is any critical situation you will be informed immediately, and meanwhile the enclosed contingency plans are in effect.

Fraternally in Christ,

Carl J. Johansson
Executive Director

Enc: Occasional Letter No. 3/79
Confidential Memorandum

Gossner Mission

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- 9. JULI 1979
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UNITED MISSION TO NEPAL

P.O. Box 126,
Kathmandu,
Nepal.

30th June, 1979.

AN OPEN LETTER TO CONSTITUENCY, CO-LABCRERS IN NEPAL AND COMRADES IN INTERCESSION

It is eminently fitting that at this juncture in the story of the United Mission to Nepal there be a reflective pause in writing. The immediate occasion that triggers this exercise is an overwhelming sense of appreciation for the ministry of Gordon Ruff, my immediate predecessor as Executive Secretary of UMN. Three areas occupy my thought in this open letter.

Continuity.

Gordon Ruff exemplifies the commitment and ability that has marked all of my predecessors. Ernest Oliver, Jonathan Lindell, Frank Wilcox as well as Gordon Ruff, are men whose imprint lingers positively and uniquely in the contours of UMN. Gordon Ruff has added his stamp in ably carrying out the demands that re-structuring of the administrative life of the Mission has meant. His life-time of service in the South Asian sub-continent has had as its caption and final thrust, his years in Nepal. We thank God for his service, and commend to the Father's hands of blessing Gordon and Peggie Ruff as they return to their homeland next fall, after serving as the Acting Treasurer during Frank Clarkson's furlough.

It is with the sense of the flow of God's purposes that one views with such admiration the weave of the personnel of UMN. Since UMN is only 25 years old, many of its pioneers are still young, active and still seeing new visions and dreaming fresh dreams. One salutes the miracle of history, God's history, that has created the variety and breadth of Christian experience from so many different roots to give latitude to our ministry in Nepal. One stands amazed at God's provision of such a spread of vocation mixed with flexible adaptability that mark our presence in Nepal in our differing fields of service.

Andrew Murray has said, "To a healthy man, labor is a delight; in what interests him he labors fervently". From its inception, vigorous health has been the portion of so many for so long. In Paul's first missionary message he recounts this about David, "David served the counsel of God in his own generation", (Acts 13:26 RSV). This living sense of serving God in one's own generation is blessedly heavy on us. We enter into the labors of many hands - some are with us, some have left. It is with a deep reverence for the continuity of God's mission in history that one is given a mantle graced by such a wonderful cloud of witnesses.

Communication.

A generation ago in a CMS Newsletter, Max Warren used in a fresh and provocative way the word "communication". It still is defined in a variety of ways and still pinpoints one of our most intense needs. As one asks questions, and that is much of what one does for quite a while, answers invariably center and focus in the need for communication. At least four areas come into focus where growth in communication is pressing.

Overseas agencies, our constituency, want a communication that goes to the nub of need without an avalanche of papers. But like learning a new language, it is hard to translate this into substance. What I would sincerely ask all of you who are extra-Nepal co-workers, could you indicate to me what are the areas of focus that you would like emphasized. We want to be sensitive to that which will facilitate communication.

Fellow sharers in Nepal want, deserve and need a sense of communication in which one listens with full mind and heart what is seeking to be communicated. I would invite a deluge of suggestions as to how this can be expedited. Not everyone can have equal responsibility and authority for ultimate decision-making, but everyone who has a part in ministry and mission has a right to be heard. Pray that I might be sensitive here.

Gossner Mission

People - Nepali people at every level need to be communicated with. This means active listening as well as taking the risk of articulation. Whether it be in a village or urban setting; whether it be within the household of faith or in the family of mankind, we need a communication without which task and purpose become ostrich-like and ultimately have no sense of reality. The Greek word "harmatia", translated "sin", still means "missing the mark". Sensitivity and flexability need to mark our efforts.

The above can be a meaningless humanism without the essential creative communication with the Person of Jesus Christ. Without allowing God's new initiative in Jesus Christ to ferret us out daily and as a response of worship - contemporary commitment to be our portion - both motivation and servanthood die. We can never take this for granted. This must go beyond verbiage to the living Word. As one peruses the names of the hundreds of people that will receive this letter, one is forceably reminded of Gilmour of Mongolia who succinctly said years ago, "Unprayed for, I am as a diver in the bottom of the sea with the airline cut". You are comrades in intercession and you make possible communication. Keep it up!

Context.

Our context is Nepal. This means many things. Certainly it means living in the third world with needs of economy, health and education beyond anyone's ability to solve. Recognizing our limitations and our inability is not an exercise in futility of frustration, but only the continuing starting point in being Christian servants, candidates for fresh enabling grace.

Certainly it means a recovery of reverence for people, all people, created in the image of God so that the arrogance of the "we - they" syndrome does not fully cripple us. We bring excess cultural baggage whether we come from the first, second or third worlds. This we can never fully escape, but we can be aware and live in fresh forgiveness.

Certainly it means living in gratefulness for the creation of God of His Church in Nepal. We respect and adhere to our undertstanding regarding not proselytizing. Simultaneously, as we share through our vocations, our loving concern and our personal relationships, "God stretches forth His Hand" and builds His household of faith. The Nepal Christian Fellowship lives and grows and it is a magnificent context to live in.

Certainly it means living in a situation illustrated by spontaneity and surprise. We are not clairvoyant as to the future. Ours rather is the opportunity to live expectantly in life as it is within a developing nation. When one links together the components that sustain us, the miracle of our existence stands out in bold relief. We are totally dependent for personnel on the remarkable constituency that is the 32 groups that feed us, and with it comes our recurrent budget. We are further dependent in our capital needs on a unique group of donors from all over our globe that supplements our basic constituency. Finally, as one views the unpredictableness of our context, when doors of opportunity present themselves, either after years of negotiations or rapidly, one senses deeply the hand of God. This is our context and we live joyfully, fearfully and expectantly in it.

The word in Hebrews becomes strangely relevant - "So that you may not be sluggish, but imitators of those who through faith and patience inherit the promises," Thank you for the privilege of coming to you in this verbal way. One needs and appreciates your prayers, counsel and faith.

Fraternally in Christ,

Carl J. Johansson

Carl J. Johansson,
Executive Director.

CJJ/kmcq

Gossner Mission

Recommendation for Immunization for Missionaries Coming to Nepal

Nepal is a country with a great variety of conditions, but in terms of health can be considered as a sub-tropical developing nation. Most infectious diseases are common and quickly acquired by unprotected newcomers.

The conditions in Nepal also must be considered. Some of our people live in isolated places and can be quite cut off from outside help at certain times of the year. Transport and logistical problems limit or exclude the availability and use of some materials such as heat sensitive measles vaccine.

For these reasons, it is recommended that the following immunization regimen be carried out, as discussed disease by disease in approximate order of urgency:

Diphtheria: Common and dangerous. All children should be protected. Adults should have booster before arrival. Vaccine available in Nepal.

Pertussis (whooping cough): Common and distressing. All children should be protected. Vaccine available in Nepal.

Tetanus (Lockjaw): Common and dangerous. All children should be protected. Adults should have booster every 5-7 years. Toxoid is available in Nepal.

Poliomyelitis: Common and dangerous; unprotected persons highly susceptible. All children and adults should be protected. Vaccine is available in Nepal.

Hepatitis: Common and distressing to dangerous. All adults should have Gamma Globulin for passive immunity protection (until we have a vaccine conferring active immunity - not yet available.) Gamma Globulin is available in Nepal.

Measles: Common and severe. All children should be protected. Vaccine is not usually available in Nepal.

Tuberculosis: Common. Newcomers susceptible. All persons with negative Mantoux test should have protection. BCG (Bacillus Columet-Guerin) confers fair to good protection. Continued observation on the field and later is advised. BCG is available in Nepal.

Mumps: Present. Immunization is optional. Vaccine is irregularly available in Nepal.

X Small Pox: This may be unnecessary, but will usually be required of travelers until this disease is declared eradicated by WHO. Please check with your local health authorities. Vaccine is available in Nepal.

X Cholera: There is no good immunization program. Vaccine advised only if required for international travel. Please check with your local health authorities. Vaccine is available in Nepal.

X Typhoid: There is not much good evidence that immunization is very effective. This is optional. Vaccine is available in Nepal.

Rabies: Fairly common and very dangerous. Preventive (after bite) treatment is available in Kathmandu. We have had few bites and no cases of rabies within our staff, so real hazard is low. New human vaccines make active protection possible and safe, but quite expensive. Probably urgently needed only for veterinarians and a few others at high risk. This vaccine is not regularly available in Nepal; special efforts will be required.

Japanese B Encephalitis: Present and dangerous. Vaccination is of disputed benefit. Not always available in Nepal.

Recommended Schedule - before going to the field

(These are meant only to be guidelines. Consult local physicians concerning exact schedules and vaccines.)

Children: Diphtheria - at 3,4 and 5 months. Booster at 1 and 5 years
Pertussis - " "
Tetanus Toxoid - " "
(These are often combined, called DPT in U.S.A. and England)

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Gossner Mission

Polio - Sabin or Salk at 3,5, and 12 months, 5 years
Measles - After 1 year age
BCG - As early as possible (frequently given at birth in Nepal.) This may not be available in U.S.A.; should then be given soon after arrival in Nepal.
Small Pox, Cholera - if required for travel
Japanese B Encephalitis - optional

Adults: Diphtheria - booster dose
Tetanus - booster dose, if none received in past 5 years
(These two often combined)
Polio - booster dose as recommended by local physician. Full course if not previously received.
BCG - if Mantoux test negative
Gamma Globulin - o.6 mgr. (Kg. body weight just before leaving)
Rabies - especially if high risk category - series of 2 Human Dysloidcell vaccines
Japanese B Encephalitis - optional

In Nepal

Children: Complete schedules as given if not completed before leaving home.

Adults: (Above 15 years of age)

Gamma Globulin - same dosage, repeat every 4-6 months
Tetanus Toxoid - booster every 5-7 years
Rabies Human Dysloid Cell Vaccine - booster 1 year after first immunization. (High risk persons only.)

Malaria -

Kathmandu, and our higher hill stations are free from malaria, but living in or travelling through the lower parts of Nepal and in certain countries on the way to Nepal (Delhi, South-east Asia) can result in exposure. Suppression is subject to change as resistance develops to various drugs from time to time and place to place. Consult with local health authorities. At present in Nepal and adjacent India, chloroquine resistant strains are encountered. Currently suggested suppression is: Pyrimethamine - 60 Mgm (2 tablets) weekly.

Children: Under 1 yr - 6 mgm (1/8 tablet) once weekly
1-3 years -12 mgm (1/7 tablet) once weekly
4-6 years -18 mgm (3/4 tablet) once weekly
7-11 " -25 mgm (1 tablet) once weekly
Thereafter increase to adult dose at 18 years.

Note: Also called "Daraprim". Not bitter, suitable for children, safe in pregnancy, lactation.

Proguanil - 100 mgm (1 tablet) daily

Children: Birth to 1 yr - 25-50 mgm (¼ - ½ tablet) daily
1-3 years - 50-100mgm (½ - 1 tablet) daily

Note: Also called "Paludrine" and "Chloroguanil". Bitter. Safe in these doses.

These should be taken from one week before entering a malarious area, continue through entire stay in the area, and for a full month after leaving the area. The dosages given are from Woodward's "Medicine in the Tropics".

It is hoped these recommendations will be a useful guideline. There is quite a unanimity of opinion among physicians in the UMN on these matters, but it is recognized that practices vary in different countries and it would be best ordinarily to follow usual practice in the home country.

This guide will help in adjusting from the ordinary regimens at home to the needs of the individual coming to Nepal.

Please feel free to make any enquiries.

C.W. Friedericks, M.D., M.P.H.
Health Services Secretary

Gossner Mission

CONFIDENTIAL MEMORANDUM TO THE UNITED MISSION TO NEPAL

June, 1979

Although at this time the immediate difficulties do not presume extraordinary action, it has been thought wise for us to have in mind UMN guidelines in the event that uncertain conditions might warrant extra-ordinary action. Following are guidelines which have traditionally been a part of UMN guidelines.

UMN personnel are under the charge and responsibility of the UMN, and in this, as in other matters, should look to the UMN leadership for instructions. This means that our personnel will look to the designated leadership, and are expected to comply with their instructions without exception.

Our Headquarters in Kathmandu will do its best to keep everyone informed of any situation which might evolve, and does periodically send to our supporting agencies memorandums describing whatever situation we are in.

As long as peaceful conditions allow us to continue our work in Nepal, we will do so. If conditions deteriorate so as to greatly restrict the normal operation of our projects, each area of work will make its own decision as to partly or wholly curtailing its work, when possible in consultation with the concerned Functional Secretary. Of course this will only be done in an extremely critical situation. If any danger clearly threatens expatriate UMN personnel in Nepal, we will do our best to assist in speedy evacuation.

As a wise preparation for whatever eventuality might occur, the normal following steps should be taken:

- Leaders of projects and others who might have vehicles should keep on hand sufficient fuel to drive vehicles, with their personnel, into Kathmandu or India.
- Individuals should keep on hand sufficient currency to buy their way on public transport or go by foot into Kathmandu or India; also such food and supplies as are essential for this travel.
- Individuals should keep the bulk of their money in their homeland banks.
- Each individual should prepare beforehand a list of the minimum things he/she would take away in the event of evacuation, so that such decisions are not left to last confusing moments.
- Each individual might be allowed as much as 30 lbs. or as little as 5 lbs. personal luggage in evacuation transport.
- Each designated person in charge should develop a simple plan of evacuation for the personnel of his/her project.

The UMN, in close consultation with the respective Embassies, will take responsibility for the evacuation of UMN personnel. The safe destinations may be suggested by the evacuation transport authorities. From such points, parent missions will take over responsibility for repatriation.

Embassies which have presence in Nepal have a careful listing of all of their nationals. Contact is being made with them regarding their advice if any situation should develop. Considering that advice, UMN will take responsibility for all UMN personnel, and is also in contact with appropriate Embassies in India relating to UMN workers who do not have Embassies in this country.

If the situation should deteriorate, UMN Headquarters will write to all of our member bodies to inform them of our situation and what action is being taken. Again, uptodate reports, when necessary, are presently being given.

The head of each project is responsible to have a plan in mind for the continued operation or care of UMN property until restoration of normal conditions. According to the terms of our General Agreement with His Majesty's Government, we cannot turn UMN property over to any private individual. But in a temporary emergency, each Project Director should seek to entrust UMN institutions and property to trustworthy national staff members and leaders who could be able to care for and operate such

Gossner Mission

institutions until such a time as the UMN might resume its work in Nepal. Individuals must arrange for their private property as they see fit, in consultation with the Project Director or Functional Secretary.

We should not talk about evacuation among Nepali friends, servants or national staff until such an eventuality becomes a necessity. Do not leave this paper lying around for anyone to read, or send it in letters by ordinary mail.

As a Mission we cannot take responsibility for our employed staff in the case of our evacuation. But we should seek to make plans for continuation of their employment, if at all possible, until a return to normalcy.

Also, all of us should be disciplined Christians in both our trust in God and our restraint in talking about situations of such, at best, we have fragmentary knowledge.

Carl Johansson
Executive Director

Gossner Mission

UNITED MISSION TO NEPAL

Post Box 126
Kathmandu, Nepal

Occasional Letter No. 3/79.

26th June, 1979

Fellow-workers:

This is a covering letter to be attached to the Confidential Memorandum. Many times we are asked, "In the case of difficulties, is there a plan or procedure which UMN will follow?" This in written form is the guideline governing our approach in a possible time of difficulty. May I make several comments.

As much as possible may I stress that this is not written under the duress of real or imagined difficulty. But precisely because there is not a critical stituation, it is being issued with a strong feeling that it will never have to be used. I would leave it to your Christian faith and judgment not to use this as a reason to write or over-react to others as to the content of the memorandum. In fact we are issuing this to everyone because we count on your Christian maturity in the situation. Plans like this have been in existence for a score of years.

Secondly, here is a brief listing of designated people to whom you will relate in each area of our work:

Butwal = Project Director (Tor Mogedal)
Baglung - DCS Project Director (Tor Mogedal)
Tansen,Palpa - Project Director (Fran Swenson)
Pokhara - Team Leader (David McConkey)
Anne Weir & Mary Cundy - Pokhara Team Leader (David McConkey)
Gorkha - Medical Director (Helen Huston)
Kathmandu Valley - Executive Director (Carl Johansson)
Okhaldhunga - Medical Director (Karl Tracht).

Thirdly, we condidently affirm our faith in each other as co-workers together under the Lordship of Jesus Christ. This well might be an unusual hour in UMN's history of service and witness to the people of Nepal. God grant it.

Fraternally in Christ,

Carl J. Johansson
Executive Director

CJJ/BY

Gossner Mission

Eingegangen
11. JULI 19..
Board:
Beantw.:
Regist.:

UMN Headquarters,
Kathmandu, Nepal.

22nd June, 1979.

To the Member Bodies of UMN.

Progress Report No. 4.

Seminars.

In our last Board Meeting item 16/79 sub-section c. is this: "To endorse the action of EC(1) 37/79 and to encourage the administration to invite specialists from outside UMN as resource personnel for the seminar listed under section d." Assurance was given that this is being arranged. In turn, EC(1)-37/79 says this sub-section b. "that serious thought be given to the holding of a seminar in depth on community development using the resources of such people."

This is a progress report on this. First of all, the Economic Development Board recently held in Butwal a major seminar to which about 60 people attended at which the guest speaker from India was Father Windey. Father Windey is a Belgium white father, with 33 years experience in India, particularly in the area of community organization and village renewal. It was a fine seminar, both from the point of view of Father Windey's input as well as many exercises that the group did together in being sensitive to the shape of both reaching villages and the critical need that exists.

A second seminar on motivation for workers in village renewal is being sponsored by the Health Services Board, the middle part of August. This addresses another crucial need, motivation.

A third seminar is on the drawing board now under the initiative of the Education Board. The thrust of this seminar will be "non-formal education".

Each of the Boards have taken initiative in providing an aspect of training on community development.

It is entirely possible that out of our IRD Committee Meeting early next month that further initiatives will be taken to make possible a comprehensive seminar on community development.

Sincerely,

Carl J. Johansson,
Executive Director.

CJJ/kmcq

Gossner Mission

Eingegangen: 11. JULI 19[illegible]
Beantw.:
Beantw.:
Registr.:
Umf.

UMN Headquarters, Kathmandu,
22nd June, 1979.

To the Member Bodies of UMN.

Progress Report No.3.

This report will be regarding Minute No. 12/79 from our last Board Meeting. Parenthetically could you count No. 2 as the first circular you received regarding the children's hostel; so we will skip on to No. 3.

As you recall from our last Board Meeting, the following motion was passed.

"12/79 Funding of Nepali Staff Salaries. Following considerable discussion, it was resolved to encourage the UMN to seek funded project support to enable the Mission to employ larger numbers of Nepali staff in strategic projects, understanding that such support will be guaranteed for a 3-5 year period of time."

To this I would like to ask two things. The first is: Is your agency or board prepared to commit itself for a salary for a minimum of 3 years to enable the employment of Nepali staff at the going rate here in Nepal for such employment? For example,a Nepali doctor commands a high salary. The same is true of other experienced, crucial personnel. Let us know.

The second is: What are some of the agencies or funding possibilities that you see might be willing to pick up this sort of project, in terms of long-term assistance in the use of nationals, in some cases key positions within the United Mission. In other cases, key positions within the on-going projects to which we are related. Again, I would appreciate both your comment and your input on this.

I have already received one comment on this from the meeting, which views with concern, the setting up of expanded budgetary implications, which make it very difficult for projects to be turned over whether it be to a community, a national board or to government. Again, I would appreciate comments that enjoin the dialogue.

Fraternally in Christ,

Carl J. Johansson,
Executive Director.

CJJ/kmcq

Gossner Mission

EINGEGANGEN
18. JUNI 1979

UNITED MISSION TO NEPAL **** PERSONNEL NEEDS LIST **** JUNE 1979

This list consists of personnel required for approved posts in the UMN, and, unless otherwise stated, long term workers are preferred. The United Mission does not offer salary to expatriates, but looks to the member bodies to send the needed workers with full support, and will try to link any suitable candidates with same. Emphasis is placed on suitable candidates in general community development. Further details can be supplied on request to: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathaandu, Nepal. The most urgent needs are in the box below.

GENERAL:

Guesthouse hostesses: For mission and hospital guesthouses.

Office manager: To take change of running of office, and train Nepali secretaries.

Office secretary: For general office work, typing, duplicating, some work in accounts office.

Personal Counsellor: Trained and experienced person, for opportunities to help and advice amongst expatriate workers and Nepalis.

Community development workers: People with training or experience in community development, with practical background in agriculture, appropriate technology, health teaching, etc. Must be long-term.

EDUCATION:

Teacher specialists, with teaching experience (secondary education): For schools in various areas, in maths, science (mainly biology), and English. Long-term.

HEALTH SERVICES:

Anaesthesiologist: Short term from November, or long-term.

Lady obstetrician: With experience, needed long-term for busy hospital program.

Pathologist: With experience, needed long-term in hospital program.

General practitioner, with experience in anaesthesia.
" " " " " surgery
" " " " " obstetrics (lady doctor).

Pharmacist: Short-term, needed immediately.

ECONOMIC DEVELOPMENT:

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in communicating with village farmers: for integrated rural development and agricultural extension work of different types.

Field Workers: Young people ready to do practical work in different projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Gossner Mission

LESS URGENT - BUT STILL WELCOME !

EDUCATION:

Consultant Librarian: To organise libraries and train Nepali staff in various projects; involving a good deal of travelling and living in different situations. Long-term worker who will learn Nepali language.

Hostel workers: For hostels of boys or girls in boarding school.

HEALTH SERVICES:

Surgeon: Short-term offers welcome for holiday relief; or long-term.

Paediatrician: Person with experience for hospital program.

Community Health physician: To work in community health program; long-term only.

Dentist: Clinical work, and possibly teaching in schools and villages.

Physiotherapist: From summer 1980 onwards, for hospital program.

Community health nurse/midwives, with training or experience in community health work, or dedication to learn same. Must be flexible, mobile, and ready to live in primitive conditions. Must be ready to teach and train. Nurse practitioner training recommended.

ECONOMIC DEVELOPMENT:

Site engineers, surveyors, construction foremen, installation/maintenance personnel: For construction of small hydro-power plants, irrigation projects, mills, etc. in various parts of the country, and for supervision of general building construction.

Masters of construction and industrial trades, able to supervise commercial operations combined with apprenticeship training.

Senior Consultants with experience in (small scale) industrial management and finance; in planning and construction of ropeways and electric power lines; and in general installation/maintenance of machinery, especially hydro-power.

Gossner Mission

5.7.79
Erledigt .....

UNITED MISSION TO NEPAL

To: Member Bodies - UMN

18th June, 1979.

Post Box 126,
Kathmandu, Nepal

Progress Report No. 1 - 1979-1980.

Dear Friends in Christ,

One of the resolutions to come out of our last Board Meeting BD-35/79 titled "Circulation of policy materials to member bodies - The action of BD16 /78 was reiterated and attention drawn to the value of keeping member bodies informed of policy matters and major programmes being brought to the Executive Committee and Board of Directors". May I quote once again BD-16/78 - "It was resolved that insofar as is possible when new projects, new policies or major changes in approved projects are to be proposed to the Executive Committee between annual meetings of the Board of Directors, the proposals be shared in advance with member bodies in order that any feedback or comments may be communicated at Executive Committee before they consider such proposals."

One of the things I do want to give myself to is communication between this office and you. Perhaps it will be excess letters (I hope not), but what I propose to initiate is what I will call a series of Progress Reports which will be dated between meetings of the Board, so that this will be Progress Report No. 1 - 1979-1980. Each memorandum of this nature will have a title and the title of this memorandum, or progress report, will be "The Implementation of BD-19/79." BD-19/79 is entitled - "Involvement of Asian workers in UMN" - "In the light of the basic affirmation of UMN of interest in increasing Asian participation, in the life of the Mission, it was resolved to request UMN administration to engage in serious conversation with Asians, churches and Christian organizations:

a. to examine, with them, whether they feel there are obstacles within UMN itself, which inhibit their contributions being received,

b. to explore the possibilities of inviting Asians to serve in UMN, also nationals of Africa and other areas of the world.

It was further resolved that insofar as possible, at least 25% of new UMN Board Appointees to be recruited be Asian. Further, to encourage and assist Asian churches who are able to send suitable personnel to become member bodies of the UMN."

I would like your assistance in the implementation of this resolution. The nature of your assistance perhaps might follow this line :

1. Is your Board prepared to enter into a dialogue with a church or a congregation or a mission board within Asia regarding support and encouragement, representation and participation within UMN?

2. Could you send a list of third world people, who might, according to our latest job requests, be possible candidates for tasks within UMN?

3. Could you send the names and addresses of churches, organizations and key people within the nations that comprise Asia regarding the secondment of personnel to UMN.

4. Any other suggestions that you have in order to make this a viable possibility could you write to me, in order that we may build up our expertise.

I look forward to this adventure of having the invaluable input of the Third World within our mission here in Nepal.

Thank you for your encouragement, and may God bless you as you creatively consider the implications and the missiological possibilities of this type of partnership and cooperation.

Sincerely,

Carl Johansson

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

February 1, 1979

Memo to: Delegates and Observers attending the UMN General Conference in April, 1979

From: Gordon M. Ruff, Executive Secretary

Subject: Jonathan Lindell's book,

NEPAL AND THE GOSPEL OF GOD

Those of us on the Planning Committee for the General Conference, to which you will come in April 1979, feel strongly and enthusiastically that an essential element of your participation will be the firsthand knowledge of Nepal and UMN's place in it.

The new book by Jonathan Lindell, NEPAL AND THE GOSPEL OF GOD, is in the press in New Delhi now, and is promised ready for sending out by February 23, 1979. We urge that each of you order a copy as soon as possible so it can be sent to you by airmail, registered bookpost later this month directly from the press in New Delhi.

Not only is this a fascinating, well illustrated and stimulating account of the entry of mission into Nepal, but also it is excellent background material to prepare you for active and knowledgeable participation in the UMN General Conference.

If you wish to receive your copy in advance of your arrival in Nepal, and we urge you to plan to do so, please write immediately upon receiving this letter to:

Mr. Jonathan Lindell,
United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal

The cost for the book, plus airmail, registered bookpost expenses, will be as follows:

Posted to India: I.C. Rs.50.00
Elsewhere: Equivalent of U.S. $ 10.00.

For your convenience, you may order the book through Jonathan Lindell and pay for it as above after your arrival in Nepal.

We hope that you will be as pleased with this book as we are. We eagerly anticipate sharing with you in the forthcoming UMN General Conference.

Cordially yours,

Gordon M. Ruff
Executive Secretary

Gossner Mission

THE UNITED MISSION TO NEPAL

[redacted]

Executive Director: Mr. C. J. Johansson
Acting Treasurer: Mr. G. M. Ruff

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

16th June, 1979.

EINGEGANGEN
- 5. JULI 1979
Erledigt .....

To the Member Bodies of the United Mission to Nepal.

Gossner Mission,

Dear Mr. Krebbs,

Accompanying this letter to you is a communication coming from the UMN Children's Hostel Committee and with it I would like to make three comments.

The first is regarding the genuine nature of the need. The UMN Children's Hostel has served for many, many years the children of missionaries here in Nepal. Presently, it is at something of a transition and also is in need of funding. If it is possible, I would encourage your positive response to this modest request.

The second comment is that there is a need for Board Appointees to be the Hostel houseparents. Because presently Direct Apprintees occupy the position, no rent is available nor is there that kind of relationship to a sponsoring agency or a member body that becomes so important in terms of the sense of belonging, both at home as well as out here. So, if you have candidates who might be possible people for this post, I would encourage quick response. If it is a new family or couple, it would be best if they were here by next January so that they might have a full language study and orientation prior to taking over. If it is someone with previous experience in Nepal, then of course, the summer of 1980 would be sufficient.

Finally, at our last Workers' Conference, the following paragraph was part of the discussion that I would like to pass on to you so that you might give me any suggestions or counsel that you might have.

" WC-18/79 Children's Hostel Committee
A report was presented by Mrs. Thomas, chairman of the present committee, in which she outlined the current state of affairs. Seemingly, the most acceptable way to make the Hostel economically viable,and therefore stable in the prevailing situation of very few children,would be for it to become part of H.Q. project, functioning as one of the recognized service agencies of UMN to its members. The proposal laid before the conference stated - ' that the UMN Board be asked to take over the Children's Hostel and run it as one of the HQ Service Agencies'. Discussion ensued,after which a vote was taken. The proposal made by Mrs. Thomas, seconded by Dr. Cynthia Hale, was passed by the Conference."

Gossner Mission

Then, of course, you will recall the action taken at the last Board Meeting.

" BD-15/79 Children's Hostel. Discussion took place arising out of the recommendation of the Workers' Conference in WC-18/79. It was felt that no decision could be made by the Board at this time and administrative staff were requested to take up the matter further with the Workers' Conference and bring back a report to the Board in 1980. "

I would like, in this way, to receive from you your reactions to this, and comments. Within the Constitution of the UMN, it simply says, "Bye-law 8 - Rules Governing Acceptance of United Mission Workers:

a. Workers accepted by the Executive Committee -
   i. these will be termed, "Board Appointees"--- Full support ordinarily includes the per capita recurring financial grant to the general expenses of the United Mission as well as personal costs such as salary, medical expenses, children's schooling...."

On this has been based our policy that children's housing and schooling is a personal and supporting agency matter and not one for the administration of UMN. However, we want to look at this sensitively and certainly not give the appearance either in substance or attitude, that we don't care. We certainly do, and that is why this letter is being written.

Thank you for your counsel and the privilege of working together with you.

Sincerely,

Carl J. Johansson

Carl J.Johansson,
Executive Director.

CJJ/kmcq

Encl.

Gossner Mission

UMN Children's Hostel Committee,
Kathmandu, Nepal.

June 14th, 1979.

To the Member Bodies of UMN.

We would like to ask you to consider giving a gift (beyond your usual budget for UMN) to help keep open the United Mission Children's Hostel. An amount of $200 or £100 for the school year 1979-1980 is suggested.

The UMN Children's Hostel provides hostel facilities for children of UMN missionaries enabling them to come from the hill projects to attend school in Kathmandu. While the hostel has full UMN permission to operate, receives administrative assistance from UMN and is run by a committee of UMN board appointees, it does not receive any financial support from UMN. Running expenses are met by fees paid by residents including the hostel parents. The deficit must be made up by gifts. At present the hostel does not even receive the rent allowance from UMN for the hostel parents, because the parents are not UMN board appointees.

We are asking your help for 1979-80 because during that year we forsee that there will be fewer children in the hostel and increased inflation in operating expenses. The hostel committee has decided to keep the hostel open for those few children (in spite of the financial problems) because:

1. we feel these children are important, and
2. other children may come unexpectedly during the year.

Our decision is also based on the feelings expressed in the UMN Workers' Conference (Jan. 1979) that the children's hostel in Kathmandu should be kept open and available for the use of UMN board appointees stationed in the hills.

Forseeing the financial problems of this school year, the Workers' Conference had asked the UMN Board to take over the running of the children's hostel to ensure its staying open. The Board deferred its decision until Spring, 1980. Therefore, the children's hostel is asking for financial help for this school year, until its future relationship to UMN can be decided.

Some of the member bodies already make grants to the UMN Hostel and we are grateful for this and obviously we encourage that this continue. Thank you very much for your assistance.

UMN Hostel Committee.

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

EINGEGANGEN
- 8. JUNI 1979
Erledigt .....

May 29, 1979

To: Member Bodies of UMN.

Dear Friends,

Not knowing what information your news media have reported recently regarding events in Nepal, I am sending this letter to you to be mailed outside of the country in order to give you the factual information that we have.

First, all of the UMN personnel are well and safe, have not undergone much trial, and are at their posts of work as usual.

The student uprising, in colleges first and then in high schools across the country, which culminated in strikes throughout the land in making long lists of demands, moved on further and took a political tone when the demand was made for an elected, democratic form of government, that is, a Constitutional Monarchy.

I am not proposing to analyze any of this, or to comment on it. Suffice it to say that even though practically all of the demands made by students of the university were met in full, and a Royal Commission was appointed to look into various incidents that took place, the students still were not satisfied. There was some marching and mild rioting in Kathmandu and in some other towns of Nepal. This did not really get out of hand, and in Kathmandu itself amounted to some burning of a government newspaper office, breaking of windows at the Royal Nepal Airlines Corporation office, and burning some of the RNAC vehicles on the premises.

In some places outside the country the news media have reported police "lathi" (bamboo cane) charges against marchers and protesters, and some police firing. One cannot be certain as to details, but there have been some people killed and some wounded. This has been in the plains part of Nepal where there is a stronger political content. The Prime Minister and some officials have resigned.

Our personnel involved in education have been the most frustrated as far as UMN is concerned. The Girls' High School in Kathmandu was forced to close by outside students who came in severely threatening the girls and the teachers if the school was not closed. It began its summer holiday a month early. The ANM and CMA campuses in Tansen were disturbed when the CMA boys went on strike and forced the ANM School to close. The boys in the Pokhara boarding school went on strike, making demands, followed with a mild rampage and broke some staff residence windows. But when the administration closed the school they went to their homes quietly. In Gorkha District our seconded teachers at Lapsibot experienced a strike in the school with a nasty spirit. At Makaisingh the strike was only on for two hours. In some schools summer vacation has been moved up, and presumably classes will open normally in about a month.

Our seconded people teaching in the Institute of Medicine courses in the university in Kathmandu were without any students for a number of

Gossner Mission

weeks, but this has now changed.

In Butwal the workers in UMN-related projects were forced by town people to go on strike, but after two days all reported back to work.

So far as I know, there has been no other incident to report in any of the places where other UMN personnel are at work. Our hospital work has been carried on as usual.

His Majesty, King Birendra has proclaimed that very shortly a Commission will be set up to plan for a referendum by all adults on the question of whether or not the present Panchayat (partyless) system should continue, or whether there should be a multi-party system of government. The latter, of course, implies elections. Apparently this has quieted people down, and on the surface everything seems normal. Students are going to classes in colleges and some high schools. There are still armed and helmeted police patrolling some parts of Kathmandu, but not in large numbers and they are not very prominent on the streets. Parades and demonstrations are not allowed. Advice from Embassy officials indicates that there seems to be no cause for alarm as of the date of this letter.

We here have been praying that God's hand may be upon all of this, and may bring good out of it. There are many demands which are justified on the part of students and the public, and we hope that the events which lie ahead will bring peace and justice through the government structures. We covet your prayers for the King and his advisors, and for UMN personnel, that they may be sensitive and wise in all that they do and say.

Cordially yours,

Gordon M. Ruff
Executive Director

GMR/BY

Gossner Mission

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EINGEGANGEN
- 7. JUNI 1979
Erledigt .....

NEWS AND PRAYER LETTER

No. 2/79.

May 28, 1979

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

Dear Partners in Mission,

The 25th anniversary celebrations of UMN have come and gone, but their impact will linger long. Thanks to the diligent research of Jonathan Lindell and the printing of his book, NEPAL AND THE GOSPEL OF GOD; to the unending hours of work by my colllegues in Headquarters to ensure insofar as possible the smooth functioning of the UMN General Conference and Board of Directors' meeting; to the active participation of more than 100 persons who came from Asia, Europe and North America for the meetings; to the stimulating and timely contributions made by the two speakers, Dr. Kosuke Koyama and Bishop Lesslie Newbigin; and to the keenly felt presence of God prevading all of our talking, praying, eating and relaxing together, the UMN is being prepared to plan boldly for the years ahead. Several new guide-lines were established, new Projects approved and study areas indicated.

Someone has written, "When you talk you can only say something that you already know. When you listen you may learn what someone else knows." It is fair to state that not only was there much talking but also much listening during the UMN meetings in April. And now we commit the entire experience to God asking that He enable us to listen to His voice as we move into the future.

Items for Praise and Thanksgiving:

- The rewarding experience of the 25th anniversary General Conference and the sense of full participation by all who attended as we sought God's will for UMN involvement in "helping to meet the needs of the people in Nepal in the Name and Spirit of Christ" in the years ahead.

- The fine reception to Jonathan Lindell's book, NEPAL AND THE GOSPEL OF GOD. (Attached again are the details of how your copy may be ordered.)

- Three new member bodies accepted by the Board of Directors, namely:
  American Lutheran Church,
  Presbyterian Church in Ireland, and
  World Concern,
  making a total of 32, now, from Asia, the Pacific, Europe and North America.

- Board of Directors' approval for new Projects:

  The five-pronged Project in Jumla, one of the least developed areas in the Far Western Region of Nepal, at an altitude of 7,000';
  The Integrated Rural Development Project in the mountains in the west in Buling-Arakhala area, an exceedingly needy area where villagers, with few exeeptions, grow enough food to last for only about six or seven months of the year;
  The Andhikhola Project to construct a small hydro-electric scheme that will produce about 5,000 KW of electricity and be the base for rural electrification and development in another needy area between Pokhara and Tansen (similar to the one UMN has built at Butwal).

- Board of Directors' encouragement that financial support will be forth-coming to enable the employing of additional qualified Nepali staff in UMN Projects and the recruiting of suitable Asian personnel; and instruction that meaningful, directed personnel growth may continue but with emphasis on assignment of such personnel to people-intensive projects.

- The new group coming for Language and Orientation Program August 1st, consisting of 26 adults and 10 children (ranging in age from 1 to 16). These have been recruited for assignment to positions urgently needing qualified and experienced personnel.

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Items for Intercession:

- His Majesty King Birendra and his advisors during the period of transition in Nepal, that God may direct their activities as they seek to meet the emerging conditions and serve the aspirations of their people.

- For wisdom and sensitivity to be given to all of us who are engaged in planning for major new UMN undertakings, namely,

  The Jumla Project: high school with boarding facilities; rural trade training center; community development; seconding of teachers in isolated village schools in the district; seconding of medical personnel in the government hospital.

  The Andhikhola Project: to enhance the nation's energy supply from water power and advance rural electrification and rural development.

  Integrated Rural Development: moving into an unstructured, and for UMN a largely new,area according to present definitions. Our personnel will need much patience, sensivitiy, wisdom as they seek to be available to the neediest people in rural areas as resource persons in community development.

- Patan Hospital funding for the balance of 25% needed, but even so the detailed planning and the ordering of materials are proceeding vigorously.

- For the 22 students who finish their Language and Orientation Program this week, and are preparing to move to their new assignments.

- For my successor, the Rev. Carl J. Johansson, who with his wife, Alice, are among the 22 mentioned above. Carl takes over his new responsibilities on June 1st as Executive Director of United Mission to Nepal.

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Having mentioned my successor, I am happy to welcome and introduce to you the Rev. Carl J. Johansson and his wife, Alice. Carl was elected to this position by the Board of Directors over a year ago. He and Alice came to Nepal last December, visited all of the larger projects of UMN, studied in the four-months Language and Orientation Program, attended the most recent meetings of the Board of Directors and the General Conference. They are well prepared. They come to UMN following ten years in the pastorate of a large Lutheran Church in Minneapolis, Minnesota, USA. Prior to that they served as missionaries in Tanzania for ten years. Carl also served as Chairman of the Council of WMPL, USA, one of our member bodies.

The have endeared themselves already to our colleagues. We ask you to join with us in Nepal to pray for them and give loyal support to them as they take up their new responsibilities of leadership at a time of new directions for Nepal and for ~~Nepal~~ UMN.

The Board of Directors has asked me to remain until November to be Acting Treasurer during the absence of Frank and Flora Clarkson on furlough in New Zealand. Peggie and I then will return to the USA and seek God's leading for the years ahead in our homeland.

One of the startling phrases used by Dr. Koyama in his Bible studies when he spoke of the abundance and pace of people in the developed countries was "over-salaried and over-caloried." It is a failing of all of us to be able to apply such descriptions to "the other person" and not to oneself. Perhaps amid our frequently frantic and frenzied lives, whether in self-gratification or helping others, we cannot see that each of us might be "over-salaried and over-caloried" in subtle ways. A word from John Ruskin is appropriate:

"There is no music in a rest, but there is the making of music in it. In our whole life melody, the music is broken off here and there by "rests", and we foolishly think we have come to the end of time. God sends a time of forced leisure - sickness, disappointed plans, frustrated efforts efforts - and makes a sudden pause in the choral hymn of our lives, and we

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lament that our voices must be silent, and our part missing in the music which ever goes up to the ear of the Creator. How does the musician read the rest? See him beat time with unvarying count and catch up the next note true and steady as if no breaking place had come in between. Not without design does God write the music of our lives. But be it ours to learn the time and not be dismayed at "rests". They are not to be slurred over, not to be omitted, not to destroy the melody, not to change the keynote. If we look up, God Himself will beat the time for us. With the eye on Him we shall strike the next note full and clear."

Thank you, each one, our partners, for your continuing interest in and support for Christ's mission in Nepal.

In His fellowship,

Gordon M. Ruff
Executive Director

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NEPAL AND THE GOSPEL OF GOD, by Jonathan Lindell

Details for placing orders for copies, and relevant prices:

In NEPAL: Price, Rs.80.00. Order from Mr. J. Kivela, Post Box 126, Kathmandu, Nepal.

In INDIA: Price, Rs.50.00. Order from The Order Department, M.S.S., 70 Janpath, New Delhi 110 001, India.

All other countries: SEAMAIL - will be sent by registered post, and should be received about 3 months after despatch.

AIRMAIL - will be sent registered post, to be received about 3 weeks after despatch.

COSTS quoted below are in the local currency of the country.

In U.S.A.: Price, by airmail - $ 9.95.
by seamail - $ 5.95.

Order from: Mrs. C. Valvik, 5744 23rd Avenue South, Minneapolis, Minnesota 55417, USA.

In CANADA: Price, by airmail - $11.95.
by seamail - $ 6.96.

Order from: Mrs. B.Ericksson, 5408 49th Avenue, Camrose, Alberta T4V 0N7, Canada.

In U.K.: Price, by airmail - £ 5.00.
by seamail - £ 3.00.

Order from: Mr. R.C.Rollinson, 12 Main Street, Fulford, York YO1 4PQ, England.

In AUSTRALIA: Price, by airmail - $ 8.95.
by seamail - $ 5.25.

Order from: BMMF Office, 14 Grange Road, Kew, Victoria 3101,Australia
or: CMS Office, 93 Bathurst Street, Sydney, NSW 2000, Aust.
or: RBMU Office, P.O. Box 372, Glen Waverley, Victoria 3150, Australia.

In NEW ZELAND : Price, by airmail - $ 9.50.
by seamail - $ 5.75.

Order from: BMMF Office, 427 Queen Street, Auckland 1, New Zealand.

In JAPAN: Price, by airmail - US $ 9.95
etc. by seamail - US $ 5.95.

Order from nearest convenient address quoted above.

Order and pay locally. Then your order will be forwarded to Delhi and the book mailed from there, hence the qoutations for air and sea postage rates.

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29. JAN. 1979
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UNITED MISSION TO NEPAL

PRAYER CALENDAR

January - June, 1979

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Day 1. UMN Executive Committee and Board. These bodies will meet in late March/early April, and will also partake in the General Conference for member body delegates. This will also mark the 25th anniversary of the UMN. The UMN workers will celebrate the Jubilee at the Workers'Conference in January, giving praise to God for all His working through 25 years, and looking ahead to His purposes for the future.

Mr. M. Roemmele (President)
Dr. (Miss) M. Owen (Vice-Pres.)
Mr. A. Bjoroy
Dr. R. Seaton
Mrs. S. Eriksson
Rev. P. Kniss
Mr. C. McMullen
Mr. A. Lobe

Day 2. Scholarship Program, and Nepali Staff.. We are grateful for the funds available for young Nepalis to study, also for the many Nepali friends who serve with us in the various projects of the UMN. Pray that each one might be drawn by the Father's Love to a commitment to Him.

Mr. P. Nepali (Scholarship Secretary)

Day 3. Okhaldunga Dispensary. The work and witness in the dispensary and community health program continue. Uphold our fellow workers in prayer, living and serving in this isolated area. Praise God for the continuing growth of His church in the area.

Karl & Silke Tracht (Medical Director/Physician)
Heio & Ute Hohmann (Surgeon)
Susie Merry (Nursing Supt.)
Kishori Macwann (Nurse-anaesthetist)
Pat Pooler (Community Health Supt./nurse)
Kirsti Kirjavainen (Nurse, Community Health)
Anna-Liisa Jokinen (Business Manager)

Day 4. Butwal Projects. The period of UMN involvement in BTI and various companies in Butwal has run out, and transfer to full Nepali ownership is imminent. Pray for a smooth transfer and continuing good relationships with DCS, which will remain in UMN hands. A number of important and challenging service functions and new development projects are run by Development & Consulting Services, some of them significant at national level.

San & Joyce Ruohoniemi (Director, DCS)
Ed & Twila Miller (Business Manager, DCS)
Martin & Inge Anhorn (Engineering Office)
Cliff & Christine Eaton (Engineering Office)
John & Sheile Finlay (Bio-gas research)
David & Jane Fulford (Bio-gas research)

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Nick & Helga Peters (Bio-gas research)
Reinhold & Anneliese Metzler (BTI Production Development)
Willard & Selma Unruh (Agro-equipment development & Hostess)

Day 5. UMN Headquarters. It is said that every hurricane has a windless center. Pray that likewise God's peace and joy will prevail in the midst of the busy lines of service: administration, business, guesthouses, language center.

Gordon & Peggie Ruff (Executive Secretary)
Paul & Claire Spivey (Acting Health Services Secy.)
Odd & Tullis Hoftun (Economic Development Secy.)
Jonathan & Evey Lindell (Acting Education Secy.& Hostess)
Frank & Flora Clarkson (Treasurer & Cashier)
Joe & Lois Woodward (Accountant)
Anna Price (Accountant/Secretary)
Betty Young (Personnel Secretary)
Asbjorn & Mia Voreland (Personnel Counsellor/Language Program Supervisor)
Dick & Marcia Smith (Language Program)
Juhani & Tuovi Kivela (Personal Counsellor/Information Advisor)
Lil Lewis (Hostess)
Bill & Meryl Johnson (Central Services Director)
Ruth Overvold (Secretary)
Shirley Harman (Secretary)
Ruth Pike (Secretary)
Bill Brandenberger (Central Services)

Day 6. Shanta Bhawan Hospital. Pray for the staff of this hospital with a continuing very heavy workload. The urgent need for a second surgeon and an obstetrician remains. Remember many students using the hospital for clinical practice in various para-medical courses run by the Government Institute of Medicine.

Mary Eldridge (Exec. Director & Medical Supt./Obstetrician)
John & Angela Dickinson (Asst. Medical Supt./Internist)
Walter & Florence Bond (Pathologist)
Judy Henderson (Paediatrician)
Vicki Pearse (Paediatrician)
Dick & Willie Matern (Surgeon)
Tom & Suzanne Fell (Anaesthetist)
Scott & Carol Kellermann (General practitioner)
Theo Beels (General practitioner)
Bir Bahadur Khawas (Hospital Administrator)
Ruth Judd (Nursing Superintendent)
Julie Willmette (In-project Training Coordinator)

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Paivi Vaisala (Pharmacist)
David & Pamela Barker (Dentist, to March)
Stephen Cox (Dentist, from March)
Trish Hodgson (Physiotherapist)
Jim & Elsie Pettibone (Maintenance Advisor & Medical Technologist)
Lilly Ammann (Hostess)
Doris Bailey (Social Services worker)
Gloria Cawthorne (Secretary)

Day 7. Shanta Bhawan Project. The cooperation between the Community Health Program and the Dept. of Health Services, HMG continues. Also in the Nursing Training Program, which is part of the HMG program, our teaching staff work closely with the staff of the Government campus and hospitals.

Mary Nichol (Supt., Nurses' training program)
Gunnel Borg (Tutor, Nurses' training program)
Beth Fast (Tutor, Nurses' training program)
Sigrun Modegal (Supt.,Community Health Program/doctor)
Rut Peterson (Nurse, Community Health Program)
Mirjam Bergh (Nurse, Community Health Program)
Stina Ullberg (Nurse, Community Health Program)
Miriam Krantz (Nutritionist, Community Health Program)
Herman Simrose (Agriculturalist, Community Health Program)

Day 8. King and Country. We are grateful to God for the privilege of living and serving here, and for cordial and encouraging relationship with officials in various ministries and departments. Pray that in all these contacts, as well as in our total service, a challenging Christian witness will be recognized. Also continue to pray for His Majesty, King Birendra, and all the members of the Government.

Day 9. The Church in Nepal. Many reports of people entering the Church in numbers are received from time to time, often in new areas of the country. New Church fellowships are springing up. While we rejoice in all of this, remember the crucial need for trained leaders and teachers.

NCF leaders; active Christians in all walks of life; evangelists; Church committees and congregations all over the country.

Day 10. Gorkha Project. The hospital continues its busy service. Also the community health workers, involved in MCH clinics in various villages in the district. Uphold our colleagues in their work and witness in the area:

Tom & Cynthia Hale (Med.Dir./surgeon & paediatrician)

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Rick Allen (General practitioner)
Wayne Thorpe (General practitioner)
Joyce Brown (Nurse, hospital)
Shelagh Wynne (Nurse, hospital)
Maarit Ovaska (Nurse, hospital/community health)
Rigmor Hildershavn (Nurse, hospital/community health)
Tony Bouverie-Brine (Administrative assistant)
Jenny Sutton (Supt., Community Health Program/Nurse)
Eleanor Knox (Doctor, Community Health Program)
Sheila Fulker (Nurse, Community Health Program)
Wendy Moore (Nurse, Community Health Program)
John & Judi Bertholet (Maintenance supervisor)

Day 11. Gorkha Project. Two teachers are doing pioneer work in Lapsibot village, and two others in Makaisingh, a new location in east Gorkha. Two more have been assigned to Amp Pipal School Thank God for these opportunities, and pray for the workers to fill other vacant posts.

Margaret McCombe (Teacher, Lapsibot)
Barbara McLean (Teacher, Lapsibot)
Jean Baird (Teacher, Makaisingh)
Glenys Walker (Teacher, Makaisingh)
Else Furthmuller (Teacher, Amp Pipal)
Walton & Ruth McCaslin (Teacher, Amp Pipal & Nurse)

Day 12. Economic Development Field Work. Programs originating in and based in Butwal are spreading into a number of districts in Nepal. One of these, the Small Turbines, Mill and Rural Electrification Project, is still fully owned by UMN. Himal Hydro Construction Co. and the Gobar Gas Co. are run in partnership with Government agencies.

Leiv Boyum (Turbines and Mills)
Peder & Ulla Ericsson (Electrician)
Lionel & Alison Mackay (Electrical Consultant)
Ken & Gywnneth Brookes (Hydro engineer)
Delos & Hazel McCauley (Hydro engineer)
Ed & Annie Kramer (Site Engineer, Baglung)
Andrew Bulmer (Gobar Gas extension worker)
Seppo & Annikki Kostamo (Gobar Gas extension worker)
Gwen Coventry (Rural development worker)

Day 13. Functional Boards. The Functional Boards, for Economic Development, Education and Health Services, meet regularly, and play an important part in long-term planning, policies and business matters. We can see God at work through our close cooperation with Government programs in each spere. Pray for God's guidance

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in the work of these Boards, and the implementation of decisions made.

Day 14. Patan Hospital Project. Planning for this large UMN project continues. Thank God for the funding available, and pray for the balance of funding needed. Also for vision and wisdom for those responsible for the further development.

Martyn & Shirley Thomas (Design consultant/structural engineer)

Day 15. Language & Orientation Program Centre. Praise God for another large group of new students whom He has sent to us. Let us support every one of our new fellow workers in their language study and orientation. Also ask that the Lord will keep them in good health from the beginning.

George Baker (Civil engineer)
Allan & Iris Davies (Industrial Arts teacher)
Hans-Martin & Angelika Dietz (Food technician)
Mike Francis (Civil engineer)
Friedrich Gaus (Master carpenter)
Carl & Alice Johansson (Executive Secretary-designate)
Dale Nafziger (Electrical engineer)
Ray & Barbara Reeves (Tool machinist)
Bucky & Carole Sydnor (Cultural resource worker)
Jim & Betty Stricker (Hospital administrator)
Marjatta Tolvanen (Dietitian)
Larry & Karen Wiebe (Electrical engineer)
Bob & Phyl Wallace (Business administrator)
Tom & Moira Wilson (Construction foreman)
Frank Younkin (Vocational agriculturalist)

Day 16. Secondment to other work. A number of our colleagues have the privilege of working in non-UMN projects. Many of these secondments are closely linked with projects listed on other days, and do not appear here, but in their advisory/assisting roles all these workers need prayer, wisdom and patience.

Paul & Claire Spivey (Pharmacist, UN Health Care Program)
Dick & Sue Harding (Community Medicine Doctor curriculum planning)
George & Isobel Tweeddale (Advisor, Institute of Engr.)
Andreas Vossberg (Prosthesis technician, Nepal. Orthopaedic Appliance Centre)
Mary Cundy (Paimey/Pyersingh dispensary)

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Day 17. Tansen Hospital. The staff of this busy hospital is heavily involved in part-time teaching of students in various courses. Thank God for this opportunity to witness, and pray that God's love will reach many young Nepalis through it, as well as the hospital patients.

Fran Swenson (Acting Project Director/Business Manager)
Graham & Jill Morris (Medical Supt./Surgeon)
John Sleggs (General Practitioner)
Margareta Hook (Surgeon)
Margaret Muddiman (Paediatrician)
Warwick and Annette Britton (Internists)
Klara Pedersen (Nursing Superintendent)
Trudy Stevens (Nurse, hospital)
Birgitta Olsson (Nurse, hospital)
Neil & Clarice Solvik (Pharmacist)
Ann Matthias (Social Services worker)
Rita Skilbeck (Hostess)
Joyce Baldwin (Physiotherapist)
Walter & Jan Schaap (Laboratory technician)
Sue Fry (Administrative assistant)
Norman Donkersloot (Business assistant)
Aileen Phillips (Secretary)
David & Rosemary Cooke (Maintenance Supervisor)

Day 18. Palpa District Community Health Program. This large work goes on expanding into new areas. Pray for those who through this program have an excellent opportunity to reach many villages, homes and people. Pray for more personnel for this growing service/training program.

Valerie Collett (Acting Supt., CHP, till Feb.)
Ingeborg Skjervheim (Health visitor)
Margaret Brass (Nurse)
Britt Johansson (Nurse)
Rosemary Carnahan (Nurse)
Nickie Waaning (Nurse)
Kerry Brown (Nurse)
Michi Maeda (Nurse)
Melody Koch (Health educator)

Day 19. Tansen ANM and CMA Programs. The new, fine ANM school building is now completed and greatly appreciated as a training centre for young women. Pray for them as well as for the teachers who have such an opportunity to influence their lives; similarly in the CMA school for young men. Part of the ANM midwifery training is carried out in Pokhara.

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Mabel McLean (Counterpart-in-charge, ANM School)
Edna Clysdale (Tutor, ANM School)
Anna Weir (Tutor, ANM School, Pokhara)
Jacky Brown (Tutor, ANM School)
Bjorn & Hanna Brekke (Tutor, CMA School)
Marian Tebboth (Tutor, CMA School)
Steve & Gail Erickson (Tutor, CMA School)

Day 20. Furloughs. Remember our personnel on furlough, sharing the record of God's mission in Nepal with interested friends and prayer partners in sending countries. Also pray that every one of them may be given the refreshing and renewal they need before joining us again.

Larry & Phyl Asher (USA)
Bob & Hazel Buckner (USA)
Adrian & Pam Evans (UK)
Carl & Betty Anne Friedericks (USA)
Heidi Froelicher (Switzerland)
Del & Bev Haug (Canada)
Gerry & Alison Hankins (Canada)
Helen Huston (Canada)
Dudley & Mona Henderson (USA)
Enni Hokkanen (Finland)
Ingegerd Karlsson (Sweden)
Kirsti Korsu (Finland)
Peter & Shirley Lucas (Australia)
Jean Smucker (USA)
Eileen Talbot (UK)
John Williamson (USA)
Margaret Wright (USA)

Day 21. EDB Service Office. What began as a liaison service run by the Nepali Liaison Officer, Mr. Joshi, is expanding into new fields. New personnel are bringing in finance, agriculture and rural development to the list of consulting services offered to projects. Planning of new projects, like a small community development program in Buling/Arakhala, need much thought and wiscom.

Stephen & Sheila Bull (Maintenance Training Program)
Tor & Sigrun Mogedal (Mechanical engineering)
Alan Pang (Economics)
Carlos & Tessie Madrazo (Agriculture)
Al & Peggy Schlorholtz (Rural development)
Joe & Lois Woodward (Finance)

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Day 22. Missionary children. Pray for the many children (about 120) of UMN workers; for the Children's Hostel in Kathmandu; for both children and teachers of tutorial groups in some projects; for children in boarding schools and colleges in India and overseas; for some studying by correspondence.

Phil & Bev Smith (Children's Hostel, Kathmandu)
Sara Fagerlund (Finnish tutorial group, Kathmandu)

Day 23. Communications Committee. Praise for this widening ministry, producing and making available cassettes for our own workers, as well as for Nepalis. Representatives from INF are co-opted onto the Committee to combine ideas and work. Pray for a team of gifted Nepali Christians, keen to take part in producing new master tapes. Remember also the work being done on a re-print of the present hymnbook, and in distribution of the Scriptures throughout the country.

Day 24. Community Health Office. This office in Kathmandu seeks to provide materials, information, advice and help to the health services projects across the country.

Audrey Maw (Technical Asst. to Health Services Secretary)
Ruth Angove (Nutrition Advisor to HSB)

Day 25. Personnel needs. We are grateful for all the new workers God has continued to send us, and those applying for service in 1979. At the same time a number of people in leadership posts are leaving, and there is a continued need for replacements, and for expansion into new opportunities. Qualified people with a real Christian commitment are sought, particularly for the following priority posts:

Surgeon	Business Managers
Obstetrician	Community health nurses
Pathologist	Consultants for economic development
Anaesthetist	Teachers in specialized subjects
Secretaries	Personal Counsellor
Hostesses	Radiographer "
Lab technicians	Agriculturalists
Field workers	

Day 26. Girls' High School, Kathmandu. Pray for the UMN staff seconded to the school, with opportunity to influence the girls in many areas of their lives. Remember also other Christian staff and students, as they take part in a very full program of studies and other activities.

Nirmit Sittling (Acting Headmistress)
Joy Carter (English teacher) Ann Lycett (Primary teacher)
Carol Evans (PE teacher) Lois Woodward (Nurse)

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Day 27. Isolated Believers. Many Nepali brothers and sisters in Christ in very remote areas, often facing lonliness and persecution. Most are standing firm in their faith and many are winning others for Christ. Pray for God's Peace and Joy to fill their hearts; for His Blessing on their testimony to others; and also for more teachers willing to trek and visit these believers, to strengthen and encourage them in the Lord.

Day 28. International Nepal Fellowship. Our colleagues in the INF continue to share responsibility for the Leprosy and TB program in a large area of western Nepal. Pray for the workers out in the mountains, and for the ongoing work at the two hospital centres in Pokhara.

Graham Scott-Brown and colleagues (INF)
Stan and Marilyn Kamp (Building work, Banglung)

Day 29. Boys' Boarding School, Pokhara. A very full program continues at the school among 350 boys (300 of whom are in boarding), in school and other activities. The final building is in progress. Materials for use in all schools by the Ministry of Education have been prepared by school staff and others. The new Rural Youth Training Program (agriculture) is under way.

Brian & Beulah Wood (Headmaster)
David & Ann McConkey (Domestic Supervisor)
Bob & Jill Burkholder (Maintenance Supervisor and Nurse/hostel parents)
Rodney Simmonds (teacher/hostel parent)
Tom & Elaine Haggerty (Site engineer)
Pekka & Auni Sepponen (Business manager)
Finlay & Rachel Hodge (Asst. farm manager)
Alison Craven (Livestock supervisor)
Richard & Janice Clark (Materials Development Coordinator)

Day 30. Dhankuta Technical Centre. Pray for a speedy processing of the project agreement for DTC, which is tied up with the new "umbrella" agreement for UMN's economic development projects to replace the old "Butwal" agreement which has now expired. Also pray for wisdom for all involved in the planning and groundwork for this first UMN project in the far eastern part of Nepal.

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Day 31. Other organizations. These are ministries which give support and help to the Church and to the UMN in Nepal. Pray for each of them, in the particular sphere of service they have been given by God.

Mirik Bible School, Darjeeling Dist.
Bible Society of Nepal
Nepali Bible Correspondence Course
Jiwan Jyoti Prakashan (Nepali books & printing, in Darjeeling)
Duncan Hospital, Raxaul (UMN transit business, etc.)
Patan Bookhouse, Nepal
Anandaban Leprosy Hospital, Kathmandu
Dandeldhura medical work, western Nepal

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NEWS AND PRAYER LETTER

No. 1/79.

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

February 14, 1979

EINGEGANGEN
- 5. MRZ. 1979

Dear Partners in Mission,

During the UMN Asian and Pacific Regional Conference held in Melbourne, Australia, December 8-11, 1978, the Rev. Peter Dawson, Overseas Secretary of the Church Missionary Society, Australia, led a morning devotional period using the story of the Burning Bush found in Exodus 3 and 4. In this account Mr. Dawson pointed out that there is the revelation of God, the revelation of the need of His people, and the revelation of Moses' vocation. But Moses gave to God a series of excuses why he should not be called to this responsibility, such as his inadequacy, his ignorance, his ineffectiveness and his unreadiness. But for each excuse God pointed out how to overcome it. Is that not a human condition very familiar to all of us? And yet are we not assured that when God gives us a task to perform He also enables us to do it if we are faithful?

Sometimes in UMN it is easier to detail excuses for not entering upon difficult responsibilities, but by God's grace He enables us time after time to see His hand upon us and to move forward in faith. With major decisions about the road ahead demanding our full energy and complete commitment, pray with us that we may be open to God's enabling, vision and power.

Items for Praise and Thanksgiving:

- The gathering of up to 100 people at the Bible College of Victoria near Melbourne, Australia for the UMN Asian and Regional Conference last December, when new interest in UMN was aroused and promise of increased support was given.

- The wonderfully inspiring Jubilee Workers' Conference held in Pokhara last month, when about 160 adults and 60 children met for six days to share in program achievements of 1978, fellowship, recreation and spiritual life; and to see a musical pageant depicting events leading up to UMN's formation and entry into this lovely land of mountains and valleys. Everyone present could happily affirm God's goodness and faithfulness, and take courage for the future. "Old Timers", who have been in or closely associated with UMN since its beginning, included Bob Fleming, Sandy Anderson, Chris Eggers and Trevor Strong in attendance.

- The successful year of 1978 as the many projects reported having achieved their goals, and the Treasurer reported financial expectations met.

- Preliminary inquiries from seven more missionary societies or churches regarding possibly joining the UMN.

- The many well qualified and urgently needed new people whom we expect to receive in the next Language and Orientation Program, beginning August 1st, a total of 30, which is the maximum our facilities will allow. Others are being delayed until 1980. There are still some urgent needs in posts for which we have no definite applicants.

- Jonathan Lindell's book, NEPAL AND THE GOSPEL OF GOD, is expected from the press in New Delhi later this month, and will be mailed from there by either airmail or seamail book-post as orders are received. You will want to get your copy at an early date, so details of order and payment are attached.

Items for Intercession.

- The 23 students in the current Language and Orientation Program, including the Executive Secretary-designate, Carl Johansson and Alice, that God will keep them in good health and highly motivated to learn the Nepali language and customs.

- That the remaining 25% needed for full financing of the new Patan Hospital will be forthcoming soon (applications are pending before two organisations).

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- Wisdom and insight as staff talk with Government officials about the proposed UMN involvement in Jumla, a district center in an isolated, mountainous area of the far west, concerning a boarding high school and rural trade training center.

- Also for UMN involvement in the Dhankuta Technical Center in the east, regarding which negotiations have been carried on for more than a year so far.

- The UMN General Conference to be held in Kathmandu, April 1-4, another part of the 25th anniversary celebrations, for which we anticipate 55 delegates and observers coming from overseas and 20 from India to join with some of us in Nepal, making a total of 106; that God will use this gathering of His people to celebrate what has happened and to study what is possible, based on His Word.

- The important meeting of the Board of Directors, April 5 and 6, when it will consider studies now going on, take into account findings of the General Conference, and make bold plans for the future. A record number of 29 voting members out of 47 will actually come from overseas.

- That the extra burden of arranging for total accommodation and program for this large number of visitors may be adequately carried by Headquarters staff and colleagues in the Kathmandu Valley, and that plans for the one public meeting during the Conference, to which many Nepalis will be invited, will be so directed by God as to proclaim discretely the accomplishments of UMN.

In preparation for the General Conference when Bishop Lesslie Newbigin and Dr. Kosuke Koyama will be the speakers, some of us are reading their two newest books, THE OPEN SECRET and NO HANDLE ON THE CROSS. Newbigin's book, just off the press and published by Eerdmans, has this significant declaration (p.213): "It is the open secret of God's purpose, through Christ, to bring all things to their true end in the glory of the triune God. It is open in that it is eannounced in the gospel which is preached to all the nations; it is a secret in that is is manifest only to the eyes of faith. It is entrusted to those whom God has given the gift of faith by which the weakness and foolishnes of the cross is known as the power and wisdom of God. It is entrusted to them not for themselves but for all the nations. It is Christ in them, the hope of glory."

Pray with us that the UMN may be faithful in revealing the open secret to the people of this nation.

In Christian fellowship,

Gordon M. Ruff
Executive Secretary

Gossner Mission

NEWS AND PRAYER LETTER

EINGEGANGEN
14. NOV. 1978
Erledigt

No. 3/78. October 27, 1978

United Mission to Nepal,
Box 126, Kathmandu,
Nepal.

Dear Partners in Mission,

One of the memorable sermons I read years ago is by Phillips Brooks, entitled "The Fire and the Calf", based on Exodus 32:24, "So they gave it to me, and I threw it into the fire, and there came out this calf". Clearly Moses' brother, Aaron the Priest, was deceitful and ashamed for this deed. He sought to put the blame on the fire which he claimed produced the golden calf instead of acknowledging that he made the proposal, fashioned the golden calf from the ornaments given to him, and suggested that the Israelites worship the calf as god.

Each of us is prone to casting blame for our misdoings on circumstances, outside pressures, enticements of others, etc. But Brooks points out so clearly that each of us is responsible under God for his or her own acts, and that only a new life in Jesus Christ assures us that we may become what He wants us to be by His amazing grace.

We in UMN are not immune from this problem, nor is any of you, but together we seek God's will for our own lives and for the fruitful witness and service of the United Mission to Nepal.

Items for Praise and Thanksgiving.

- Good monsoon rains and harvests in most parts of Nepal, ensuring that the majority, but not all, of the people will have at least minimum food to eat.
- Safety in travel during the hazardous monsoon season, even though scores of our colleagues walked slippery mountain trails and travelled on overloaded buses.
- General good health of UMNers, and remarkable healing for several who were seriously ill.
- Fine spirit of unity among our large number of new students in the Language and Orientation Program, and good results from their intensive study.
- Record number of 237 UMNers supported by 26 Mission societies and representing 14 nationalities. Most are long term people, 54 having served more than 10 years.
- Continuing large number of inquiries for service in UMN.
- Definite request for membership in UMN by three Mission societies, one in Northern Ireland, and two in USA, to make a total of 32.
- A grant of $38,000. from TEAR FUND in England to install drinking water systems in many villages in the Tansen area, mostly in isolated hilly places. We continually thank God that He puts on the hearts and minds of potential donor agencies in the rich, developed countries the needs of Nepal, one of the ten least developed countries in the world, that the UMN may be assisted in its stated purpose to "help meet the needs of people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life".

Items for Intercession.

- The successful publishing and wide distribution of Jonathan Lindell's book, Nepal and the Gospel of God, the manuscript and many pen drawings of which are now in the printer's hands in New Delhi. This may be used by God to tell the marvellous story of events leading up to UMN's entry into the country nearly 25 years ago and of its brief quarter of a century history. Details will be available later as to how you can get your copy of this book.
- The Jubilee Workers' Conference, to be held in Pokhara, January 11-16, part of the 25th anniversary celebrations, when Dr. Samuel H. Moffett, veteran missionary statesman, evangelist and theological educator from Korea will be the chief speaker.
- The UMN General Conference, to be held in Kathmandu, April 2-4, another part of the 25th anniversary celebrations, with the well known missionary leader from England, Bishop Lesslie Newbigin, and the stimulating Japanese theologian now in New Zealand, Dr. Kosuke Koyama, as speakers.

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- The important meeting of the UMN Board of Directors, April 5 and 6, which will consider studies going on now about the future course of UMN, taking into account the findings of the General Conference, that God will make clear His will for UMN in the years ahead.

- Meetings of the Finance and Executive Committees in mid-November when decisions will be made about accepting new personnel, inviting some of our colleagues to return after furlough, plans for 1979, and the implications of rising salary costs on the proposed budget.

- Wisdom as staff talk with Government officials about the proposed boarding school in Jumla in an isolated, mountainous area of the far west, and about the latest request that UMN become involved in a four year Rural Trade Training School program in Jumla, teaching employable skills in the areas of health services, building, agriculture.

- Donor(s) for the remaining 25% required for the Patan Hospital, the base hospital for the Lalitpur Community Health Program of Shanta Bhawan Hospital, and movement in the key places for the ability to go ahead with detailed plans.

- Sensitivity in all of our planning to assure maximum people's participation in developmental programs.

- Both vision and restraint in working through proposals to help make our Nepali staff more willing to stay with our projects when attractive offers from outside are beckoning.

- God's gracious under-girding of Nepali brethren who are enduring hardship, suspicion and discrimination because of their faith, and especially for the 25 reported by the newspapers as having been arrested.

- The people of God's choice to fill some urgent personnel needs: surgeons, hostesses, business managers, laboratory technicians, anaesthetists, x-ray technicians, hospital administrator, site engineers, field workers, agriculturalists, senior consultants in engineering, etc.

- The UMN Asian and Pacific Regional Conference, to be held in Melbourne, December 8 - 11, with the purpose of explaining at first hand the UMN program, needs in personnel and financial support, getting suggestions for greater involvement in UMN, and seeking exchange of views as to how UMN might better carry out its purpose. Pray for me, that God will give health, strength, sensitivity and vision as I share in the leadership of the Conference.

* * * * * * * * * * * *

Marie Curling, from Brixham, England, once wrote about "Roles - And How We Play Them":

"Whenever I'm disappointed with my lot in life, I stop and think about little Jamie Scott. Jamie was trying out for a part in his school play. His mother told me that he'd set his heart on being chosen. On the day the parts were awarded I went with her to collect him after school. Jamie rushed up to her, eyes shining with pride and excitement. 'Guess what, Mum' he shouted, and then said those words that remain a lesson to me: 'I've been chosen to clap and cheer'".

Aren't some of us called by God just to do that?

In Christ's fellowship,

Gordon M. Ruff
Executive Secretary

Gossner Mission

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UNITED MISSION TO NEPAL **** PERSONNEL NEEDS LIST **** FEBRUARY 1979

This list contists of personnel required for approved posts, and, unless otherwise stated, long term appointees are preferred. Further details can be supplied on request to: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal.

There has been a very encouraging response from our member bodies in terms of offers of service and enquiries for 1979, and the language program list beginning August 1979 is already full. In this situation, only the following are listed as priority needs for this year:

Long-term service (i.e. minimum of three years):

(To join the August 1979 language term, or to come any time in 1979, work in a project for some months, and then do language study in February 1980:

Guesthouse hostesses; Experienced accountant/financal manager to be Assistant to the Treasurer; Office secretary; Surgeons; Laboratory technician with experience; Anaesthetist; Radiographer/x-ray technician; Business Managers.

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Short-term service:

Priority given any time in 1979 to -

Guesthouse hostess (for at least one year); surgeon; experienced laboratory technician; anaesthestist; radiographer/x-ray technician; Physiotherapist (May to December, or January - October 1980).

OTHER POSTS NEEDING TO BE FILLED IN 1980 AND ONWARDS

GENERAL:

Nepali?

Secretary: For general office work, typing, duplicating, some clerical work in accounts office.

Accountants/business managers: To do and oversee book-keeping, and administration of general office business in various projects.

Hostesses: For mission and hospital guesthouses.

Personal Counsellor: Trained and experienced person, for opportunities to help and advise amongst expatriate workers and Nepalis.

EDUCATION: (Note: Government approval is necessary for secondment of teachers to non-Mission institutions):

Teacher specialists (secondary education): For schools in various areas, in maths, science (mainly biology), and English.

Consultant librarian: To organise libraries and train Nepali staff in various institutions; involving a good deal of travelling.

Nepali? Hostel workers: For hostels of boys or girls in boarding schools.

HEALTH SERVICES:

Surgeons: For busy hospital programs; long-term and short-term offers welcome.

Lady obstetrician)
Paediatrician) People with experience needed for hospital programs,
Pathologist) long-term.
General Practitioners with experience in anaesthesia and/or surgery, or obstetrics.

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Anaesthetists: For hospital surgery programs; also willing to help in OPD as needed. Short term or long term.

Community Health physician: To work in community health program; long-term only.

Dentist: Clinical work, and possibly teaching in schools and villages.

Laboratory technicians: For hospital work; experienced persons needed for training and supervision of Nepali staff.

Radiographer/x-ray technician: For hospital work, also involving training and supervision of Nepali staff.

Physiotherapist: For hospital program, short-term only, either May-Dec. 1979 of January - Oct. 1980.

Medical social worker: For work amongst hospital patients and in community health programs.

Community health nurse/midwives: For teaching work in community health programs. Experienced nurses, with training or interest in community health work and midwifery, prepared to be flexible and mobile, and to live in primitive conditions; and to teach.

ECONOMIC DEVELOPMENT:

Business Managers/administrators/accountants: For various existing and new economic development projects.

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in communicating with village farmers; for integrated rural development and agricultural extension work of different types.

Site Engineers, construction foremen, installation/maintenance personnel - For staffing a new construction company now being established in cooperation with the government for construction of small hydro-power plants, irrigation projects, mills, etc. in various parts of the country, and for supervision of general building construction.

Field workers: Young people ready to do practical work in different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Masters of construction and industrial trades, able to supervise commercial operations combined with apprenticeship training.

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries, or who know "how things were done 30-40 years ago"; who may be retired persons desiring to serve for a couple of years, or a few months, and are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or undertake surveys, feasibility studies or detailed planning for new projects in the following or related fields:

Various aspects of agriculture
Industrial development, small-scale and agro-based
Civil engineering/construction.

Candidates who do not exactly fit into any of these brackets may still be useful.

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UNITED MISSION TO NEPAL **** PERSONNEL NEEDS LIST **** OCTOBER 1978

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Further details can be supplied on request to: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

ERG-GANDEN
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GENERAL:

Secretaries: For general office work, typing, duplicating, etc.; also for hospital office, probably short-term.

Personal Counsellor: Trained and experienced person, for opportunities to help and advise amongst expatriate workers and Nepalis.

Accountants/business managers: To do and oversee book-keeping, and administration of general office business in various projects.

Hostesses: For mission and hospital guesthouses.

EDUCATION: (Note, Government approval is necessary for secondment of education workers to non-Mission institutions).

Teacher specialists (secondary education): For schools in various areas, in maths, science (mainly biology), and English.

HEALTH SERVICES:

Surgeons: For busy hospital programs; needed immediately. Long-term and short-term offers welcome.

Laboratory technicians: In two hospitals, also involving some training and supervision of Nepali staff.

Anaesthetists: For hospital surgery programs; also willing to help in OPD as needed.

Community health nurse/midwives: For teaching work in community health programs. Experienced nurses, with training or interest in community health and midwifery, prepared to be flexible and mobile, and to live in primitive conditions, and to teach.

Hospital Administrator: With qualifications and experience in this work.

G.P.s with experience in anaesthesia and/or surgery.

Radiographer/x-ray technicians: For two hospitals, also involving training and supervision of Nepali staff.

ECONOMIC DEVELOPMENT:

Business managers/administrators/ accountants for economic development projects.

Construction personnel: Site engineers and supervisors for hydro power and irrigation projects, as well as for construction of buildings.

Masters of construction and industrial trades. Details overleaf.

Agriculturalists. Details overleaf.

Field workers: Young persons with background in agriculture, construction, trades, etc., ready to live and work under primitive consitions on projects cut in the field.

Consultants: Senior persons, possibly retiring age, experienced in engineering, business, agriculture, etc.

GENERAL:

Auditor: For Headquarters staff, to do auditing and give advice in accounting to all UMN projects. Considerable travelling involved.

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EDUCATION:

Hostel workers: For hostels of boys or girls in boarding schools.

HEALTH SERVICES:

Lady obstetrician)
Paediatrician) People with experience needed for hospital programs, preferably long-term.
Pathologist)

Community Health physician: To work in community health program.

Dentist: For clinical work, and possibly teaching in schools and villages.

Physiotherapist: For hospital program, including supervision of Nepali staff.

Medical Social worker: For work amongst hospital patients and in local community.

ECONOMIC DEVELOPMENT:

Business managers/administrators/accountants: For various existing and new economic development projects.

Agriculturalists: Persons with general farming background, preferably with formal agricultural training, and with gifts and interest in communicating with village farmers; for integrated rural development and agricultural extension work of different types.

Site Engineers, construction foremen, installation/maintenance personnel: For staffing of a new construction company now being established in cooperation with the government for construction of small hydro-power plants, irrigation projects, mills, etc. in various parts of the country, and for supervision of general building construction.

Field workers: Young people ready to do practical work in different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Masters of construction and industrial trades, able to supervise commercial operations combined with apprenticeship training.

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries, or who know "how things were done 30-40 years ago"; who may be retired persons desiring to serve for a couple of years, or a few months, and are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or undertake surveys, feasibility studies or detailed planning for new projects in the following or related fields:

Various aspects of agriculture
Industrial development, small-scale and agro-based
Ferro-cement and prestressed concrete
Hydro-electric power engineering.

Candidates who do not exactly fit into any of these brackets may still be useful.

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THE UNITED MISSION TO NEPAL

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

Telephone: 12179 or 15573
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

9th September, 1978

Dear Donna,

Further to my recent letter regarding the situation of the Christians arrested by the police in Butwal, this is to bring you up to date.

An additional person was arrested, bringing the total to 18. Among these there are workers in fairly high positions in the Butwal Plywood Factory, Butwal Power Company, Butwal Technical Institute and the Division of Consulting Services, as well as a well known pastor from Tansen.

After being held in custody for 25 days while the police were framing their charges, these 18 persons were taken to the court in Bhairawa, about 20 kilometers away. There the judge released all of them on bail, four on bail amounts sanctioned for a six year sentence, and the others on bail amounts sanctioned for a one year sentence. This does not pre-judge the final sentence after the full trial is held, but this reflects the severity of the charges framed by the police. Bail money was raised by a Nepali friend in the area, a total of Rs.18,000.

The able lawyer engaged to defend the 18 persons seems confident that they will not finally be sentenced because there seem not to be suitable charges. But that is the lawyer's opinion, not the judge's. He estimates that it may take from six to nine months before the case is finally settled, but if any jail terms are imposed, this time from the setting of the bail will be counted towards that term of imprisonment.

The laws of Nepal which are alleged to have been broken are:
(In the words of the lawyer): The Act prohibits a Hindu to convert his religion; it impedes others of any religion to convert a Hindu to a religion other than Hinduism; to spread any other religion or to commit it to publicity is also disallowed by Law. So three crimes are alleged to have been committed. The first and third cases bring punishment of up to 6 years imprisonment; the second brings only 1 year imprisonment;
As to human rights, the lawyer adivses, the UN Charter does not include the right of converting Hindus to a non-Hindu religion. He advises that Human Rights have their limits and when it comes to a contradication within the existing law of the Kingdom, the prevailing law supercedes it.

When there was a possibility that one UMN person, who attended a reconciliation meeting in June 1977 which brought together two divided factions in the Butwal Church, might be sought by the police, legal advice was sought in Bhairawa and in Kathmandu. That advice is that there is no ground for such a case, and our colleague was advised to return to Butwal and continue normally in his engineering work.

Our Christian brothers and sisters need more than ever to be upheld by your prayers. During their detention they drew very close together, supporting each other in prayer, Bible recitations and fellowship. Now they are released and feel some of the normal human tensions of a

Gossner Mission

possible sentence hanging over them. They are hopeful, trying to resume normal living, seeking Christian fellowship support.

As you re-read Matthew 5: 1-16 and James 5, join with many in Nepal who are in earnest prayer for our brothers and sisters in Christ.

Cordially, in Christ,

Gordon

Gordon M. Ruff
Executive Secretary

GMR/BY

P.S. Do not put this into print;
this letter is being mailed outside of Nepal.

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2/20/5

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Ecumenical Institute for Urban and Industrial Mission

Eglise et Société Industrielle, Centre Oecuménique

65 Mainz am Rhein

Albert-Schweitzer-Straße 113/115

Telefon: 06131 - 2 04 93 / 2 45 16

5. September 1978
GM - Fr/Kl

EINGEGANGEN
- 6. SEP. 1978
Erledigt .....

Liebe Freunde!

In der Anlage sende ich Ihnen die Kopie eines Briefes, den ich aus Nepal erhielt. Ich habe mir erst überlegt, ob ich Ihnen einfach nur von der Tatsache berichte. Da aber dieser Brief ein sehr klares Bild von dem was dort geschehen ist gibt, habe ich mich entschlossen, Ihnen nun einfach die Fotokopien zu schicken.

Wir können im Augenblick nichts weiter tun als hoffen und beten, dass den Christen in Nepal nicht zu viel geschieht und dass ein gerechter Prozess gemacht wird.

Dieser Brief ist also nur eine Information. Sobald ich etwas Neues erfahre, werden Sie wieder von mir hören.

Mit herzlichen Grüssen

Ihre

(Dorothea Friederici)

-Anlage-

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

Eingegangen
28. AUG. 1978
Erledigt: .....

19th August, 1978

To UMN Member Bodies and Friends

Dear Dorothy

In Butwal 17 Nepali Christians are imprisoned by the police; we ask you to pray for them. It is possible that you have heard of this through news media or by letter. In case there is any half-information of mis-information, this is an attempt to give you the facts as we know them from knowledgeable investigation.

On 5th August, the regular day of worship in Butwal, a group of about 15 people planned to go to the river near Butwal for a service of baptism. After church the people waited for the rains to stop and then went to the river. The young man to be baptised had made a strong testimony of his faith two weeks previously. He is an accountant in the Butwal Plywood Factory, comes from a prominent family in Butwal, and had resisted all efforts by family and friends not to "do this crazy thing". It is suspected that his family informed the police when he insisted that he was a believer in Christian and wanted to be baptised.

The police evidently were looking for the ceremony. The little company of believers knew this, but went ahead anyway. It is not clear whether the arrests took place just after the police had witnessed the baptism, or wehther this occurred when the group were on their way home. The next day the police took the group by bus for about 45 minutes to the court in Bhairawa. There the judge gave orders for them to be held for 25 days until the police could make their case against the accused.

Among the original group of 15 arrested were men, women and children. Subsequently the children were released, but four others have been arrested. So at present writing 17 are being held in jail in Butwal. These include the leaders of the Butwal Christian Church fellowship and their strong Christian wives. All are outspoken, zealous, courageous Christians. All were aware that they might be arrested for their faith and witness. All are bold in their testimony. In prison they mingle together under light guard, have their food sent in, sing, read and pray together, and have daily visits from their children who go out each night to be cared for by relatives. Some of the men are even permitted under light police guard to go out daily to their work in Butwal, in the industries related to BTI.

The Butwal Nepali Christian community is seeing to all of their needs and has sufficient material resources. There is no need for any contributions from any UMNers or outsiders. The Nepal Christian Fellowship is aware of all that is going on, and will be perfectly able to handle anything that may arise. All UMNers are much in prayer, and we covet your prayers also, that God will make this experience a marvellous blessing to all concerned, including the jailers. Pray that the Lord will give to them "songs in the night".

Gossner Mission

There has been a news item in the Nepali language newspaper, Gorkha Patra, and in the English language newspaper, The Rising Nepal, concerning the arrest, the latter including a number of names. There has been no UMN involvement, no expatriate has been questioned. Town rumour, of course, has free rein and the UMN expatriates in Butwal are seen as behind it all. Some of the heads of BTI-related private limited companies have been questioned about their "funds for conversion activities". The clear, unequivocal answer has been that there are none. The companies are engaged stricly in business activities. The heads of these companies are not professing Christians, and this has been a real advantage in the current questioning of their activities by the police. Perfectly correct account books of the Butwal Church have been examined.

While the accused have been in jail, their houses have been searched and a number of possibly incriminating papers have been confiscated, those relating to Christian activities in Butwal and elsewhere among Nepalis themselves. This reminds each of us of the necessity of being exceedingly cautious about what we write, where we leave papers about Christian matters. Please do not engage in correspondence about any of this with any of us in Nepal. It may only bring harm to UMN, to Nepali Christians, but more important, to the casue of Christ in this land. We will try to find ways of keeping you informed of developments. Please do not put this into print

This is not the first time Nepali Christians have been imprisoned for their faith; it likely will not be the last. Remember that the law of Nepal is that one many not change the religion of his/her father. To do so beaks the law. The police may make arrests, and the court may impose jail sentences.

While most of us can hardly put ourselves in the places of those jailed for their faith in the Living Saviour, we can thank God for the strength of character and faith of these brothers and sisters in Christ. They are educated people, strong in the Lord, courageous in their testimony. We all can pray that God will make this unpleasant experience to glorify Him. But we know that when one part of the Body of Christ suffers, all suffer. In our bond of Christian suffering and rejoicing, let us each one uphold our friends in faithful prayer. They are well known to all of our Butwal colleagues and to many UMNers elsewhere.

Join with us in re-reading Acts, chapter 15; Romans 5:1-5; and 8:18.

Cordially, in Christian affection,

Gordon

Gordon M. Ruff
Executive Secretary

P.S. This letter will be mailed outside Nepal.

Gossner Mission

THE UNITED MISSION TO NEPAL

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

Telephone: 12179 or 15573
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

14 AUG 1978
EMERGENCY

3 August, 1978

ANNOUNCEMENT

The United Mission to Nepal language and orientation program, which began August 1st, has a record number of students, for which we praise the Lord ... 27 adults, with 11 children ranging in age from 5 months to 17 years, coming from 9 different countries, representing 15 different mission societies or churches. Of the 27 adults, 18 have English as their mother tongue; the others' native languages are Finnish, Swedish, Japanese, German and Cebuano.

Their professions include engineer, community health nurse, teacher (science, maths, industrial arts), doctor, development worker, electrician, office secretary, agricultural consultant, linguist, community development consultant, industrial accountant.

They are engaged in an intensive 4½ months course in Nepali language, orientation to Nepal and to the United Mission to Nepal. During this study period they live in our two guesthouses at Headquarters in Kathmandu, sharing experiences of work and play, learning how to build Christian community in the midst of diversity.

Their over-riding and under-girding unity is in their call from God to help meet the needs of the people of Nepal in the Name and Spirit of Christ, and to make Christ known in word and life.

As you thank God for this marvellous evidence of His concern for the ongoing work of the United Mission to Nepal, please join us in prayer for:

The health and happiness of our new colleagues and their children in the language and orientation program;

Their diligence in learning Nepali;

Their quick adaptation to Nepal and the United Mission, and their affection for Nepali people;

Their growth in Christian love, understanding and fellowship;

The UMN Headquarters staff and seven language tutors.

Gordon M. Ruff
Executive Secretary
United Mission to Nepal

Gossner Mission

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EINGEGANGEN
26. JUNI 1978
Erledigt

UNITED MISSION TO NEPAL **** PERSONNEL NEEDS LIST **** JUNE 1978

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Further details can be supplied on request to: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

GENERAL:

Secretaries: To work in hospital office, doing typing, duplicating and other general office duties; preferably medical secretary.

Personal Counsellor: Trained and experienced person, for opportunities to help and advise amongst expatriate workers and Nepalis.

Accountants/business managers: To do and oversee book-keeping, and administration of general office business in various projects.

Hostesses: For mission and hospital guesthouses.

EDUCATION: (Note: Government approval is necessary for secondment of education workers to non-Mission institutions).

Teacher specialists (secondary education): For schools in various areas, in maths, science (mainly biology) and English.

HEALTH SERVICES:

Lady doctor, with experience in obstetrics and gynaecology; long-term.

Paediatrician: Or General Practitioner with experience in paediatrics.

Anaesthetist: For hospital program, also willing to help in OPD as needed. Post vacant July 1979; language study to be taken February 1979.

Pathologist: For hospital program, also involving teaching of trainees. Post vacant May 1979; language study to be taken February 1979.

Surgeon: For busy hospital programs; needed immediately. Long-term and short-term offers welcome.

Dentist: For clinical work, and possibly teaching in schools & villages.

Dietitian: For Shanta Bhawan Hospital, and training of Nepali staff.

Hospital Administrator: With qualifications and experience in this work.

Social Workers: For work amongst hospital patients and in local community.

Radiographer; With at least several years of experience.

ECONOMIC DEVELOPMENT:

Business Managers/administrators/accountants for economic dev. projects.

Construction personnel: Site engineers and supervisors for hydro power and irrigation projects, as well as for construction of buildings.

Masters of construction and industrial trades. Details on last page.

Agriculturalists. Details on last page.

Field Workers: Young persons with background in agriculture, construction trades, etc., ready to live and work under primitive conditions on projects out in the field.

Consultants: Senior persons, prossibly retiring age, experienced in engineering, business, agriculture, etc.

GENERAL:

Auditor: For Headquarters staff, to do auditing and give advice in accounting to all UMN projects. Considerable travelling involved.

Gossner Mission

EDUCATION:

Teacher specialists (secondary education): In music and art (man or woman), and physical education (man).

Hostel workers: For hostels of boys or girls in boarding schools.

HEALTH SERVICES:

General Practitioners: With experience in anaesthetics, paediatrics or obstetrics.

Community Health Nurses, preferably with midwifery: For teaching work in community health programs. Experienced nurses, with training or interest in community health and midwifery, prepared to be flexible and mobile, and to live in primitive conditions, and to teach.

Health Educators: To assist in training para-professionals and to stimulate community health actions.

Housekeeper: To train Nepalis into supervision of laundry, cleaning, linen supplies, etc. in hospital and hostel situations.

ECONOMIC DEVELOPMENT:

Business Managers/administrators/accountants: For new construction company, new production-cum-training centre, and other existing and new economic development projects.

Site Engineers, Construction foremen, installation/maintenance personnel: For staffing of a new construction company now being established in cooperation with the government for construction of small hydro-power plants, irrigation projects, mills, etc. in various parts of the country; and also for construction of residential, health and educational facilities within the mission.

Agriculturalists: Persons with general farming background who have also some formal agricultural training and ability in communicating ideas to village farmers; for integrated rural development and extension work of different types.

Masters of construction and industrial trades, able to supervise commercial operations combined with apprenticeship training. In particular one industrial trainer is needed who can set up and supervise a foremen's training program.

Field workers: Young people ready to do practical work in different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries, or who know "how things were done 30-40 years ago"; who may be retired persons desiring to serve for a couple of years, or a few months, and are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or undertake surveys, feasibility studies or detailed planning for new projects in the following or related fields:

Various aspects of agriculture
Industrial engineering, small scale and agro-based
Ferro-cement and prestressed concrete
Hydro-electric power engineering.

Candidates who do not exactly fit into any of these brackets may still be useful.

Gossner Mission

Berlin

THE UNITED MISSION TO NEPAL

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

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

EINGEGANGEN
14. JUNI 1978
Erledigt .....

27th May, 1978

To Secretaries/Personnel Officers
of UMN member bodies.

Dear Colleagues,

At the recent meeting of the Board of Directors, it was suggested that a questionnaire be sent to all the member bodies of the UMN concerning personnel recruitment. It would certainly be helpful to us in our planning for present and future projects to have some indication of the possible availability of appropriate workers. We fully realise that when you respond to this you are making no definite commitment as you cannot know exactly who will apply to your church or mission over the next few years. But even a rough guideline will be a help. We would very much appreciate it if you would please complete the enclosed form and return it to me as soon as convenient. Thank you very much.

A number of our Board members stressed the importance of integrated community development type work. The United Mission has been planning towards this for several years, although there are the limitations of government permissions. There are also great opportunities in other lines of service which allow for UMN involvement in new geographical areas. However, it is interesting and encouraging to note that, out of an expected exceptionally large group of new workers coming in July and August, half are those with the background and experience to fit into the community type of projects which we plan to take up as HMG permission and UMN personnel are available.

The enthusiastic participation of our member bodies in the UMN and in sending personnel is a tremendous encouragement to us in Nepal. We rely very heavily on you to screen and send the type of workers who will fit into the work and witness which we seek to maintain in this land. We appreciate the excellent job done. We realise that some of your Personnel Secretaries in home offices are wondering why the UMN requests certain screening papers to be sent to Nepal also, covering particularly the areas of doctrinal faith, qualifications and professional experience, references and medical report. May we say again by way of explanation that from over 20 years of experience in this unique Nepal situation, there are the occasional times where we spot something which we would want to have clarified or which might seem inappropriate for the UMN, but which might be perfectly acceptable for another areas of service. Out of 23 member bodies of very different kinds, some may put rather more emphasis on one or two aspects of screening than on others. We must have one uniform policy for dealing with all enquiries and offers of service from the UMN side. For this reason we feel it is only wise to request information in the areas where in the past there have been some casualties which might have been avoided with fuller details. This is not meant in any way to cast doubts on the screening done by the member bodies, but only to supplement it in relation to the UMN and Nepal, and to be able to present sufficient information to our Executive Committee to enable the members to take responsible action in accepting new candidates.

We will look forward to your response on the attached form, and assure you that this will be well used and considered in our overall planning for work in Nepal. These are days of great opportunity. It is thrilling to see how God continues to call out people who are well qualified and dedicated to His service in this land.

Gossner Mission

Yours sincerely,

Betty Young
Personnel Secretary

cc: Executive Committee members,
for information

Gossner Mission

UMN PERSONNEL QUESTIONNAIRE, MAY 1978

The following are the general categories of workers in the United Mission. Please indicate those in which your mission is particularly interested, and whom you would hope to be able to offer for the work in Nepal if applications come in. (See the Personnel Needs List for more detail about the posts.)

Administration: Business Managers/accountants .....
Secretaries .....
Hostesses in hospitals and guesthouses .....

Education: Experienced teachers in English .....
" " " Maths .....
" " " Science (mainly biology) .....
" " " Agriculture .....
Experienced administrator for boys' boarding school .....
Hostel parents at boys' boarding schools .....

Health Services: General Practitioner .....
Specialist doctors: Surgeon .....
Lady obstetrician .....
Anaesthetist .....
Pathologist .....
Dentist .....
Community Health nurses .....
Hospital administrator .....
Social worker .....
Health educators .....
Field supervisor for training program .....

Economic Development: Senior Consultants in business, engineering, agriculture, etc. .....
Field workers, preferably with agricultural and/or technical background .....
Site supervisors for construction work .....
Industrial foremen trainer .....
Shop supervisors/instructors .....
Agriculturalists .....
Administrators .....
Other professions for general community development programs .....

Are there particular constraints which your mission board faces in selection and offering candidates to the UMN in view of the fact that you seek workers for other fields also?

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Does your mission have particular policies or philosophies which would exclude recruitment for certain areas of work in the UMN?

Are there other professional people whom you think might fit into our programs not included in the lists above? Sometimes such an idea from a member body can lead us to a new opening.

Are there ways in which we can help you further in recruitment of personnel? Job descriptions are often requested, but often our need is for flexible people, ready to adapt to the changing needs and opportunities available. We would welcome any suggestions you can give us.

Gossner Mission

2. d. A. Rundschreiben UMN

NEWS AND PRAYER LETTER

EINGEGANGEN
29. MRZ. 1978
Erledigt .....

No.1/78

March 17, 1978

United Mission to Nepal,
Post Box 126,
Kathmandu, Nepal

Dear Friends,

It has been said that "people can be divided into three groups: those who make things happen, those who watch things happen, and those who wonder what happened". It may well be that many of us in UMN these days are in the third group, for events move so quickly at times that we aften wonder what has happened.

The last paragraph on page 6 of the UMN Five Year Plan may have understated the situation, or perhaps we just did not anticipate the flood of new developments which seems to have burst upon us:

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

How we need God's perfect wisdom to know how to respond creatively, realistically, eagerly, seeking to serve the needs of the people of Nepal in an ever-widening circle in the Name and Spirit of Christ, and to make Christ known by word and life! I often think of the words of a prayer by the late Dr. Peter Marshall: "O Lord, preserve us from having hot heads, but keep us from having cold feet."

Items for Praise and Thanksgiving:

- The many new opportunities being offered to UMN by Government to become further involved in development activities beyond our present geographical involvement.
- The sixteen students in our language and orientation program with skills and experience for assignment under the Education Board, Economic Development Board, Health Services Board and Headquarters.
- An excellent Workers Conference in which more than 150 of our personnel participated early in March, with inspiring devotional messages and Bible studies brought by Dr. K. N. Nambudripad, Director of Christian Medical College, Ludhiana, India. As an Indian Brahmin convert, Dr. Nambudripad spoke so convincingly to the Nepal situation about absolute allegiance to Jesus Christ.
- The three Functional Board meetings in February, where review of their sections of the UMN Five Year Plan brought much satisfaction that God had enabled them to be on target after the first year.
- The Treasurer's report for 1977, showing that full income as anticipated for the total work of the UMN had been received.
- The agreement to fund 75% of the Rs.35 million to construct the first stage of 90 beds for the new Patan Hospital, which will be the base for our cooperative community health program for Lalitpur District, adjoining Kathmandu to the south and east. We are seeking donors for the remaining 25%.
- The probable funding for a three to five year program of research, development, construction and installation of bio-gas plants throughout Nepal, providing an alternate, renewable source of energy to save burning wood and cow dung for fuel.
- The many small and large gifts which come to UMN throughout the year from interested individuals, churches, Sunday School classes, etc., which meet some of the unanticipated equipment and renovation needs.

Gossner Mission

Items for intercession:

- New personnel of God's choice to enable the UMN to move into the many openings being offered by the Government. Last year we accepted 53 new people, but our needs are still great.
- Meetings of the UMN Finance and Executive Committees and Board of Directors in April. One major matter will be the selection of the next Executive Secretary, that the person of God's choosing will become clear. Important and far-reaching decisions will be taken regarding wider geographical involvement of UMN in the country with new projects.
- Plans for the Dhankuta Technical Center in the far east, two days walk from the nearest road, that God's will may prevail in all of the planning which soon may come to a definite decision.
- Possible involvement in developing a new trade school in Hetauda, 80 miles south of Kathmandu in the inner terai, again at the request of Government because of UMN's skills and experience in the past.
- Possible involvement in building and staffing a boarding school in Jumla in the far west. This will be a major undertaking in an area twelve days walk from the nearest road in a 7,000' high valley, surrounded by 13,000' high mountains. This is a very under-developed area, and it is a tribute to UMN be asked by Government to undertake a project of this kind in the north-west isolated mountainous area of the country.
- Planning for UMN involvement on a larger scale in agriculture and rural development as a result of a visit earlier this year by an agri-business expert from the Philippines. Pray for funding for this man and his family to return to Nepal to work in UMN.
- The Jubilee Workers Conference in January, 1979 and the General Conference on Mission in April 1979, both observing the 25th anniversary of the UMN, that God will give wisdom in planning to look back on His marvellous works and inspiration for the road ahead.
- The growing Christian fellowship across the mountains and valleys of the land, that God's daily presence will be sufficient for all the needs.

In his little book, The Good Shepherd, Bishop Lesslie Newbigin has one chapter entitled "Remembering", based on Deut. 8:2... "You shall remember the way the Lord your God has led you." He points out that "it is the very heart of our faith that we remember what God has done in the days of our fathers, so that our eyes may be open to see His works in our day." He suggests that "when we lose a sense of history, something vital goes out of our Christianity. In the first place we lose a sense of perspective. The events of the present appear out of proportion-bigger than they really are... In the second place... we lose our sense of balance... we get locked in a sterile conflict between what is supposed to be the latest thing and what is supposed to be out of date... In the third place we lose our sense of direction... History is a conversation between the present and the past about the future... When the Bible says 'You shall remember the way the Lord your God has led you', it is in order to ensure that you continue to follow the same Lord who is out infront leading you on."

That is what we attempt to do in UMN, knowing that all our work centres in the historic victory of Jesus Christ when He rose from the dead and ascended to sit at the right hand of God the Father. Pray with us that the Lord of history will indeed guide UMN at this important period in its brief history.

In Christian fellowship,

Gordon M. Ruff
Executive Secretary

Gossner Mission

Z.d.A.
Lewis Weiler
UMN

THE UNITED MISSION TO NEPAL

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

Telephone: 12179 or 15573
Telegrams: UMNEPAL
Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

11th February, 1978

To Members of the UMN
Board of Directors, 1978

Dear Friends,

We are happy to hear that you have been appointed as a delegate to the United Mission Board of Directors, and look forward to having you with us in Nepal at the time of the meeting in April.

Enclosed you will find a list of actions which were taken by the Board of Directors in 1977, making changes in the UMN Constitution. These have to be ratified at the meeting of the Board this year.

The list also includes a number of suggested actions which were brought up at the time of the Board meeting in 1977, for amendments in the Bye-laws. Sufficient notice had not been given for the Board to take action on these at that time. I am hereby giving you the required two months notice of these proposed amendments to the UMN Bye-laws, and this will be an item on the agenda of the Board meeting for your consideration and action.

We have received details of travel plans for some of you, and are glad to have these on hand. Please be sure to let us know as soon as you can when you expect to arrive. We will assume that you wish us to arrange accommodation for you, unless we hear to the contrary. If you are coming to Nepal for not more than one week, you can secure a visa at the Kathmandu airport for this length of time, and will need to have extra passport photos with you for this. If you are coming for more than one week, we strongly recommend that you secure your visa from a Nepal Embassy outside of Nepal, and the visa will then be good for one month, which avoids the necessity of extension procedures.

If you wish us to help with plans for travel inside Nepal or leaving the country, please let us have exact details in good time so that we can secure the necessary reservations for you.

We will shortly be forwarding to you the annual reports and statements of the United Mission for the year 1977, which will form a large portion of the agenda material. We anticipate a good representation from our member bodies at the meeting this year, and look forward to a useful and happy time of work and fellowship together.

Sincerely,

Gordon M. Ruff
Executive Secretary

BY/

Gossner Mission

Amendments to the UMN Constitution, approved by the Board of Directors in April, 1977, to be ratified by the Board in April 1978.

1. Assignments, appointments and acceptances.

   i) Const. IV, B: "...workers, accepted by the Executive Committee....."

   ii) Const. V, L: "Member bodies of the United Mission will offer workers to the United Mission, and, when accepted by the Executive Committee...."

. Workers' Conference representative to the Board of Directors.

   i) Const. V, B, 2: "....Functional Board, and the elected representative of the Workers Conference, who will....."

Proposed amendments to the UMN Bye-laws for action of the Board of Directors in April 1978:

i) Bye-law IX, K: "BOARD APPOINTEES will serve under the Functional Board creating the post. A BOARD APPOINTEE, not serving under a Functional Board by virtue of filling an approved post, may be assigned to a Functional Board by the Executive Secretary. BOARD APPOINTEES whose work.....their profession."

ii) Bye-law XIII, F: "The bank accounts of the United Mission will be as approved by the Executive Committee. The Executive Secretary.....such accounts."

iii) Bye-law XIV, 2: "The membership will be as follows:

   a. The Chairman of the Board.
   b. Two other members from the Board, appointed for a three-year term by the Board, one of whom will be appointed Chairman.
   c. The United Mission Treasurer, who will act as secretary.
   d. The Executive Secretary.
   e. Functional Secretaries.

iv) Bye-law XVI, C, 9; "It will be responsible for and supervise the Language and Orientation Program".

Gossner Mission

THE UNITED MISSION TO NEPAL

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

Telephone: 12179 or 15573
Telegrams: UMNEPAL
Location: **1/29 Thapathali**
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

EINGEGANGEN
12. JAN. 1978
Erledigt .....

2nd January, 1978

To Secretaries of UMN Member Bodies.

Dear Colleagues,

The annual meeting of the United Mission Board of Directors this year is set for April 17 and 18, 1978 in Kathmandu. As you know, the UMN Board is composed of representatives of the member bodies of the UMN, and we trust that there will be a good representation and attendance at our meeting this year.

All member bodies who contribute one or two workers and/or an annual grant of at least Rs.10,000. Nepali currency are entitled to have one representative on the Board. All member bodies who contribute three or more workers and/or an annual grant of at least Rs.30,000. Nepali currency are entitled to have two representatives on the Board. The UMN Constitution also requests member bodies to select their representatives from outside the actual members of the UMN as far as possible, unless there is no one at all in a nearby country who can represent their Mission or Church at the meeting of the UMN Board.

I would be grateful if you would please let me know, at the earliest date possible, who your mission's representative(s) will be at the annual meeting of the UMN Board of Directors in April, 1978, giving their names and addresses. Apart from making arrangements for accommodation and sending routine agenda materials to these Board members, we must also circulate to them all the details of Constitutional changes by early February in order to have these validated at the Board Meeting two months later, and for this reason I would very much appreciate receiving information about your representative as soon as possible.

Thank you again for all your cooperation and working together with us here in this land, and in the United Mission to which God has called us.

Yours sincerely,

H Gordon Ruff

Gordon M. Ruff
Executive Secretary

Zur Ablage
Aktenplan-Nr. 225
Datum 24.1.78
Handzeichen P.

BY/

Gossner Mission

Z:d.A.

UNITED MISSION TO NEPAL **** PERSONNEL NEEDS LIST **** JANUARY 1978

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Further details can be supplied on request. Enquiries from: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

EINGEGANGEN
- 7 FEB 1978
Erledigt .....

GENERAL:

Secretaries: To work in administrative and hospital offices, doing typing, duplicating and other general office duties.

Personal Counsellor: Trained and experienced person, for opportunities to help and advise amongst expatriate workers and Nepalis.

EDUCATION: (Note: Government approval is necessary for secondment of education workers to non-Mission institutions)

Teacher specialists (secondary education). For schools in various areas: In maths, science (mainly biology), and English.

Assistant School Administrator: To help develop and improve administration in schools, after experience in a boarding school where UMN is involved, with a Nepali Headmaster.

Language and Orientation Program Supervisor: To supervise teachers and curriculum for new workers in Nepali language study and orientation. Linguistic training and experience desirable.

Vocational Agriculture Educators: To teach in schools and/or administer adult and rural youth agricultural training programs.

Consultant Librarian: To assist in setting up and organising libraries and training Nepali staff to run them, involving considerable moving around from one place to another.

ECONOMIC DEVELOPMENT:

Consultants: Senior persons, possibly retiring age, experienced in engineering, business, agriculture, etc.

Field workers: Young persons with background in agriculture, construction trades, etc., ready to live and work under primitive conditions on projects out in the field.

Masters of woodworking, mechanical and similar trades, able to supervise commercial production combined with apprenticeship training.

HEALTH SERVICES:

Lady doctor: With experience in obstetrics and gynaecology; short-term and long term both needed urgently.

Paediatrician: Or General Practitioner with experience in paediatrics.

Anaesthetist: For hospital program, also willing to help in OPD as needed. Post vacant July 1979; language study to be taken Feb. 1979.

Pathologist: For hospital program, also involving teaching of trainees. Post vacant May 1979; language study to be taken Feb. 1979.

Dentists: For clinical work, and for involvement in teaching dental hygiene in schools and community health programs.

Community health nurses, preferably with midwifery: For teaching and supervisory work in community health programs over wide areas of Nepal. Experienced nurses, with training or interest in community health and midwifery, prepared to be flexible and mobile, and to live in primitive conditions, in a teaching ministry.

Dietitian: For Shanta Bhawan Hospital, and training of Nepali staff.

Hospital Administrator: With qualifications and experience in this work.

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GENERAL:

Auditor: For Headquarters staff, to do auditing and give advice in accounting to all UMN projects. Considerable travelling involved.

Accountants: To do and ~~oversee~~ book-keeping; basic book-keeping qualifications and experience required.

Hostesses: For mission and hospital guesthouses.

EDUCATION:

Teacher specialists (secondary education): For schools in various areas - In music and art/ physical education.

Hostel workers: For hostels of boys or girls in boarding schools.

Cultural Resource Worker: Experienced cultural anthropologist and mature Christian, to study, and help others to study, Nepali culture, and how the work of UMN can be more effective.

HEALTH SERVICES:

Social workers: For work amongst hospital patients and in local community.

Health Educators: To assist in training para-professionals and to stimulate community health actions.

Housekeeper: To train Nepalis into housekeeping duties in hospital situation.

Physiotherapist: Probably short-term only, from January 1979.

General Practitioners: With experience in anaesthetics, paediatrics or obstetrics.

Field Supervisor: To oversee and organise general field training program for Community Medicine Auxiliary students.

ECONOMIC DEVELOPMENT:

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries, or who know "how things were done 30-40 years ago". who may be retired persons desiring to serve for a couple of years, or a few months, and are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or do surveys, feasibility studies or detailed planning for new projects in the following or related fields:

Agricultural Planning
Industrial engineering, small scale and agro-based
Industrial management and sales
Industrial accounting
Ferro-cement and prestressed concrete
Rural electrification
Hydro-electric power engineering

Candidates who do not exactly fit into any of these brackets may still be useful.

Field workers: Young people ready to do practical work on different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Site Supervisors: Builders and maintenance personnel: To be seconded to new building projects, or to existing institutions (hospitals, schools, etc.) within the Mission.

Gossner Mission

Site Engineers, Construction foremen, installation/maintenance personnel: For staffing of a new Construction Company now being established in cooperation with the government for construction of small hydro-power plants, irrigation projects, mills, etc. in various parts of the country.

Industrial Trainer: Able to plan and set up a program at Butwal Technical Institute for advanced training of foremen/shop supervisors in industry.

Woodshop advisor for Butwal Technical Institute: To help improve efficiency of production and sales of existing furniture production-cum-training workshop.

Shop Supervisors/Instructors: For new industrial production-cum-training centre now to be established in East Nepal. Requires persons who are masters in their trades, able to plan, organise and run production workshops with "on-the-job" training of young apprentices, initially in the following fields:

Mechanical workshop (fitter/welder)
Woodshop (furniture production)
Construction (building) trades.

The new centre will be similar to Butwal Technical Institute in basic approach, but less sophisticated and more adapted to the needs of the surrounding hill agricultural economy.

Agriculturalists: For extension work related to the installation of bio-gas plants on farms throughout the country; also for work with community health teams.

Administrators/business managers for new construction company, new production-cum-training centre, and other existing and new economic development projects.

Gossner Mission

THE UNITED MISSION TO NEPAL

Executive Secretary: Mr. G. M. Ruff
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Telephone: 12179 or 15573
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Location: 1/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

27th. November, 1977.

Zur Ablage
Aktenplan-Nr. 225
Datum 6.1.78.
Handzeichen DDuc

To: UMN Member Bodies.

Dear Friends,

At our recent Executive Committee meeting, the matter of the health of our missionaries in remote places came up. The discussion turned to the matter of responsibility for the health of all of our people. Whose responsibility is it?

Because of the unique structure of the United Mission to Nepal, there is no single policy for our missionaries. In general, the Member Bodies take the financial responsibility for the care of their people; some are active in ensuring that annual physical examinations be required and done; some require that certain preventive measure such as Gamma Globulin be regularly given, and so on. Many groups, of course, not.

I have been requested by the Executive Committee of the UMN to circulate all our Member Bodies to obtain the following information:-

1. What is your general policy regarding the health care of your mission personnel?
2. Do you require periodic physical examination? How often? Do you reimburse the missionary for the expense involved?
3. What preventive measures do you require for your missionaries and their children? Do you reimburse the missionary for the expense involved?
4. What is your policy for the care of sick and/or injured missionaries? Do you reimburse fully for all types of health care, (including dental and eye services), on the field?
5. What is your policy for emergency care? Would you reimburse for medical evacuation? (from isolated location to a UMN central hospital), Helicopter costs may be over U.S. $500!
6. What would be your criteria for temporary or permanent evacuation to the home country for diagnosis and/or treatment of suspected or proven serious illness Would you reimburse the costs in travel, etc?
7. How can the United Mission to Nepal be of assistance in promoting and maintaining the health of your people?

We expect a varied response to these questions. It is therefore important that we hear from all of you, so that we can keep this information on file for reference. More importantly, this will give us in Headquarters information needed to draw up a suggested policy guideline for our full Board of Directors to consider next April. We are also much concerned with the health of your/our people out here!

Yours sincerely,

Carl W. Friedericks

Carl W. Friedericks
Health Services Secretary

Gossner Mission

EINGEGANGEN
25 NOV 1977

"Thank You, O God, For The New Bible In Our Hands!"

This was the sentiment in the hearts of the gathered Christians on a recent Sunday afternoon, (Oct. 30), in a little white Church in the middle of Kathmandu as they sang from their Nepali songbooks the song:

Aha! What a good Word the Lord has given!
When I read the Word, how greatly my desire grows!
When I read the Word, then my heart fills with joy!

The leader of the meeting stood and opened a new, clean book, the whole Bible in Nepali, and read selected passages from the Old and the New Testaments.

Another speaker told about the history of the making of this book.

There has been a New Testament in steady use since around 1900. It has received many re-prints,and a thorough revision in the 1960s, and was in wide and lively use. But the Old Testament lagged behind and had become all but lost. Its first translation was printed in 1914. The copies of that edition were used for a generation. They went out of print. Those remaining became worn; their pages were of poor paper which broke when they were bent; they disappeared. A few were in use among the Christians in India, but among the Christians in Nepal for a generation there have not been ten copies. The Bible Society appointed a Committee to work at a new translation. At least a dozen men have worked at the job over 20 years. The Christian community, inside and outside Nepal, for twenty years prayed for the work on the book: the careful desk work, meetings, travels, delays; then the printing, binding, packing and transporting to the Churches. At this Thanks-for-the-Bible service, there were three large boxes of the books.

After hearing the story about the book, the people prayed. From different parts of the meeting hall they thanked God for the steps along the way, for the people who worked, for the money given, and now for the book in their hands. The pastor concluded with the prayer, "O Lord, others have given money and worked hard to give us this book today. Help us now to take our turn to read it diligently, and to pass it on to others in this land."

The bookseller rose and spoke. He explained that the books cost Rupees 55 to produce per copy, and were selling here in Nepal for Rupees 20 each. If anyone wanted to make a donation, he would get a receipt and the money would be applied to further subsidise certain copies to make it more possible for poorer people to buy them.

In this part of the world, this meeting around some boxes of books was an experience which comes only once in a lifetime; even rarer than that; and something very special in this country of Nepal. If we get some of the background and setting, it will help us to appreciate this.

The first effort toward putting the Bible into the Nepali language was made by the Serampore Missionaries in the early 1800s (Baptists, near Calcutta: William Carey amongst them). For a span of thirty years this group of missionaries, together with Indian pandits, translated and printed the Bible or the New Testament into thirtysix languages of India. One of the languages they selected was Nepali, and they printed the New Testament in 1821. On the title page of this book it reads. "The Holy Bible.. translated from the originals into the Nepali language, by the Serampore Missionaries, Vol.5, containing the New Testament. The Serampore Press. 1821." Their plan was to print the Old Testament in Volumes 1-4, but they never got it done. This first Nepali New Testament was probably used very little. There were very few missionaries and few Nepali Christians in those days. The translators prepared their books with the future in mind, expecting that they would be ready when people would need them.

Zur Ablage
Aktenplan-Nr. 2205
Datum 3.1.78
Handzeichen DDuck.

Gossner Mission

A generation later the 'Hill of Darjeeling' was rapidly being developed with tea plantations, business and a hill station for the British Government. Thousands of Nepalese emigrated into this district and found work in the plantations and towns and became the dominant population. Angelican padres in Darjeeling, beside serving their people of the Church of England, made new translations of LUKE and ACTS in the 1850s. Toward the end of the century the Church of Scotland entered these hills with strong missionary forces and they took up the matter of the Bible seriously. Some of their men worked at translation. They had as an associate in the work a young man named Ganga Prasad Pradhan. He had come as a young lad out of Nepal with the large emigrations into this booming Darjeeling area, gone to a mission school, learned of Jesus Christ and been converted. As an educator and pastor, over many years he worked with the missionaries at the translation work. Their new Testament was in use by the turn of the century and the Bible Society published their Old Testament, the first ever, in 1914. This is the book that had to serve the community of Nepali Christians for over sixty years, and which wore out, became used up and almost extinct. This is why the meeting in the Nepal Church was a once-in-60 years experience, and why the people are thanking God.

For 200 years, Nepal has had a policy of isolation from the rest of the world, keeping its borders closed to visitors. This policy has included exclusion of Christians with their Bibles and their missionating work. During that long time there was active witnessing along the borders to the people coming in and out, as well as to the Nepalese who had emigrated and were scattered in north India, (now 5 million). Several hundred thousand Gospels, together with tracts, were sold and distributed with this witness. Attempts were made to enter Nepal for distributing the Bible but this was not allowed. In 1951, Nepal had a change of government and the new regime allowed Christians to live in the country and to practice their religion. There are today several hundred Christians in the country. So this new, whole Bible is a great boon and blessing and cause for rejoicing to them.

Captions to go with the photographs of the article about the Nepali Bible:

1. <u>(Old lady with the Bible).</u>
   This old Grandmother waited most of her life to get a copy of the Bible with the Old Testament, and now she has it in her hands.

2. <u>(Two boys and the Bible).</u>
   These two boys of a Christian family get the book in their hands from the beginning of their life, to guide and instruct them all through the years.

Photographs by <u>Juhani Kivela</u> missionary of the United Mission.

Gossner Mission

THE UNITED MISSION TO NEPAL

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

Telephone: 12179 or 15573
Telegrams: UMNEPAL
Location: **1/29 Thapathali**
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

EINGEGANGEN
- 1. DEZ. 1977
Erledigt .....

23rd November, 1977

To Personnel Secretaries of
UMN Member Bodies.

Dear Friends,

I am enclosing a policy paper which has recently been drawn up concerning the kind of nurses whom we want and need in the UMN at the present time. We often find that enquiries are sent about nurses who are geared to hospital work, and trust that this information will be of help to you in talking to them initially. If you find that they have a real interest in community health work also and are prepared to turn to this, then we will be happy to follow up further correspondence with you about such candidates, but for those who want hospital work and nothing else I am afraid that there are no opportunities within the UMN program in Nepal at present.

Also, as mentioned in the paper, if any nurses are more interested in the teaching side, and are trained for that, there may be openings. We would consider each case as it comes, and certainly there are needs from time to time for such.

Thank you for all your good sharing with us in these days of opportunity in this land.

Yours sincerely,

Betty Young.

Betty Young
Personnel Secretary

Zur Ablage
Aktenplan-Nr. 225
Datum 6.1.78
Handzeichen DEic

Gossner Mission

Notes on Nurses offering for work in Nepal with UMN

November, 1977

The United Mission is no longer considering applications for expatriate nurses to work in hospitals in Nepal. Most of these posts are now being filled by trained Nepali staff, and for the few places where expatriates are needed these are already available from amongst our regular workers.

There may still be need for a few Sister Tutors in one of the nurses training schools, although these opportunities are limited. However, such qualified personnel may also have openings in government training schools, and we are open to receiving any such applications.

Our great need is for "Community Health Nurse/Midwife Practitioners". But if you have a candidate who does not fit that rather specialised title, please read on! We have included in this description the ideal worker with all the qualifications we could ask for, but are very open to offers from nurses who are trained and experienced, but do not have all these certificates. We have very recently tried to get a consensus of opinion from responsible UMN medical workers on the job, and the following represents the main points which they have brought out, and with which UMN administration is in full agreement:

1. The nurse must be genuinely interested in doing community health work, and in supervising and teaching Nepali para medicals who will use the community health progams for field practice. This means also a willingness to accept primitive living conditions, and an ability to understand, learn from and adjust to local society.

   If the nurse has community health training, or previous experience, so much the better. But our workers feel that such a person can quite effectively learn the essentials right here on the field, and put far more stress on a keen interest in this type of work than on paper qualifications. It is often slow and discouraging work. The nurse really needs to be "sold" on the idea and convinced of its worth in the Nepali setting.

2. The nurse needs to realise and be prepared to face the fact that she will not be able to do a professionally satisfying job for a considerable time. It is essential to learn the language well, as she will be living and working amongst Nepali people and teaching Nepalis; and it is also essential to have good orientation and learning in the society, culture, medical practices, etc. of Nepal. She will need to be a general worker in an already organised and running program to begin with, before being able to branch out into her own particular line of work in community health where she can make the best contribution. It will certainly be very different from the conditions and type of work done in the home countries. And again, the heavy emphasis is on teaching others to do the job, not for expatriate workers to do it all themselves.

3. Midwifery is a very valuable asset for any community health worker. It is not an absolute essential, but a nurse offering for service without it needs to realise she will be limited in scope of work, although there are areas of work -- such as school teaching, TB follow-up, etc. - where midwifery is not needed. But generally speaking experience in midwifery is very important, and necessary for most of our community health workers.

   We realise that in some home countries this kind of training is not easy to obtain. and, provided the nurse is willing to take some kind of training and get experienced in midwifery, our suggestions would be:

   i) That she take the training in a home country before coming out; or
   ii) That she be prepared to take time in Nepal to learn on-the-job from our experienced workers, in a hospital or community health centre; or
   iii) That she consider taking the training in India, if this is possible from a visa standpoint; or
   iv) That she plan to take such training during her first furlough, having had a term of experience in other branches of communith health work here in Nepal first.

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4. The"nurse practitioner" qualification is a relatively new one. We have found from experience that the few people who have come to Nepal with this qualification are well trained in diagnosis, etc., and have a head start over other nurses. We would welcome more with such training, but do not by any means insist on this. Again, we will plan to provide as smuch on-the-job training in Nepal as is possible and relevant.

Please do not be discouraged by too much emphasis on specialties. Attitudes are far more important. If you have candidates who are committed Christians and qualified nurses keen to come to Nepal, please do write and we will be happy to take this up with you. In terms of numbers, this is one of our two biggest personnel needs. There is a tremendous door of opportunity oper in Nepal today - NOW!

Betty Young
Personnel Secretary

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Gossner Mission

EINGEGANGEN
1 NOV 1977
Erledigt

Zur Ablage
Aktenplan-Nr. 225
Datum 15.11.77
Unterschrift

UNITED MISSION TO NEPAL ••• PERSONNEL NEEDS LIST ••• OCTOBER 1977

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Further details can be supplied on request. Enquiries from: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

ADMINISTRATION:

Secretary: To work in administrative offices, doing typing, duplicating and other general office duties.

EDUCATION: (Note: Government approval is necessary for secondment of education workers to non-Mission institutions).

Teacher specialists (Secondary education): For schools in various areas: In maths and science.

Language and Orientation Program Supervisor: To supervise teachers and curriculum for new workers in Nepali language study and orientation. Linguistic training and experience desirable.

Consultant Librarian: To assist in setting up and organising libraries and training Nepali staff to run them, involving considerable moving around from one place to another.

Vocational Agriculture Educations: To teach in schools and/or administer adult and rural youth agricultural training programs.

ECONOMIC DEVELOPMENT:

Consultants: Senior persons, possibly retiring age, experienced in engineering, business, agriculture, etc.

Field workers: Young persons with background in agriculture, construction trades, etc., ready to live and work under primitive conditions on projects out in the field.

Masters of woodworking, mechanical and simillar trades, able to supervise commercial production combined with apprenticeship training.

HEALTH SERVICES:

Lady doctor: With experience in obstetrics and gynaecology; long term or for up to 18 months.

Paediatrician: With several year's experience in post-graduate work.

General Practitioner: with experience in anaesthetics.

Anaesthetist: For busy hospital program, also willing to help in OPD.

Dentists: For clinical work, and for involvement in teaching dental hygiene in schools and community health programs.

Community Health Nurse/midwvies: For teaching and supervisory work in community health programs over wide areas of Nepal. Nurses with community health training and experience, or interest, prepared to be flexible and mobile, and to live in primitive conditions.

Nurse Tutors: For training school for Registered Nurse/midwives (joint UMN/HMG program). Nurses with teaching qualifications and abilities. Sister Tutors with B.Sc. or equivalent, with midwifery qualifications.

Therapeutic Dietitian: For Shanta Bhawan Hospital.

Field Supervisor: To oversee and organise general field training program for Community Medicine Auxiliary students.

Gossner Mission

GENERAL:

Auditor: For Headquarters staff, to do auditing and give advice in accounting to all UMN projects. Considerable travelling involved.

Accountants: To do and supervise book-keeping; basic book-keeping qualifications and experience required.

Business Managers: For work in outlying projects, involving book-keeping and general office administrative duties.

EDUCATION:

Teacher specialists (Secondary education): For schools in various areas: In English/ music and art/ physical education.

Extra-curricular activities director: For Boys' Boarding School, to be in charge of and administer the total extra-curricular activities program.

Hostel supervisor: For hostel of 50 boys in boarding school.

Cultural Resource Worker: Experienced cultural anthropologist and mature Christian, to study, and to help others to study, Nepali culture, and how the work of UMN can be more effective.

HEALTH SERVICES:

Nutritionists: Workers qualified in nutritional science for community health teams.

Nutrition Improvement Workers: For work in agricultural development, agriculturalists with wide experience and with qualifications to teach and advise farmers, teach in schools, etc. Long-term appointments only.

Social workers: For work amongst hospital patients and in local community.

Health Educators: To assist in training para-professionals and to stimulate community health actions.

Housekeeper: To train Nepalis into housekeeping duties in hospital situation.

Hospital Administrator: With qualifications and experience in hospital administration.

Sanitarian/Water Resources Advisor: For work in different parts of the country in conjunction with community health teams and projects; may also teach in government institutions.

ECONOMIC DEVELOPMENT:

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries, or who know "how things were done 30-40 years ago"; who may be retired persons who would like to serve for a couple of years, or a few months, and who are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or do surveys, feasibility studies or detailed planning for new projects in the following or related fields:

Economic Development Planning
Agricultural Planning
Industrial engineering, small scale and agro-based
Industrial management and sales
Industrial accounting
Ferro-cement and prestressed concrete
Rural electrification
Hydro-electric power engineering

Candidates who do not exactly fit into any of these brackets may still be useful.

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Field workers: Young people ready to do practical work on different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience in farming, construction work or other technical trades preferred.

Site supervisors. Builders and Maintenance personnel: To be seconded to new building projects, or to existing institutions (hospitals, schools, etc.) within the Mission.

Site Engineers, Construction Foremen, Installation/Maintenance Personnel: For staffing of a new Construction Company now being established in cooperation with the government for construction of small hydro power plants, irrigation projects, mills, etc. in various parts of the country.

Agriculturalists: For extension work related to the installation of bio-gas plants on farms throughout the country.

Industrial Trainer: Able to plan and set up a program at Butwal Technical Institute for advanced training of foremen/shop supervisors in industry.

Woodshop Advisor for Butwal Technical Institute: To help improve efficiency of production and sales of existing furniture production-cum-training workshop.

Shop Supervisors/Instructors: For new industrial production-cum-training centre now to be established in East Nepal. Requires persons who are masters in their trades, able to plan, organize and run production workshops with "on-the-job" training of young apprentices, initially in the following fields:

Mechanical workshop (fitter/welder)
Woodshop (furniture production)
Construction (building) trades.

The new centre will be similar to Butwal Technical Institute in basic approach, but less sophisticated and more adapted to the needs of the surrounding hill agricultural economy.

Administrators/Business Managers for new construction company, new production-cum-training centre, and other existing and new economic development projects.

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

EINGEGANGEN
- 4. NOV. 1977
Erledigt

26th October, 1977

To UMN Member Body Home Offices

Dear Friends,

Years ago the UMN adopted a policy that divorced persons should not be accepted as workers of the Mission, and this has been followed with just a couple of exceptions. Recently we have discussed the subject again, and feel that for the sake of the Church in this land we would want to maintain this policy. May we request, therefore, that on the Supplementary Information Form, immediately after the line beginning "Date of birth" a question be inserted: "Have you ever been divorced?..." Or if you are not using the SIF in sending application papers to us, we would appreciate having the question answered elsewhere in the information sent.

Thank you very much,

Yours sincerely,

Betty Young

Betty Young
Personnel Secretary

Zur Ablage
Aktenplan-Nr. 225
Datum 6. 12. 78
Handzeichen DOHO

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 4.8.77
Handzeichen D. Dürr,

ENGEGANGEN
- 4. AUG. 1977
Erledigt

NEWS AND PRAYER LETTER

United Mission to Nepal
Post Box 126,
Kathmandu, Nepal.

No. 2/77 27 July, 1977

~~Dear Friends,~~

Psalm 135 begins, "Oh give thanks to the Lord, for He is good, for His steadfast love endureth forever". How often He proves the truth of this as He leads and guides and prepares the way for us in UMN ! He has answered many prayers, has led us into many opportunities, and has filled us with the joy of serving Him as we serve His people in Nepal. We share with you many items for which we are grateful, and items of intercession through which He will further reveal His goodness.

Items for Praise and Thanksgiving:

- Visas are now being granted within two days! No visas are now in doubt.

- A new language class starts from August 1. Nineteen students from 8 countries will be the first group in monolingual teaching. An intensive course for the language tutors in this technique is expected to upgrade performance and facilitate language learning.

- Welcome to the first missionaries of the Finnish Missionary Society, our newest member body of the UMN, coming now to join this language class.

- Fruitful meetings at the UMN Consultations in Orebro, Sweden and in Minneapolis, USA. Gordon Ruff writes that he was thrilled at both with the active interest and informed questioning of the members. He was aided by UMN folk on furlough, and enthusiastic about Pastor Robert Karthak's contributions in Orebro.

- Lapsibot, a large village to the north of Gorkha District, is opening for two of our teachers. Margaret McCombe and Barbara McLean will be the first UMN teachers for several years to be seconded to a distant rural school.

- Patan hospital plans are going ahead, with some decisions to be made in September. Dr. Sen Gupta and Mr. Vaupel of EZE (Central Agency, Germany) visited to discuss the project earlier this month.

- The Five Year Plan (1977-82) has been approved by the Board of Directors in April. This is the culmination of long discussions at all levels. Copies of this, and/or the mimeographed detailed Health Services Plan, may be obtained on request from UMN Headquarters, P.O. Box 126, Kathmandu, Nepal.

- "I Sat Near the Driver's Seat", Jonathan Lindell's quick description of the work and plans of the UMN, is now ready in booklet form with pictures, for Rs.3.00 Nepali currency. A companion booklet "Page 117", by the same author and at the same price, is almost ready. Both are available on request from UMN Headquarters. Rs.6.00 N.C. is approximately .50 ¢ U.S. or .28 p sterling.

- There is now full power at the Butwal Power Company. The 2.5 km long tunnel has been completed, a dam at the headwaters nearly completed, and all three generators are now delivering 900 kilowatts - and serving Tansen!

- Delos McCauley, engineer at Butwal, survived a 25 meter ride when he was caught in the current and swept through a .5 meter (20") diameter pipe draining the cofferdam at the hydroelectric project. Praise God he was only slightly injured!

- Tansen reports the new ANM hostel is ready, and the students have moved in. It is a large building with a spectacular view. The General Medical Assistant School for boys, opened this March, is continuing with an active training program for 80 health workers.

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Items for Intercession:

- The monsoon has not been strong this year. While this means fewer landslides and easier travel, it also means poorer crops and hardship in the hills.

- All projects are now working on plans, budgets and personnel needs for 1978. Decisions will be made at the Functional Board meetings in September, and final approval given by the Executive Committee in November.

- Priority personnel needs: A lady obstetrician/gynaecologist, at once and urgently! Secretaries/bookkeepers. Community health nurse/midwives. All needed as soon as possible.

- Nepal Christian Fellowship meetings are planned for October in various centers throughout Nepal.

- Illness has taken a heavy toll in work time lost and missionaries returning home. Pray for renewed health and strength for Dr. Iwamura and others.

Nepal remains peaceful, and strives to be declared a Zone of Peace. Development proceeds slowly but perceptibly. Health and population statictics show small hints of improving very slightly. Attempts at afforestation are increasing. Nepal still has a long road to travel, but there is movement. We rejoice that we can be a part of that movement. We pray for God's continual blessing on our work in this land.

Sincerely,

Carl W. Friedericks
Acting Executkve Secretary

Gossner Mission

UNITED MISSION TO NEPAL ••• PERSONNEL NEEDS LIST ••• JULY 1977

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Job descriptions can be supplied on request. Enquiries from: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

Zur Ablage
Aktenplan-Nr. 225
Datum 16.9.77
Zeichen
Handakte

GOSSNER MISSION
17. AUG. 1977
Erledigt .....

GENERAL:

Auditor: For Headquarters staff, to do auditing and give advice in accounting to all projects of UMN. Considerable travelling involved.

Accountants: To do and supervise book-keeping; basic book-keeping qualifications and experience required.

Secretaries: To give assistance in administrative offices with typing and other office duties.

EDUCATION: (Note: Government approval is necessary for secondment of education workers to non-Mission institutions).

Teacher specialists (Secondary education): For schools in various areas: In maths and science.

Language and Orientation Program Supervisor: To supervise teachers and curriculum for new workers in Nepali language study and orientation. Linguistic training and experience desirable.

Consultant Librarian: To assist in setting up and organising libraries and training Nepali staff to run them, involving considerable moving around from one place to another.

Vocational Agricultural Educators: To teach in schools and/or administer adult and rural youth agricultural training programs.

ECONOMIC DEVELOPMENT:

Consultants: In agricultural planning, industrial accounting, hydro-electric power engineering.

Builders and site engineers: For various projects throughout the Mission, particularly small hydro power projects.

Field workers: Young persons with practical background, ready to "rough it", working out in the field on bio-gas and other agriculturally related programs.

HEALTH SERVICES:

Lady doctors: With experience in obstetrics and gynaecologist, willing to come for a minimum of 3-5 years; or for 6 months immediately.

Paediatrician: With several years' experience in post-graduate work, for a minimum of 3-5 years.

Community Health Nurse/midwives: For teaching and supervisory work in community health programs over wide areas of Nepal. Nurses with community community/public health training & experience, prepared to be flexible and mobile, and to live under primitive conditions.

Nurse Tutors: For training schools for Registered Nurses and for Assistant Nurse Midwives (joint UMN/HMG programs). Nurses with teaching qualifications and abilities. Sister Tutors with B.Sc. or equivalent, with midwifery qualifications.

Anaesthetist: For busy hospital program at Shanta Bhawan, Kathmandu.

Dentists: For clinical work, and for involvement in teaching dental hygiene in schools and community health programs.

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GENERAL:

Business Managers: For work in outlying projects, involving book-keeping and general office administrative duties.

EDUCATION:

Teacher specialists (Secondary education): For schools in various areas: In English/ music and art/ physical education.

Extra-curricular activities director: For Boys' Boarding School, to be in charge of and administer the total extra-curricular activities program.

Hostel supervisor: For hostel of 50 boys in boarding school.

Cultural Resource Worker: Experienced cultural anthropologist and mature Christian, to study, and to help others to study, Nepali culture, and how the work UMN can be more effective.

HEALTH SERVICES:

Nutritionists: Workers qualified in nutritional science.

Nutrition Improvement Workers: For work with community health teams, agriculturalists with wide experience to teach and advise farmers, teach in schools, etc. Long-term appointments only.

Social worker: For work amongst hospital patients and in local community.

Health Educators: To assist in training para-professionals and to stimulate community health actions.

Housekeeper: To train Nepalis into housekeeping duties in hospital situation.

Hospital Administrator: With qualifications and experience in hospital administration.

Sanitarian/Water Resources Advisor: For work in different parts of the country in conjunction with community health teams and projects; may also teach in government institutions.

General Medical Assistant training program staff:
Nursing Instructor; Evaluation and curriculum specialist;
Field Supervisor; General practitioner/clinical instructor;
Director of student affairs.

ECONOMIC DEVELOPMENT:

Senior Consultants for Development and Consulting Services: Experienced persons who combine theoretical insight with a practical grasp of problems; who have worked in developing countries or who how "how things were done 30-40 years ago"; who may be retired persons who would like to serve for a couple of years, or a few months, and who are willing to adapt to new situations. These consultants may work alone on special assignments, or as members of a team; do trouble-shooting in existing projects, or do surveys, feasibility studies or detailed planning for new projects in the following or related fields:

- Economic development planning;
- Agricultural planning;
- Industrial mamangement and sales;
- Industrial engineering, small scale or agro-based;
- Hydro electric power engineering.

Research and Development personnel: For manufacture of ferro-cement poles of pre-stressed concrete, etc.

Field workers: Young people ready to do practical work on different kinds of projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience from farming, construction work or other technical trades preferred.

Gossner Mission

Builders, site supervisors, surveyors and engineers: For various building projects out in the field, and to live under primitive conditions. Should be fairly long-term workers who want to learn the language and adjust to the local culture. Persons with practical experience from farming, construction work or other technical trades preferred.

Builders, site supervisors, surveyors and engineers: For various building projects through the Mission (hospitals, schools, etc.), and for staffing a new Construction Company now being established in cooperation with government for the construction of small hydro power plants in various parts of the country.

Supervisor, Foreman Training Program: For Butwal Technical Institute, a person able to plan and carry out courses for training of industrial supervisors at shop level, a new program to supplement the existing apprenticeship training program.

Shop supervisors/Instructors: For new industrial production/training centre similar to Butwal Technical Institute. Persons who are masters in their trades, able to set up and run production workshops with 'on the job' training of young apprentices, initially in the following fields:

- Mechanical workshop (fitter/welder)
- Woodshop (furniture production)
- Construction (building trades).

Administrators: Who may, after gaining some local experience, serve as project leaders/business managers for construction company, bio-gas program, new production/training centre, etc.

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Gossner Mission

1. Dan Frau Tuthmiller
2- z.d.A. an. KL. 3.7.78

NEWS AND PRAYER LETTER

No. 2/78

June 12, 1977

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

Dear Friends,

In the opening chapter of Jeremiah, in answer to God's question, "Jeremiah, what do you see?", the prophet answered that he saw a branch of an almond tree. The almond is the first tree in Palestine that heralds spring-time. The Hebrew name of the almond tree is "awakening tree". Here in Nepal flowering trees, shrubs and plants are a precursor of the monsoon season. Early rains have prepared the fields for planting rice, and light green shoots make patterns among the muddy fields. But the monsoon season also means streams and rivers swollen by rains; swirling floods; landslides and destruction. Nature's moods at this time of year in Nepal can be at the same time mercifully beneficent and fiercely destructive.

We are reminded that our God holds both mercy and judgment in His hands. But through any fiery judgment we see the promise of God's merciful brooding over us and a vision of a fairer day. While we rejoice in the life-giving rains, we take precautions against possible dangers.

Items for Praise and Thanksgiving:

- The election by the UMN Board of Directors of the next Executive Secretary, to take over responsibilities in June 1979 - Rev. Carl Johansson, a Lutheran pastor from Minneapolis, Minnesota, and his wife Alice. He comes to UMN well prepared from missionary service in Afrcia, and as Chairman of the World Mission Prayer League, USA.
- Election also of Jonathan Lindell to be Acting Education Secretary during the ten months furlough of Larry Asher from August 1978; and of Paul Spivey to be Acting Health Services Secretary during the six months furlough of Dr. Carl Friedericks from September 1978.
- A stimulating meeting of the UMN Board of Directors with eleven members present from overseas. Satisfactory progress review of UMN Five Year Plan, with most projects and plans on target after one year.
- The success of the survey team to Jumla, in the far west in an isolated valley about 7,000' high, where development is lagging behind the rest of the country. Safe journey for all who participated, including many days of walking over narrow mountain trails up to 11,000' high at the rim of the valley.
- Progress with the Dhankuta Technical Center in an isolated mountain area in the east, as negotiations with Government proceed towards a final agreement this year - another pioneering venture for UMN.
- Funding for three years for a Filipino agri-business expert and his arrival to begin helping UMN plan how best to enter this field.
- The anticipated large group (a record for UMN) to enter the Language and Orientation Program in August - probably 31 plus 11 children - meeting several urgent UMN personnel needs.
- Interest by four Societies in possibly joining UMN as member bodies; one definite and three at the inquiry stage.
- The continued steady growth of the Nepal Christian Fellowship across the hills and valleys of this beautiful mountain kingdom.

Items for intercession:

- Ongoing study of the Five Year Plan as requested by the Board of Directors with a view to working out an overall development philosophy. UMN staff will be working on this and need God's guiding hand.
- Refining and negotiation with Government concerning details of UMN involvement in the boarding school in Jumla, a pioneering venture in a difficult

Gossner Mission

and isolated section of the mountains in the far west.

- Possible UMN involvement in another hydro-electric scheme, by the request of Government, at the Andhikhola and Gandaki River between Pokhara and Tansen.
- Exploration of a possible Asian Regional Conference, similar to the Regional Conferences held last year in Europe and North America.
- Planning for the Workers' Conference (Jubilee Conference) in January 1979, with Dr. Samuel H. Moffett of Korea as speaker; and for the General Conference in April 1979, with Dr. Kosuke Koyama and Bishop Lesslie Newbigin as speakers, both part of the celebration of UMN's 25 years of existence.
- The book being written by Jonathan Lindell, possibly titled Nepal and the Gospel of God, recounting the history of mission towards Nepal and the 25 years of experience by UMN, part of the celebration of that occasion in 1979.
- Donor(s) for the remaining 25% required for the Patan Hospital, the base hospital for the Lalitpur Community Health Program.
- Keeping of trained, experienced Nepali staff in our projects, by finding ways within our mandates of making terms of service more attractive.
- Continuing critical personnel needs, such as lady obstetrician, personal counsellor, surgeon, hostesses, medical secretaries, pathologist, office managers, accountants, teachers in English, science and maths, agricultural-technicians, consultant and site engineers, etc. Attached is a reminder to pray with us for the people of God's choice.
- Safety of travel for our many people who use planes, buses, cars, and walk over the mountain trails during the monsoon season when dangers increase because of floods, landslides, and slippery paths.
- The wise handling of the record number of people in our next language program, so that housing accommodation and teaching arrangements may facilitate settling into UMN and studying Nepali for all who will attend.

****

Charles F. Kettering, a well-known engineer and inventor, once gave this suggestion: "Keep on going and the chances are you will stumble on something, perhaps when you are least expecting it. I have never heard of anyone stumbling on something while sitting down."

In UMN we do try to keep on going, knowing that God prepares the way ahead. It is in the confidence that as we walk in His will He will open the opportunities to us that we dare "expect great things from God". Pray with us that we may have the will to keep moving ahead and the vision of God's great Kingdom prepared for all people.

In Christ's fellowship,

Gordon M. Ruff
Executive Secretary

Gossner Mission

United Mission To Nepal

April 1978

Jesus said to his disciples: AS THE FATHER SENT ME, SO I SEND YOU.

Among the many jobs which we believe that our Lord has sent us to do there are some very important and urgent unfilled posts about which we pray and seek the concern of our UMN member bodies. You see these named in the vacant spaces below.

Gossner Mission

THE UNITED MISSION TO NEPAL

President: Mr. M. Roemmele
Executive Secretary: Mr. F. Wilcox
Personnel Secretary: Mr. A. Voreland
Treasurer: Mr. R. Havens

Telephone: 12179
14580
Telegrams: UMNEPAL
POST BOX NO. 126
1/29 THAPATHALI
KATHMANDU, NEPAL.

28th May, 1976

EINGEGANGEN
- 8. JUNI 1976
Erledigt .....

To UMN Project Directors/Heads of Institutions,
Area Services Officers; Area Secretaries/
Personnel Secretaries of UMN member bodies.

Dear Colleagues,

At the most recent meeting of our new Coordinating Committee the rather pressing questions of the use of volunteers from overseas who are employed as Direct Appointees in UMN projects of institutions was discussed, and possible procedures for appointment of such Direct Appointees were recommended to the United Mission to Nepal. As Executive Secretary, and on the recommendation and advice of my colleagues serving as Treasurer, Personnel Secretary and Functional Secretaries, I would like to ask that from 1st June we use the suggested procedure listed on the accompanying sheet. Will you notice that there are two categories of volunteer direct appointees from overseas whom we would hope to process through this procedure: 1) Those persons referred by an agency or who apply individually; and 2) those who are specifically requested by a UMN project or institution.

The Coordinating Committee also discussed the procedure and manner in which we might make an exception to the Bye-Laws of the new Constitution regarding the secondment of UMN workers to non-UMN programs and projects in Nepal, and, in certain urgent cases, also second Direct Appointees. However, the Coordinating Committee will need to do further work on this possible procedure, and will refer its findings to you at a later date.

The Coordinating Committee did go on record further, in the matter of the appointment of overseas Direct Appointees, and asked me to remind all Project Directors and Heads of Institutions that we should seek to follow the general Mission policy and keep expenses for Direct Appointees to a minimum. This would include the reminder that the United Mission to Nepal has no funds with which to pay overseas travel expenses for such volunteers who come to serve as short-term Direct Appointees. This guideline has been laid down before, and I simply write by way of reminder at this time, in order that we might keep the appointment and use of volunteers from overseas on a short-term basis in a proper perspective in our overall UMN work.

Do not hesitate to write to this office about any questions which may arise in interpreting and applying these guidelines. I remain

Cordially, your fellow worker,

Frank Wilcox

Frank Wilcox
Executive Secretary

Zur Ablage
Aktenplan-Nr. 225
Datum 16.5.
Handzeichen

Gossner Mission

Expatriate

Procedure for Appointment of Direct Appointees

A. For those referred by an agency or who apply individually:

1. Notification by an agency or individual to the Personnel Secretary (either directly, or redirected by other UMN official receiving the information).

2. Personnel Secretary informs appropriate Functional Secretary and the Executive Secretary.

3. Functional Secretary consults with appropriate Project Director/Head of Institution.

4. If appropriate approved post is available, Functional Secretary notifies the Personnel Secretary.

5. Continue as for B.3 on onward.

B. For those specifically requested by a project or institution:

1. Request to Functional Secretary from Project Director/Head of Institution for recru ing the individual to fill a specific approved post. (Meanwhile the project may contact the individual, with copies and notification to the Personnel Secretary and Functional Secretary.)

2. Functional Secretary notifies the Personnel Secretary and Executive Secretary.

3. Personnel Secretary is responsible to contact the individual:

   a) Sends to the individual -

      i. Supplementary Information Form.
      ii. Professional information form, if possible.
      iii. Job description, if specific.

   b) Requests from the individual -

      i. Completed Supplementary Information Form.
      ii. Medical Report.
      iii. Appropriate references.

4. On receipt of the required documents, consideration of application by the Executive Secretary, Functional Secretary and concerned Project Director Head of Institution.

5. Approval in writing by the Executive Secretary and Functional Secretary.

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 14.7.77
Handzeichen

Adjustment to New Conditions in Nepal

(Note: 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. To help you prepare for these differences we have listed a number of areas where frustration most often occurs. The list does not pretend to be all inclusive, but we suggest you study it. 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 shall 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.
3. We have to adjust to different customs, dress, diet, and living conditions which are sometimes primitive and uncomfortable.
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 and untrained helpers.
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 counterpart 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. 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".

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

28th April, 1977

EINGEGANGEN
- 5. MAI 1977
Erledigt

Zur Ablage
Aktenplan-Nr. 225
Datum 18.5.77
Handzeichen Dtie

To Member Bodies of the UMN
and other interested friends

Dear Friends,

This is an SOS for help! Although we regularly circulate a list of all our personnel needs and mark those which are in the "urgent" category, just now there are three posts which might be termed "emergency" needs.

(1) Obstetrician/gynaecologist - must be a lady doctor. Our present obstetrician is badly in need of help, and will herself be going on furlough in a few months time, with no replacement in view. This is a key post in our Shanta Bhawan Hospital in Kathmandu.

(2) Midwifery Sister Tutor. There are two serious gaps in the staff in teaching programs to which we are fully committed in our agreements with government, and again no one in sight to take over this important work.

(3) Secretary. Two of our present secretaries leave in a few months time, and one in particular urgently needs to be replaced in order to keep the central administrative work of the UMN running smoothly, from August onwards.

For all of these posts we would prefer long-term personnel, and will be glad to receive any such offers. But the need is so urgent that we will also be happy to receive and consider short-term, temporary offers to help to fill the gaps. Any help which you can give to us along these lines will be deeply appreciated.

May I add two things to be kept in mind in connection with these offers of service. One is that we seek committed Christians, who can give a definite testimony of faith in Christ as Saviour and Lord. The other is that workers may come at short notice on tourist visas, but can only stay in the country for a total of three months. Workers coming for longer periods must obtain non-tourist visas, which may be a three-month process. It would help considerably if all the details, including statement of faith and passport numbers, could be sent with the initial enquiry to save time in correspondence.

Thank you so much for all your good help and cooperation with us. We ask you to pray with us that God will supply these needs of personnel for His work in Nepal.

Yours sincerely,

Gordon M. Ruff
Executive Secretary

P.S. Would you kindly pass on the enclosed UMN Treasurer's statement for 1976 to your Treasurer or other concerned person. Representatives to the UMN Regional Consultations in Sweden and USA this summer will be asked to bring this paper with them. Thank you.

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 18.8.77
Handzeichen Dtie

UMN TREASURER

General Fund Statement for the year 1976

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

Gossner Mission

	Budget 1976	Actuals 1976	Total 1976	Budget 1977
c) Special gifts:				
Presbyterian Church in Canada	-	-		250,000.
United Church of Canada	65,000.	102,212.		65,000.
United Methodist Church	171,600.	130,277		171,600.
United Presbyterian Church	4,000.	3,124.		57,825.
W.M.P.L., Norway	-	-		36,000.
	240,600.		235,613.	580,425.
d) Other income:				
Interest earned	150,000.	327,329.		150,000.
Miscellaneous	-	2,843.		-
	150,000.		330,172.	150,000.
TOTAL RECEIPTS	1,261,200.		1,721,845.	1,688,625.
Payments:				
Headquarters	259,700.	269,816.		307,800.
Mission-wide Expenses	359,800.	366,835.		384,000.
Education Projects:				
Pokhara - Area Administration	3,600.	9,100.		6,600.
NAMV Agric. Dept.	5,000.	5,000.		5,000.
Student Financial Asst.Program	-	-		45,000.
Health Services Projects:				
Palpa - Area Administration	41,600.	40,295.		39,206.
Hospital	102,900.	196,286.		187,313.
Leprosy work	24,600.	27,952.		37,304.
Com.Health; Administrn.	30,700.	34,553.		25,015.
" " W.Palpa	91,200.	103,116.		105,180.
" " Nawalparasi	30,500.	26,145.		28,982.
ANM Program	59,584.	55,480.		62,19
GMA program	-	-		13,200.
Gorkha - Area Administration	18,100.	18,682.		23,216.
Hospital	56,000.	78,878.		83,076.
Community Health	69,905.	81,856.		75,350.
Community Health Office	39,800.	32,230.		43,300.
Shanta Bhawan - Hospital	-	121,930.		-
Nursing School	124,000.	142,510.		178,072.
Okhaldhunga - Dispensary	95,000.	97,297.		97,096.
Community Health	11,500.	12,338.		11,677.
Economic Development Projects:				
Butwal Area Administration	41,000.	52,309.		37,400.
Development & Consulting Servs.	22,200.	22,700.		32,300.
Contingencies (including salary increases on equalisn.allcs.)	10,000.	100.		25,000.
	1,496,689.		1,795,408.	1853,281.
Excess payments over receipts			73,563.	

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

Zur Ablage
Aktenplan-Nr. 225
Datum 14.7.77
Handzeichen

Post Box 3326,
New Delhi 110014,
India.

18th April, 1977

EINGEGANGEN
- 2. MAI 1977
Erledigt .....

To:
UMN Member Bodies and
Board Members
UMN Board Appointees in Nepal & on home leave
Other Friends of the UMN.

Dear Friends,

Selection of new Executive Secretary for the UMN

Lest you should rush to conclusions, let me assure you that the present Executive Secretary, Rev. Gordon Ruff, is effectively and efficiently leading the UMN, and proposes to continue doing so for the remaining two years of his three year term of office. However, Gordon has indicated clearly that he will not be available for a further term of office, and this led the UMN Executive Committee to initiate the process laid down in the Constitution whereby a new Executive Secretary is sought and appointed.

The Executive Committee, meeting on March 31st, appointed a five member Selection Committee, with myself as the Convenor. It is thus now my privilege and responsibility to write this letter to you who may have suggestions as to whom we should approach with a view to appointment as Executive Secretary of UMN from June 1979. I therefore seek your prayers that we may be guided aright, and I will be happy to acknowledge any suggestions which you send to me at the above address.

The UMN Constitution nowhere lays down qualifications necessary in an Executive Secretary elect. I attach a copy of the duties of the Executive Secretary as set out in the Constitution, together with some further duties not mentioned therein. I offer the following additional comments to help you in your thinking.

The United Mission to Nepal is engaged in a wide variety of ministries in the fields of economic development, health services and education. Most of the administration of this work is handled effectively by the Functional Secretaries, one appointed for each of these fields. However, the Executive Secretary also needs to be competent in administration. He is directly responsible for the administration of the "Headquarters Project", and needs to be able to understand the administration of each Functional Secretary sufficiently to advise him, and if necessary step in during his absence. In all areas of administration, the ultimate authority is the Executive Secretary, so he does bear a heavy administrative responsibility.

The UMN leadership is now a team leadership. The team consists of the Executive Secretary, with the Treasurer, Personnel Secretary and three Functional Secretaries. Decisions are thus made in full consultation. The Executive Secretary needs to be able to work within this framework, and to encourage each member of the team in his/her own responsibilities.

The UMN is composed of twenty-nine Member Bodies, representing twelve countries, who support about 220 missionaries. While sharing a common Christian conviction about their service in Nepal, these Member Bodies represent various nationalities, and also some variation in Christian traditions. In giving

Gossner Mission

leadership to the whole team of UMN, the Executive Secretary needs to be able to gain and keep the confidence of this variety of personnel.

The UMN programs are worked out in full consultation with His Majesty's Government of Nepal, and increasingly in correlation with the plans of the government. The Executive Secretary needs to be someone who can fully accept this position, in all planning. He/she also needs to be a good public relations person, to represent effectively the UMN to HMGN at various levels. Having said that, I should qualify it by saying that about 90% of the liaison with government is being done by the Functional Secretaries.

While it would not be necessary for the new Executive Secretary to have had experience of working in Nepal, it would be very valuable to have had some experience of working in the third world, and probably in Asia. Possibly someone with experience of the home end of overseas mission administration would also be suitable.

The Executive Secretary should certainly be someone who is physically fit, especially in view of the need to visit the projects in different parts of Nepal from time to time. There seems to be no valid reason for specifying any age limits, but the necessity of sufficient experience suggests we are looking for someone over 40, ~~at~~ at least in the middle thirties.

The Board appoints an Executive Secretary to serve for a 3-year term, which may be renewed by agreement of both parties. I would ask you to pray about this matter, and then write any suggestions or advice to me at the above Delhi address, before July 15 if possible. If you are suggesting a specific person, I would be grateful for an address at which he/she may be contacted. I plan to acknowledge all letters received on this subject, so if you do not receive such an acknowledgement within three weeks of sending your letter to me, please send a further copy on the assumption that the first one went missing in the mail.

Yours sincerely,

M.C. Roemmele

Michael C. Roemmele
President, UMN

Gossner Mission

VII. C. Duties of Executive Secretary.

The duties of the Executive Secretary will be:

1. To be responsible to the Board and the Executive Committee for carrying out their policy and decisions.
2. To issue notices of meetings of the Board and Executive Committee at least two months before the date of the meetings, and to compile and circulate the agenda and relevant materials at least one month before the date of the meeting.
3. To be empowered, on permission of the President, to call an emergency meeting of the Executive Committee.
4. To record, compile and publish the Minutes of the meetings of the Board and Executive Committee.
5. To correspond on behalf of the Board and the Executive Committee with His Majesty's Government of Nepal, all official agencies of other governments and societies, and with the member bodies of the United Mission.
6. To receive applications for membership in the United Mission.
7. To maintain a card index of all BOARD APPOINTEES, institution and member bodies of the United Mission.
8. To appoint the Area Services Officers and the Central Services Director, and to direct the work of the Functional Secretaries, Personnel Secretary, Area Services Officers and the Central Services Director in their particular areas of responsibility, and to provide the Personal Counsellor with necessary working facilities.
9. To make recommendations to the Executive Committee regarding the acceptance, return and termination of service of BOARD APPOINTEES after consultation with the Coordinating Committee.
10. To be responsible for the assignment of BOARD APPOINTEES, after giving due consideration to the recommendations of the Coordinating Committee, In case of appeal by the BOARD APPOINTEE or member body involved, the decision of the Executive Secretary will be held in abeyance until the appeal is heard by the Executive Committee.
11. To be responsible to initiate, present, review and implement the short and long-term planning of the United Mission, other than that which is the responsibility of the Functional Secretaries.
12. To be responsible for the production and distribution of publicity materials concerning the work of the United Mission.
13. To submit an annual report to the Board and Executive Committee.
14. To arrange for the annual auditing of the accounts maintained by the Treasurer of the United Mission, and to submit the audit report to the Finance Committee.
15. To make a standing appointment in writing of one of the Functional Secretaries or Treasurer to serve as the Acting Executive Secretary

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when the Executive Secretary is absent from Nepal or incapacitated by illness; and to make an appointment of one of the Functional Secretaries or Treasurer to serve as deputy for the Executive Secretary when the Executive Secretary is absent from Kathmandu, or when otherwise necessary.

Additional Duties and Functions of the Executive Secretary.

1. The Executive Secretary shall serve as an ex-officio member of the Board of Directors of the United Mission to Nepal, the Executive Committee of the UMN, the Finance Committee of the UMN, and shall be advised by a Coordinating Committee, of which he/she shall be the Chairman. The Executive Secretary is Chairman of the Functional Boards and in addition serves as ex-officio member of all other Committees of the United Mission to Nepal.

2. The Executive Secretary also serves, because of location and base at UMN Headquarters at Kathmandu, as Chairman of the Headquarters project of the UMN, and in this capacity holds responsibility for the work of the Treasurer, the Personnel Secretary, the Functional Secretaries, the Central Services Director and his department, as well as the work of the guesthouse and the Language School, as mentioned in other duties above.

3. It becomes the duty of the Executive Secretary to visit the various projects of the UMN in various parts of Nepal periodically throughout the year. This requires travel by plane, by bus and on foot in a number of instances. Such visits will include meetings with all Board Appointees to deal with any personal problems, to assist in the planning of the work, and to make other decisions related to administration, etc.

Gossner Mission

Distributed to all UMN workers by the UMN Culture Committee. This distribution is also requested by Gordon Ruff.

To: The UMN Committee for the study of culture.

Zur Ablage
Aktenplan-Nr. 225
Datum 24.1.78
Handzeichen: P.

From: Jonathan Lindell
UMN Guest House No.2
Kathmandu.

21st March 1977

In response to your "Cultural Questionnaire" given out at Workers' Conference I am herewith attempting some contribution of my findings thus far on the subject of:

DISPOSAL OF THE DEAD

In Nepal, during the past 25 years, since Christians have been allowed to live in the country, we Christians have had a very real problem: How to dispose of bodies of Christians who have died? Being a young community, with little church-owned land, we cannot automatically and everywhere follow the tradition of the Christians of the sub-continent and bury our dead. Locally, in towns and villages, it is very difficult to bury a body in some sudden need.

Over a number of years I have tried to learn what I can on this subject, from Christians, from theologians, from reading, from talks with Hindus etc. More recently, since a serious heart condition, and knowing that I could die of a heart attack almost any time and in any place, I have found this subject very personally important. I have found a large bagful of complicated items and questions in all the discussions I have had. It takes a lot of plowing to work one's way through these and try to come out on the otherside with some satisfactory line to follow. I have found that it takes just as much 'digging' in our Christian beliefs and customs as it takes in the Hindu beliefs and culture..... We have had helpful discussions about it in the Pokhara project. Some years ago we tried to define some guidelines for us as a Mission about this, but it did not amount to much. I hope we can continue with the study widely in our circles. We need to. Here are some of my findings thus far, to put into the discussion:

Background. Peoples of the world have developed several different ways of disposing of the bodies of their dead. Historically and traditionally, Christians have usually practiced cave-ing, or tomb-ing, or burying, and more recently cremation. In Japan the Christians cremate, like the people around them. In Australia more than half the Christians practi e cremation. In Europe and America the practice of cremation is greatly on the increase. Also, like peoples of other religions, Christians have added to their method of disposal a large amount of tradition, custom and religious faith. European and American missions, which brought Christianity to India, brought also their western practices of cemeteries and burial methods and traditions. Some churches in India today consider this a social and economic wrong and burden to them.

I. Objections to Cremation.

I have found three strong and quite prevailing objections to cremation by-and-large across the Christian Community in India and Nepal, where I have touched it. They are:

1. God and the Bible teach and give examples of tombing and burying the dead. Historically Christians have followed this practice. It is our Christian way. Therefore we should continue it it.

2. This body which we now have will be raised and glorified in the resurrection, therefore it should be placed intact into the grave to await the day when God will take it and change it into a new and heavenly body. Attached to this idea is also the thinking that the body should be left as it is and not des- crated by burning.

3. In India and Nepal (Hindu-stan), cremation is a part of Hinduism. We Christians should not follow this Hindu practice. If we cremate, like Hindus, we will be considered as part Hindu; this is syncretism and should be avoided.

...../2

Gossner Mission

In my study thus far of these objections I find that there are no prevailing religious truths or instructions which tell us how to dispose of our dead. It is a 'secular' matter, which we may arrange according to circumstance, need, 'as we like', in a variety of ways. As a matter of fact we Christians are doing so..... Concerning the second objection I have found people taking that position from the Bible; and also others who say 'No', "This earthly tent is destroyed" and "we have a building from God"; and in any case the nature of the resurrection does not tell us how to dispose of our dead..... In regard to Hindu practices and beliefs and our relation to them, I have found the following:

II. Hindu practices in disposal of the dead, in Nepal.
I have asked these questions of Hindu neighbours, in village and town, and thus far learned the following: (Others of you readers will certainly have more to add. And the variations are about as many as those among us Christians!)

1. Do Hindus do other than cremate their dead? If so, what castes, ages, places, circumstances, etc., are involved? What do they do? Hindus, especially high caste, certainly prefer to cremate. But they will bury those who died of smallpox. Also sometimes they will lay a body near the river's edge and cover it with rocks, to be gradually taken away by the river water. This may be done to any age or caste. Usually it is done by the poor. Gurungs and Rais, etc., have cemeteries in their communities and they bury; but if a person requests it, they will cremate . Low-caste will frequently bury in out-of-the-way places. Hindus will cremate orphans, stray persons, homeless, tourists, etc.

2. Is cremating required by Hindu scriptural teaching or rule?
Some say 'Yes', very definitely, for high castes who are following the 16 rituals; it is in the Vidas to do so; but it allows Hindus or other people on other continents or circumstances to do otherwise. Others say 'No', it is only strong tradition or custom; there are examples of it in the Scriptures, but not a rule.

3. Where do Hindus cremate or dispose of bodies? Why there? High caste Hindus say that they should always be disposed of near a river, on the bank. If it cannot be done there, then the ashes should be brought and disposed of in the river. This is by strong custom and belief. The belief is that all water flows out from Vishnu; that the river is Atma (god), and the dying person or the corpse is joined into the being of god by dying with his feet in the water, or by having his ashes or remains disposed of into the river. Also, rivers are used all through life's many rituals. In death the river is needed for washing the corpse, and for bathing by the relatives during the cremation ceremony. The Royal Family and various castes often have different 'ghats' beside the river where they dispose of their bodies. In the large cities of India the Hindus are increasingly using municipal crematoriums, for ease, economy and sanitary reasons.

4. Would Hindus dispose of bodies elsewhere, like in a field, or yard, or in the woods, or out-of-the-way places? Either by cremation or burial? No not usually; that is for a single, irregular disposal ; in an area of settled society. It would be 'in the way'. Also, some fear the spirit of the dead will remain in that place and cause trouble to someone who goes there; or some undesirable influence would be there. They would not build a house in such a place, or go near it. Some say this idea is disappearing in these 'modern times'. If there is a special, appointed, agreed-on place, such as cemeteries, or the like, then it is alright. If Hindus are in other lands they are scripturally allowed to follow other rules and places suitable to the society for disposing of their dead.

5. In Hindu cremation what are the essentially religious acts?
There are some acts to be done in the home and on the way to the ghat. When the pyre is ready, the nearest relative will put a fire on the mouth of the dead, with flowers, etc., treating the departed like a god. From this fire the pyre is kindled. The nearest of kin will also walk around the pyre as the final 'leaving' or 'giving up' act. The rich andBrahmans will also have priests to add religious content and blessing to the departed, but this is not essential. Rich people of the Pokhara area will take a piece of the heart and carry it to the Kali Gandaki and throw it into that sacred river. Attendants must bathe twice in the river during the ceremoney. They also offer certain things to the fire: ghee, cow's milk, rice, etc. (I found it almost impossible to find a consistent and reliable answer to this

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Gossner Mission

question.) Disposal of the remains into the river is essential.

6. What would Hindus think if Christians cremated? Place? Method? They say: O.K., go ahead. That is alright. Let every people dispose of their dead as they will, in their way. This is no problem to us Hindus. But do your burial or cremation in places appointed in society for this. You may go to the river side and do it in your part; or near the river; in the general ghat area; go up-stream or down-stream from the others. Do not use a single place, like in a field or yard, or woods, etc.; use an appointed place. Practise your own ceremony or service; that is fine. In the village, discuss it with the Panchayat and have an understanding ahead of time about how and where you want to cremate and then go ahead. Others say: You are not following the 16 rituals; you are Sudras; it is of no significance religiously where you cremate; do it anywhere; but in a place agreeable to the sensibilities of the community, not to go against the tradition, sociology and religion of the community.

7. Would Hindus in the Community assist Christians with the practical needs of the cremation, if it is neeessary, such as wood and burning? Yes, they would if asked. The people who know how would readily help. They would not consider it a Hindu act. It would be an assistance, like carrying water or cutting wood.

III. Questions for us Christians to consider, with regard to cremating.

1. In what kind of places and how could we cremate here in Nepal? One of the best proposals I have heard for the Valley is to use a 'Garden of Remembrance' (like they have in U.K.) in the British Embassy cemetery, or elsewhere. This would mean using a good incinerator and scattering the ashes in a small garden kept for the purpose. Out in the villages and towns, for a single case, I think that Christians can perform a wood-pyre cremation nearby but apart from the community burning places and scatter the ashes in the earth (not in the water). Better still would be to pre-arrange an agreed-on place with the Panchayat where Christians can do their cremations and scatter the ashes in that place. (See no.6 above). We are not used to cremating. We do not know how. We need to learn how. We can get the help of neighbours to teach and assist us. One person has advised that because of the strong feelings to avoid Hindu custom, we should develop a different method of cremation, to avoid identification.

2. What kind of 'funeral service' can we have, and how do we relate it to the place of cremation? In disposing of our dead, what are the essential Christian acts that we want to do in faith, and what are optional customs? Here there is room for fresh thinking and developing new lines. I have found it hard to find consistent answers to these questions. So far, I have come to these items: (a) We can do nothing for the benefit of the person who has died. (b) We can make strong witness to what God has said and done with regard to salvation, grace, death, resurrection, and eternal life; for strengthening relatives and ourselves in our faith, and for witnessing to friends and neighbours. (c) The act of commital is helpful to us in being physically and psychologically separated from the person who has died; this is necessary for us in relating to the fact of death. (d) We should avoid undue expense and bringing in of outside customs and traditional items concerning death and burial; keep it 'clean'. (e) Details we have to work out.

3. Would we foreign Christians want to practice cremation without the understanding and participation of fellow Nepali Christians with whom we are associated? Most people say No. But the subject should be under discussion and study by the church (of which we are a part) in this country and some answers found. A death may occur, some time, and some place, where we would have to go ahead even without an understanding.

Personally, my study has led me to the viewpoint that we Christians (foreign and national) in this country can and should practise cremation, as well as burial. I believe that methods and places can be arranged which are distinct from Hinduism and which are agreeable to our Hindu neighbours. I believe that our Christian faith regarding death and resurrection can be clearly held and witnessed to while practising cremation in this land. I believe that we can prepare details of content for a funeral service and details of cremating which are thoroughly Christian and good and decent for us to practice when death comes to our membership at any place in the country.

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Gossner Mission

In this paper I am not trying to offer final answers. I am trying to contribute to the study of a subject that I think is important and needing our attention. I share what I have learned thus far with regard to both the Christian and Hindu culture on this subject. I want to keep on learning. I know that others have more to share. I hope this sharing will take place and that out of it will come truth and goodness in which we can walk with faith and grace when we dispose of our dead.

Merle L. Ramacher

Gossner Mission

Zur Ablage
Aktenplan-Nr. 226
Datum 4.8.77.
Handzeichen DDu

EINGEGANGEN
- 5. MAI 1977
Erledigt .....

United Mission to Nepal,
Post Box 126,
Kathmandu, Nepal.

26th April, 1977

To UMN member Bodies and friends:

Dear Friends,

At the time the new UMN film, LIVING WATER FOR NEPAL, was being prepared, we made arrangements for copies of an introductory statement to be duplicated and distributed with the copies of the film. We have now learned that these arrangements have fallen through, and that in fact most of you did not receive the statement.

We very much regret this, as we feel that it adds a great deal to the content of the film when all who see it are properly informed of the situation here in Nepal. Enclosed is a copy of this statement, and we trust that you will be able to make good use of it from now onwards in connection with the showing of the film. If any further copies are required, we will be glad to receive such requests and to forward the copies to you.

Yours sincerely,

Betty Young
Secretary

Gossner Mission

THE UNITED MISSION TO NEPAL

An Introductory Statement to accompany the

film "LIVING WATER FOR NEPAL"

(Please be sure that at least the three final paragraphs are read aloud to the group or audience)

To understand fully the message of our new film, "Living Water for Nepal", our friends, new and old, should be aware of the situation and circumstances in which the United Mission to Nepal carries on its work.

Nepal, lying just south of the highest mountains in the world, the mighty Himalayas, and including the highest of those peaks within its boundaries, is a remarkable piece of God's real estate! About 500 miles long and roughly 100 miles wide, embracing about 54,000 square miles, this little mountain kingdom, from its southern border with India to its northern frontier with China, includes nearly all of the earth's climatic zones, plus the flora and fauna of those zones, from tropical to arctic. The high mountains attract the finest mountaineering expeditions in the world, and the tropical jungles draw naturalists from around the globe who are interested in observing such rare and vanishing breeds as the Bengal tiger and the Asian rhinoceros in their native haunts.

Nepal has been a united kingdom for only a couple of centruies, and owes that unity to the military/political genius of the founder of the present royal dynasty, Prithwi Narayan Shah. When Prithwi Narayan came to the throne of the tiny kingdom of Gorkha in west-central Nepal in the mid-18th century, Nepal was divided into scores of petty princedoms and feudal states. In a series of brilliant campaigns and battles waged up and down the forbidding mountains and valleys of central Nepal, the Gorkha chief established his authority over the length and breadth of the present-day Nepal, with some other bits and pieces of territory also included. He conquered the Kathmandu Valley in 1769, and established his capital there where it has remained ever since. The present king, Birendra, is a direct descendant of Prithwi Narayan Shah, and rules the diverse peoples of Nepal in a theocratic Hindu kingdom, and the king is considered an incarnation of the prominent Hindu diety, Vishnu.

Although Nepal is not a large country geographically, and is indeed a united kingdom, many diverse tribal and ethnic groups are included within its boundaries. As many as 40 different tribal languages are still in daily use by larger or smaller tribal peoples. Although Hinduism is the official religion of the nation, numbering some over 9 million adherents, Buddhism flourishes as a recognised minority with about 2 million followers. Islam is also a recognised minority faith, and, though people of the various tribal groups in remote areas may officially be classed as Hindus, many still practise elements of their ancient animistic faiths.

The first Christian missionaries to settle in Nepal were a small group of Capuchin Fathers who came to Nepal from Rome in the mid-17th century. The Capuchins carried on work in the Kathmandu Valley for more than a century, leaving behind them a translation of the Bible in the Newari language. When Prithwi Narayan Shah unified Nepal under his authority in 1969, he expelled the Capuchin missionaries and instituted a "closed door" policy toward all foreigners in general, and toward Christian missionaries in particular. He had observed the expanding power of the colonial regime in India, and was determined to rid his new kingdom of any influence which might pave the way for a similar regime in Nepal.

1769.

Gossner Mission

From that time until the mid-20th century, Nepal remained, by her own choice, for cultural, religious and political reasons, a closed and isolated kingdom, a land and people mysterious and largely unknown to the outside world. A popular revolution, launched laterin 1950 by the Nepali Congress, aided and abetted by the well-loved King Tribhuwan, grandfather of the present King, broke the century-old power of the Rana prime ministers. The revoluntionaries gained a decisive victory early in 1951. King Tribhuwan participated in an experiment in parliamentary democracy which his son and successor, Mahendra, transformed into "panchayat, or partyless, democracy", with the King as authoritative Head of State.

Following the successful revolution the King and his government invited many governments, from the East and the West, together with aid agencies and foundations, to come to Nepal to help her people build "A New Nepal". Thus, in the course of events, and according to the providence of God, Dr. and Mrs. (Dr) Robert Fleming and Dr. and Mrs. Carl Friedericks, Christian missionaries in India, were invited to open missionary medical work in Nepal. These two families, who had visited Nepal before the revolution, came to the country to open work in Kathmandu and Tansen in 1953. In 1954, at the invitation of the mission boards represented by the Flemings and Friedericksses, the United Methodists and United Presbyterians, other missions joined these two boards at a meeting in March in Nagpur, India, to form the United Mission to Nepal.

Because there had been no Christians in Nepal since 1769, and because of the conservative, orthodox nature of Nepali Hindu society, the Nepal government, in its General Agreement with the United Mission, asked that there be no open, public evangelism or proselytising by the workers of the Mission. Responding to the invitation of His Majesty's government as a partly-opened door given by God, the UMN accepted the limitations imposed by the General Agreement, agreeing to "serve the needs of people in Nepal in the Spirit of Jesus Christ, and to make Christ known by word and by life".

Twenty-three years later, now living and working in Nepal under our 4th General Agreement, members of the United Mission to Nepal are still somewhat limited and restricted in any public witness to the Lord Jesus. But the opportunities for person-to-person witness, for Bible study, proclamation and prayer in hospital chapel, small conversation and home, are multiplied and increasingly fruitful. And the invitations for committed Christian service, compassionate assistance through professional expertise in the spheres of Health Services, Education, Industrial and Economic Development, as well as Agricultural demonstration and assistance, have led to expanded projects in many parts of the country. Today more than 650 staff members of the UMN (including 220 workers from the 30 member bodies of the UMN, sent from 15 different countries) are at work in the various projects and programs of the Mission, with a significant number seconded to non-UMN projects.

Although there continue to be certain limitations under which we carry on our work in Nepal, and although Christian mission is still very young in this ancient Hindu kingdom, the Church has been planted, not within but alongside the UMN and other Christian agencies, and continues, under the grace and power of God's Spirit, a sure, steady growth in strategic centres across the land.

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Gossner Mission

NEWS AND PRAYER LETTER

No. 1/77

United Mission to Nepal,
Post Box 126,
Kathmandu, Nepal.

March 18, 1977

EINGEGANGEN
30. MRZ. 1977

Dear Partners in Mission:

"Almighty and most Merciful Father..." These are the opening words of the ancient and well known GENERAL CONFESSION of the Anglican Church How often our prayers begin with these or similar words because that is the kind of God we serve and to Whom we turn for daily strength. Lord Acton once wrote that "All power corrupts; absolute power corrupts absolutely". How well we know this in human experience...historically and personally! Only God can be trusted with absolute power. But in God, as the GENERAL CONFESSION states, is the paradox of absolute power united with absolute mercy.."Most Merciful Father". God is almighty love. In God power is redemptive. It is this omnipotent and all-loving God Who cares for Nepal and Who has set the United Mission to Nepal in this lovely, picture-postcard nation.

Share with us His Might and Mercy in matters of thanksgiving, praise and intercession.

Items for Thanksgiving and Praise:

- Visas granted by Government for all applications made by UMN for new and returning missionaries in 1976, five after months of delay.
- Good health and high morale for our personnel inspite of many shortages of staff, which meant extra burdens for already very busy people.
- Safe travel through the year for our personnel, by jet plane to and from overseas; by smaller planes within Nepal, often to tiny dirt airstrips; by bus and car and motorbike along tortuous mountain roads and on crowded city streets; by bicycle; and on foot along narrow, hilly trails.
- Increasingly open and friendly relations with Government officials at all levels, indicative of a growing confidence and trust in UMN.
- Records of funds in 1976 for general budget needs to provide supplemental support for ongoing Mission projects, with a much lower deficit than had been anticipated.
- Many casual donations from interested visitors who have been impressed with UMN activities, thus replenishing the "Undesignated Fund" out of which a multitude of urgent needs have been met.
- Visits by church-related groups, from two to twenty-five in number, who have returned to their homelands with new excitement about what God is doing through UMN.
- Purchase of a 4-ton Mission truck which, in its bi-weekly runs, guarantees sure and safe delivery of tons and tons of much needed supplies to the projects in the hills.
- The honour bestowed upon one of our missionaries when His Majesty King Birendra gave a medal for outstanding service to the country.
- The securing, furnishing and opening of a new Guesthouse in Kathmandu Headquarters, allowing room for increasing numbers of language students, our personnel in from the hill projects, and visitors from overseas, and the provision of an experienced couple to manage it.
- Seventeen people in the current Language and Orientation Training Program, who are preparing themselves for assignment to important posts in June.
- Another new UMN colour, sound film, this one about the development projects in which UMN is engaged in the Butwal project. It is entitled "ROAD TO THE FUTURE". The English version may be obtained for $376 from:

Colour Film Service Limited,
Attention Mr. H. Manley,
22 Portman Close,
London, SW.1. U.K.

Why not order a print?!

Gossner Mission

Items for Intercession:

- Urgently needed personnel: lady doctors with experience in obstetrics and gynaecology; paediatricians; community health nurse/midwives; anaesthetist; nurse tutors; auditor and accounting advisor; business managers; secretaries; language and orientation supervisor; domestic superintendent and hostel parents for boys' boarding school; consultants in agricultural planning, hydro-electric engineering and industrial accounting. (A complete list is being sent to Asia or Personnel Secretaries of UMN Member Bodies and other interested friends.)

- Visas to be issued for 46 personnel, both new and returning from furlough.

- Meetings of the Finance and Executive Committees and the Board of Directors, end of March/early April, to make major decisions about new personnel, review the financial position, consider the future course of UMN in the face of exploding opportunities for new service.

- The UMN Five-Year Plan, which will be presented to the Board of Directors after many months of work by scores of UMN personnel, and which seeks to set forth clearly the possibilities opening to UMN for moving out from present projects to the east and west, to the north and south. What will be UMN priorities? Who will undertake to supply new resources of people and funds?

- The signing of long-delayed major agreements affecting our health services work in Palpa, Gorkha and Okhaldhunga Districts.

- The planning for, and success of, UMN Regional Conferences to be held in Orebro Sweden, May 31 - June 2, for European member bodies of UMN; and in Minneapolis, Minnesota, June 7 - 9, for North American member bodies of UMN.

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Nepal continues stable and peaceful amidst a world of continuing tension areas. King Birendra visits remote areas of the country by helicopter to be in personal touch with his people who live many days walk from the nearest road. He is continually trying to encourage the dignity of his people, and encourage them to participate in their own development. There are many handicaps for development in such a disparate country as mountainous Nepal. The U.N. lists 44 different organizations assisting such development, only one of which, the UMN, is a Christian body. We are privileged by our God to be given a small part in serving the "People in Nepal in the Name and Spirit of Christ", and in "making Christ known by word and deed". So we ask you, our partners in Mission, to join us daily in seeking God's will for the United Mission to Nepal in the joyful months which lie just ahead.

Cordially, in Christ's fellowship,

Gordon M. Ruff
Executive Secretary

Gossner Mission

THE UNITED MISSION TO NEPAL

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

Telephone: 12179
Telegrams: UMNEPAL
Location: I/29 Thapathali
Mailing address:
POST BOX 126,
KATHMANDU, NEPAL

29th January, 1977

EINGEGANGEN
15. FEB. 1977
Erledigt

To UMN member bodies and others concerned.

Dear Friends,

After finding the same problems cropping up repeatedly in connection with the new visa rulings for Nepal, we send the following rather urgent warning:

UMN WORKERS MUST NOT COME TO NEPAL ON TOURIST VISAS. We are running into a great deal of trouble by our workers and the member body home offices being assured by Nepal Embassy officials that workers may come on tourist visas and then have them extended after arrival in Nepal. This is completely incorrect information, and please DO NOT ACCEPT IT. If people come with only tourist visas, they can get extensions up to a total of three months, and then must leave the country.

UMN WORKERS MUST OBTAIN NON-TOURIST VISAS. We are finding that Nepal Embassy officials are repeatedly saying that they have not received the sanction which we know has been sent to them by the Foreign Ministry here. May we ask you to please cooperate with us in two respects:

a) You must allow about ten days to two weeks after the time the sanction is sent from Nepal for it to reach the Embassy. It seems to take that time, and there is nothing to be done but wait until a reasonable amount of time has passed from the date of dispatch. We cannot do anything, nor can the Embassy, until then.

b) If we have notifed you that the sanction has been sent, there has been ample time for the word to reach the Embassy and they say they have not received it, try to be firm: this has sometimes led to the finding of the sanction on the files. If they still insist they do not have it, then please let us know, by cable if time is short. This is happening repeatedly, and we can request the Foreign Ministry to cable a confirmation it is happens. But we can only make this request if we know that there has been sufficient time for the instructions to have reached the Embassy, and they have apparently been mislaid.

Whatever happens, please do not accept any assurances that non-tourist visas are not being issued, or are not necessary. THEY ARE ABSOLUTELY ESSENTIAL BEFORE ARRIVAL IN NEPAL.

Thank you for your patience and perseverence. We hope that some day the system will run smoothly! Be assured that we are happy to help in any way we possibly can.

Cordially yours,

Gordon M. Ruff
Executive Secretary

Zur Ablage
Aktenplan-Nr. 225
Datum 25.2.77
Handzeichen

BY/

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

EINGEGANGEN
20. DEZ. 1976
Erledigt .....

10th December, 1976

To UMN Member Bodies.

Dear Friends,

Enclosed is an article entitled "I sat near the Driver's Seat". It is by Jonathan Lindell, whom many of you will remember as being the Executive Secretary of the UMN for eleven years before relinquishing this responsibility to Frank Wilcox early in 1971.

I have duplicated the article, and am sending it to you now with the desire that you might find it interesting to be used in some of your own Church or Mission publications. You will note from Mr. Lindell's comment at the beginning of the article that you are free to edit it as you see fit.

On the last page you will see the list of nine pictures. We have these available here, and if any of you would like to have glossy prints of any of these pictures to go along with the article, should you use it, please write to us and we shall be glad to send them on to you at no cost to you.

From time to time we have requests from interested persons outside of Nepal to receive publicity material. We have appointed a person who will be coming early next year to be Information Advisor to the Executive Secretary. We trust that when he has arrived and taken hold of his responsibility, there may be more publicity material available. In the meantime, we trust that the enclosed article may be useful to some of you.

Cordially yours,

Gordon M. Ruff
Executive Secretary

Zur Ablage
Aktenplan-Nr. 225
Datum 4.8.77
Handzeichen D. Die.

Gossner Mission

Jonathan Lindell,
Boys' Boarding School,
Pokhara, Nepal.

15th November 1976

Here is an effort at a possible article for your mission magazine. Note that there is a selection of photographs that fit the content of the article... You are free to edit the article as you see fit. Captions for the photographs are at the end of the article.

I Sat Near the 'Driver's Seat'

For several years our family has lived and worked in a project on the edge of the United Mission. This has meant that we have not followed as closely as we might the overall affairs of the Mission. For the Mission is large, with near 150 missionaries at their posts in a score of widely scattered projects. And when you are taken up day and night with all the details of your own 'yard' it is not easy to keep up with how things are going in all the other 'yards'.

Recently I sat near the 'driver's seat' of the Mission and got quite a view of what it was all about. The place I sat near was the fall meeting of the Executive Committee. It is made up of representatives of member missions and leaders in posts of the United Mission: a total of 16 persons. They worked hard and made decisions on mission-wide business. They worked from 200 pages of materials which had been in the making for 4 months in the projects and offices of the missionaries. This material was in the form of proposed plans for people, work and money all across the Mission. Those in the 'driver's seat' made final decisions regarding a very large number of items that will become the road of the Mission in the year ahead.

The picture they worked on is this: Nepal is a small country; it is small enough so the Mission people can have a pretty good idea (if they pay attention) of what is going on in the society and in the environment. They see a country emerging out of quiet medievalism and seeking to evolve rapidly into a 'modern state'. During these 25 years there have been many strong currents set loose with ferment and actions in the society and in the land itself. Some of these are: a huge inflow of foreign money, ideas and goods; great increase in education; forms of vocational and technical trainings; many government departments expanding in size and work by 2, 3 and 4 times; development projects of every kind from fish to plywood to highways to cheese to cement to BCG to big white hogs; strong appetites for sonsumer goods, higher wages, political change, better living, various freedoms; population boom; rapid consumption of natural resources. In these fermenting currents are good accomplishments as well as mistakes and failures; there are fruits of hard work and there are fruits of fallen human nature. It is a seething mixture.

In the 'driver's seat' they painted these startling words also into the picture: Nepal has begun on the catastrophic road of turning into a desert; and the ecological factors at work in the natural resources will not stop at a political border but will move on to bring ill effects in neighbouring India and Bangladesh. This is talking about over-population, rapid deforestation, erosion, drying of ground water, and change of climate. It is hard to believe. But the people with the facts tell us it is so.

Next: The Mission at work in this picture.

During this year the organization of the Mission was drastically changed. Heavy studies and re-writing of the Constitution led to a sizeable increase in the administrative structure. Someone said that it seems that the Mission has moved and grown in waves or spurts. This organization change has been a very large wave that has lifted us forward in an exhilarating way that we can 'feel'. It has added full-time functional secretaries, functional boards, more offices, other serving posts, new organizatoon. This new 'wine-skin bag' should be better able to contain the growing works and ways of the Mission for many years to come.

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Gossner Mission

Then there is the relation with Government. This is always a big and controlling factor in this country. In the beginning the Mission was invited into Nepal to help work in the picture described above. The Mission's agreement with His Majesty's Government to do this has been revised and renewed from time to time. Under this umbrella the Mission has lived and grown and moved around among the people, having dealings with over 100,000 each year. In the early years conditions were such that the Mission got on with its projects independently, planning and financing and managing its affairs on its own, giving a minimum of reporting to Government. But Government has been growing very rapidly these years and has spread detailed plans and structures across the country for the works of all its departments. And in this process it has been picking up all independent and private institutions (such as those run by missions) and amalgamating them into the over-all Government efforts and management. In this process, in recent years, the Mission's works and ways have been gradually evolving, in varying degrees and ways, into the Government structure. The Mission has favoured this. We have been adjusting and learning to work in these new relations and situations. This fact is a major characteristic of the Mission in Nepal today.

There is also a new major item that has come into this relation in recent months. That is a set of new rules and procedures for getting workers into the country, requiring much paper work and months of time. Workers now wait in their homeland until all of this is cleared.

The new leaders of the Mission have been very active in the last months in dealing with Government officials concerning what the Mission can do in these times. Where do we go in the road ahead? And in this Executive Committee meeting they brought in a bag-full of conversations, reports and agreements which gave the Government's attitude to the Mission. Government has been saying: Go ahead, carry on with what you are doing, fitted in to Government structures, and then undertake yet more projects which we ask you to do. Well, that turned on all kinds of lights on the road and greatly widened it and opened it up for a goodly stretch ahead.

So the agenda of the meeting was filled up mainly with discussions and decisions about all this road ahead. Here are some of the things that we will be driving with down the road in the months ahead:

In the area of Economic Development:

1. The Butwal Technical Institute, in the two years remaining of its 15-year plan, will continue its evolvement into Nepali hands and the Mission will be finished there. This is as it should be. And the Mission, by Government request, will go into the Eastern Development Region, possibly in Dhankuta, and start a similar technical institute, and do it all over again. The principle of combining production and training will be retained.

2. The making of Manure-Gas Plants will evolve into a national company and go into regular production. Government wants hundreds of these plants to offer an alternate fuel supply to farmers. The manure from four buffaloes will supply gas for cooking the meals of a family of 7-8 persons.

3. There has been in the 'pipeline' the making of small water-powered turbines which can supply direct mechanical power for running mills to hull rice, grind flour, press oil, saw wood and run looms. They could be supplied with a generator and make electric power. There are plans to find sites and install 20 of these for experiment purposes in mountain villages.

4. Over a period of years the project at Butwal has built a hydro-electric plant which has led into the Butwal Power Co. which has electrified the town. This project is evolving into national management in the next couple of years. The Mission plans to move on in this kind of work, form a Hydro-Construction Company, and undertake construction of small hydro power plants in remote areas.

...../3

Gossner Mission

5. The Plywood Mill is maturing now and getting into production and evolving into a national business...Studies are going on with regard to making improved agricultural equipment.....Consideration is being given to a limited involvement in a heavy structurals and galvanizing company. This kind of work is not done in Nepal and should be.....Several Mission personnel are engaged in design and construction of buildings and bridges in different places in the country..... Some personnel are seconded to consultant and managing posts in projects not of the United Mission.

6. A brand-new project is in the 'works' for the Mission. The Government plans to undertake a number of "Small Area Development Projects" in interior places, and is asking the United Mission to participate in one of them. The idea is to concentrate development in a small area of 10 - 15 villages of about 20,000 people. More than half a dozen departments of Government will integrate their efforts into one plan (rather rare) which will work at the whole range of basic living needs of the people, all together , in such areas as trail improvement, bridge construction, agriculture development, health services, education, cottage industries, irrigation, electric power, reforestation and marketing systems. In earlier years the Mission pushed for this kind of approach in its Gorkha Project and elsewhere, but for various reasons did not get too far with it. The people in the 'driver's seat' were all enthused about this prospect.

A point that was emphasized in the meeting with regard to work for economic development was the fact that the success of work in this area (manufacturing, construction, work-shops, companies, etc.) must be judged on whether or not the thing is profitable. This kind of work must be run on a 'business basis', not on a 'charity basis'. It is based in social concern, but to get a business going which is not financially self-sustaining and profitable is no good; it cannot and should not be run on charity; such is no help to the economic development of the people. It was also explained that the Mission is working in the direction of integrated economic development because of a concern to join the society in its facing and dealing with the pressing and heavy daily needs for food, new sources of energy, and use of natural resources. It is doing something about that part of the picture described earlier as 'ecological catastrophe'.

On the Education side of things there has come a new clarity from the Government officials saying, Yes, continue to fill 28 approved posts with Mission workers (we have only 14 filled now) in 8 schools. Then Government adds: We want the Mission to (i) assist in the establishment of a boarding school in the Far West Development Region (similar to the Boys' Boarding in Pokhara); (ii) give an Assistant Administrator and a teacher specialist to a leading school on the edge of the capital valley; (iii) assist in a Rural Youth Training Program, which is kind of training for young people in the villages who do not go to school. These things are new and in addition to continuing programs such as financial assistance to poor and worthy students, scholarship training for higher level nationals in posts of mission-related projects, and an educational materials production office.

The Mission's functional secretary for education pointed out that Government is asking U.M.N. to be involved in training the young people of Nepal in several areas: health, technical skills, rural life, education. This is a privileged and responsible position in society. The Chairman of the meeting observed that this is an earned position by the Mission personnel, and that we want to get this same kind of people for continuing work ahead.

Under the Health Services Board the functional secretary said that he has been struck with the dynamism of the Government and also of the Mission, and that the two are coming increasingly together in hospital work, in public health, and in teaching in the medical side. The two parties have been working out 'Letters of Agreement' to cover the current hospital and public health work of the Mission in Palpa, Gorkha, and Okhaldhunga.

The Mission is working in four hospitals; then in schools for training of registered nurses, auxiliary nurse midwives, assistant nurses, auxiliary health workers, and a new one in 1977 for general medical assistants. It works in maternal and child

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health clinics. Then it has a growing bag full of efforts in public health programs. These undertake teaching and works to improve nourishment, prevent the spread of disease, encourage family planning, use pit toilets, get pure drinking water, etc. Not long ago these people printed large posters for distribution which read in Nepali: Baby Bottles Kill Babies. That is a shocker until you know the contaminated way that bottles and nipples are used in a society that is unaware of disease germs. These same people have made up a nourishing food supplement sold in plastic bags, which improves diet. There is endless work to be done along this line of helping people to improve their health, and prevent getting sick.

The best known project of the Mission from the beginning has been the Shanta Bhawan Hospital. Decisions have been taken which mean that this hospital will in time evolve into a private, national hospital, continuing in its present buildings... The Mission will gradually discontinue its association in it. The Mission has for years been working with Government to lay plans for building the government district hospital in Patan town, about a mile from Shanta Bhawan. Agreements have now been concluded and the Mission is moving to build and manage this hospital. The project has been stuck for years but is now loose and moving.

So go the wheels in this kingdom and in this Mission. The meeting told us that in this road ahead the big concern was not so much for money (though the per-capita asking is increasing 50% soon from member missions). The main need is for missionary workers. There are now 217 approved posts in the Mission and 124 people in them. There is an open door for God-led Christians to live in vocation for God in His Mission in this land.

Concerning all of this, our Executive Secretary, Gordon Ruff, recently wrote to this effect: "The United Mission has entered a new phase of its development. It continues to seek to 'minister to the needs of the people of Nepal in the Name and Spirit of Christ', but the ways open to accomplish this purpose are changing. And 'development' is the word commonly used. Development, too, is certainly a Biblical concept, for our Lord came that the whole man and woman might be developed, spiritually, mentally, and physically. The Mission has been invited several times recently in diverse areas to participate in development in Nepal. 'Participate' is also a Biblical concept; it means co-sharing, holding of responsibilities together.... We seek to respond to invitations to 'Participate in Development'....We ask for your prayers that we may be sensitive to God's gracious guidance as we attempt to co-share".

Photographs to go with article

These photos have a lot of good content. If they are looked at with some attention, they will tell more about the work of the U.M.N. than the article will. They will certainly enrich the article and illustrate it.

Pictures 1 and 2 (shown together if possible). (1) Ill children brought and given treatment to heal them. (2) Mothers are taught about good food to feed their families and are given samples of nutritious food to try.

Pictures 3, 4, 5.(Some are taught formally in school classrooms. New ideas are discussed and encouraged right in homes and shops). (3) Dr. Iwamura, missionary from Japan, is teaching about tuberculosis to young women who will work in public health teams in homes and villages. (4) Students attend schools and study the required subjects of the Government's curriculum. 20% of time is given to practical vocational learning. (5) A public health worker of the Mission (a nurse from Germany) is discussing health matters with a woman in a shop and others are getting the benefit of it also.

Picture 6. Breast feeding is the best way in Nepal. Articles in newspapers and posters in public places announce BABY BOTTLES KILL BABIES.

Picture 7. (Tunnel and power line) To grow and develop, Nepal needs new supplies of power, fuel, energy. The United Mission is working in Hydro-electric plants.

Picture 8. (furniture factory making tables). Workshops in Butwal give on-the-job training and produce manufactured goods for the growing demands of the new life in Nepal.

Picture 9. (Hands,wrench and nut). Hands of Nepal are learning many new skills and go to work in economic development in many ways.

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Übersetzung
sz 3.1.77

Dies ist der Versuch, einen Artikel zu schreiben, der vielleicht zur Veröffentlichung in Ihrem Missionsblatt geeignet ist. Bitte beachten Sie, dass zur Abrundung des Artikels auch einige Photos zur Verfügung stehen. Sie können den Artikel redigieren und ihm die für Ihre Zwecke passende Form geben. Bildunterschriften finden Sie am Ende des Artikels.

Ich sass neben dem Piloten im Cockpit

Einige Jahre lebte und arbeitete unsere Familie für ein Projekt am Rande der ~~UMN~~. Dadurch konnten wir die gesamte Arbeit der Mission nicht so ~~genau~~ verfolgen, wie wir es ~~hätten sollen~~. Die Mission ist gross, sie hat ~~nahezu 150~~ Missionare in vielen weit verstreuten Projekten. Wenn man Tag und Nacht mit der vielen Kleinarbeit im eigenen "Garten" beschäftigt ist, kann man ~~sich nicht damit aufhalten~~, sich darum zu kümmern, wie in den anderen "Gärten" ~~die Dinge laufen~~.

Kürzlich sass ich neben dem Piloten im Cockpit der Mission und erhielt einen Einblick, um was es ging. Aus Anlass des Herbsttreffens des Executive Committees sass ich an diesem Platz. ~~Es~~ setzt sich aus den Vertretern der Mitgliedsgesellschaften und leitenden ~~Beamten~~ der ~~UMN~~ zusammen: insgesamt 16 Personen. ~~Sie~~ ~~arbeiteten hart~~ und ~~trafen~~ Entscheidungen, die gesamte Breite der Missionsarbeit ~~betreffend~~. ~~Es wurden~~ 200 Seiten Arbeitsunterlagen durchgearbeitet, ~~die im Zeitraum von~~ vier Monaten ~~durch~~ die Projekte und Büros der Missionare erstellt ~~wurden~~. Das Material enthielt Vorschläge Menschen, Arbeit und Geld im gesamten Bereich der Mission betreffend. Die, die im "Cockpit" sassen, fällten endgültige Entscheidungen über eine grosse Anzahl von Punkten, die den Weg der Mission in diesem Jahr markieren werden.

Der ~~Rahmen, in dem sie arbeiten, sieht so aus:~~ Nepal ist ein kleines Land; es ist so klein, dass die ~~Angehörigen~~ der Mission (wenn sie hellhörig sind) über das, was in der Gesellschaft und der Umgebung vor sich geht, gut Bescheid wissen können. ~~Sie sehen~~

Gossner Mission

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9. Dezember 1974
psbg/sz

An die
Mitglieder des Kuratoriums
der Gossner Mission

Betrifft: Sitzung des Kuratoriums der Gossner Mission am Freitag dem 24. Januar 1975 im Haus der Mission, 1 Berlin 41 (Friedenau), Handjerystr. 19-20

Liebe Brüder und Schwestern!

Mit herzlichen und guten Wünschen für eine gesegnete Advents- und Weihnachtszeit übersende ich Ihnen zur Information und zur Freude

A 1/ 1. den Missionskalender für das Jahr 1975,

A 2/ 2. das Missionsjahrbuch 1974 sowie

A 3/ 3. eine Arbeitsmappe Mission 1974.

A 4/ Damit wir die am 24.Januar 1975 in Berlin geplante Sitzung gut vorbereiten können, bitte ich Sie, die beiliegende Antwortkarte auszufüllen und möglichst bald zurückzusenden.

Die Sitzung wird um 9.oo Uhr beginnen und soll bis 18.oo Uhr beendet sein. Eine Tagesordnung wird Ihnen in den ersten Januar-Tagen zugehen.

Mit freundlichen Grüssen bin ich

Ihr

Martin Seeberg

Anlagen

Kopie nachrichtlich an die Mitarbeiter ohne Anlagen 1-3

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Es ein Land, das sich aus mittelalterlichen Zuständen befreit und versucht, sich in einen "modernen Staat" zu verwandeln. Während eines Zeitraumes von 25 Jahren wurden starke Strömungen ausgelöst zusammen mit einem Gärungsprozess und Aktivitäten in der Gesellschaft und im Land selbst. Einige davon sind: gewaltiger Zufluss ausländischen Geldes, Gedankengutes und ausländischer Waren; grosse Fortschritte im Unterrichtswesen; Modelle der Berufsausbildung und der technischen Unterweisung; manche Regierungsstellen dehnten Umfang und Arbeit zwei-, drei- und viermal aus; Entwicklungsprojekte jeder Art, von der Fischwirtschaft bis zu Sperrholz, zu Landstrassenbau, Käseherstellung, Zementfabriken, Impfkampagnen, der Zucht von weissen Schweinen; starker Drang nach Konsumgütern, höheren Löhnen, politischen Veränderungen, besserem Leben, verschiedenen Freiheiten; Bevölkerungsexplosion; rapider Verbrauch der natürlichen Ressourcen. Diese gärenden Strömungen schliessen sowohl gute Erkenntnisse als auch Fehler und Fehlschläge ein; es gibt Früchte harter Arbeit und auch vernichtete menschliche Existenz. Es ist eine gärende Mischung!

Im "Cockpit" wurden auch erschreckenden Worte in das Bild eingefügt: Nepal hat den katastrophalen Weg der Verwandlung in eine Wüste beschritten; die in den natürlichen Ressourcen wirkenden oekologischen Faktoren werden nicht an einer Grenze haltmachen, sondern darüber hinaus wirken und das benachbarte Indien und Bangladesh schädlich beeinflussen. Diese sind: Überbevölkerung, rapide Abholzung, Erosion, Absinken des Grundwassers und Klimaveränderung. Es ist kaum zu glauben, aber die Fachleute versichern uns, dass es so ist.

Als nächstes: Die Arbeit der Mission in diesem Rahmen

In diesem Jahr wurde die Organisation der Mission drastisch verändert. Eingehendes Studium und Änderung der Verfassung führten zu einer sichtbaren Verbesserung der administrativen Struktur. Irgendjemand sagte, es scheint, als hätte sich die Mission in Wellenbewegungen oder Ergüssen weiterentwickelt. Die Änderung

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Die neue Visa - Bestimmungen erfordern viel Arbeit, mehr Formalitäten und längere Wartezeiten. Alle Arbeitsplätze unserer Mitarbeiter müssen nun von der Regierung genehmigt sein.

Ein weiterer für die Beziehungen wichtiger Punkt ist in den letzten Monaten hinzugekommen. Ein Bündel neuer Bestimmungen und Prozeduren, die Einreise neuer Mitarbeiter betreffend, verursacht grossen, Monate dauernden Papierkrieg. Die Mitarbeiter müssen jetzt in der Heimat warten, bis alles geklärt ist.

Die neuen Leiter der Mission waren während der letzten Monate in sehr aktiver Verbindung mit Regierungsbeamten, um herauszufinden, was die Mission zur Zeit tun kann. Wohin führt der Weg? Auf dieser Leitungssitzung legten sie einen Sack voller Beratungspunkte, Berichte und Vereinbarungen vor, die die Haltung der Regierung gegenüber der Mission darlegen. Die Regierung sagte: Vorwärts, macht weiter, was ihr bisher getan habt, eingebunden in die Regierungsstrukturen und nehmt neue Projekte in Angriff, die wir vorschlagen." Gut, damit war grünes Licht gegeben, und der Weg war offen für einen guten Fortschritt.

So war die Tagesordnung der Sitzung hauptsächlich mit Diskussionen und Entscheidungen über die Verfolgung des eingeschlagenen Weges angefüllt. Hier einige Punkte, die uns auf dem Weg in den vor uns liegenden Monaten begleiten werden:

Auf dem Gebiet der wirtschaftlichen Entwicklung:

1. Das technische Institut in Butwal wird in den verbleibenden zwei Jahren seines 15-Jahresplanes weiter die Übergabe in nepalische Hände verfolgen, und die Arbeit der Mission wird dort beendet sein. Das entwickelt sich so, wie es soll. Die Mission wird sich auf Bitten der Regierung der östlichen Entwicklungsregion widmen, eventuell in Dhankuta, und dort ein ähnliches technisches Institut aufbauen und die gleiche Arbeit wiederholen. Das Prinzip der Verbindung von Produktion und Ausbildung wird bestehen bleiben.

2. Die Errichtung von Fäulnis-Gaswerken wird in eine nationale Gesellschaft eingebracht und in die reguläre Produktion übernommen werden. Die Regierung wünscht hundert dieser Anlagen, um den Bauern einen alternativen Brennstoff anzubieten. Der

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Der Mist von vier Büffeln ~~wird~~ liefert genügend Kochgas für eine sieben- bis achtköpfige Familie ~~liefern~~.

3. ~~Es wurde ins Auge gefasst~~, kleine wassergetriebene Turbinen ~~zu~~ fertigen, ~~die direkt~~ Energie für ~~Reisschälmühlen~~, Getreidemühlen, Oelpressen, Sägen liefern und Webstühle ~~antreiben~~ können. ~~Es ist geplant, Standorte zu suchen~~ und 20 ~~Einrichtungen~~ ~~sollen~~ zu Versuchszwecken in Bergdörfern zu installieren.

4. ~~Während einer mehrjährigen Periode baute~~ das Butwal-Projekt ~~ein~~ ein Wasserkraft-Elektrizitätswerk, ~~das zu der Butwal Power Co.,~~ ~~die~~ ~~die~~ Stadt ~~elektrifizierte~~, ~~führte~~. Dieses Projekt wird in ~~nationales Management während~~ den nächsten Jahre ~~überführt~~. Die Mission ~~plant~~, ~~mit~~ dieser ~~Art~~ Arbeit ~~fortzufahren~~, eine Wasserbau-Gesellschaft ~~zu~~ gründen und kleine Wasserkraftwerke in entfernten Gegenden ~~zu~~ errichten.

5. ~~Das~~ Sperrholzwerk ~~ist jetzt fertig~~, beginnt zu produzieren und integriert sich in die nationale Wirtschaft. Die Versuche ~~werden fortgesetzt~~, weiterentwickelte landwirtschaftliche Geräte anzufertigen. ~~Überlegt wird die begrenzte Beteiligung am Aufbau einer Fertigung schwerer Bauteile und einer Galvanisieranlage. Dieser Industriezweig ist in Nepal nicht vorhanden, sollte es aber sein.~~ Mehrere Missionsmitglieder ~~sind~~ ~~mit~~ Entwurf und Konstruktion von Gebäuden und Brücken an verschiedenen Orten des Landes ~~beschäftigt~~. ~~Einige Mitarbeiter~~ sind Berater und Manager in ~~verschiedenen~~ Projekten, die nicht ~~der United Mission unterstehen~~.

6. Ein ~~brandneues Projekt zeichnet sich für die Mission~~ ab. Die Regierung plant einige punktuelle Entwicklungsprojekte im Innern des Landes und ~~forderte~~ die ~~United Mission~~ auf, sich ~~an einem~~ zu beteiligen. Es ist daran gedacht, ~~die Entwicklungsarbeit~~ auf ~~einen Raum von~~ 10-15 Dörfern mit etwa 20.000 Menschen zu konzentrieren. Mehr als ein halbes Dutzend Abteilungen ~~der~~ Regierung ~~wollen~~ Anstrengungen für einen gemeinsamen Plan (sehr selten) ~~unternehmen, der den~~ gesamten Rahmen der Grundlebens-

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bedingungen der Menschen insgesamt in einem solchen Gebiet umfassen soll, wie Ausbau der Wege, Brückenbau, Entwicklung der Landwirtschaft, Gesundheitsdienst, Schulwesen, Heimarbeit, Bewässerung, Elektrizität, Wiederaufforstung und Vermarktung. In den vergangenen Jahren beteiligte sich die Mission an dieser Art Entwicklung im Gorkha-Projekt und anderswo, kam aber aus den verschiedensten Gründen nicht so recht weiter. Die Besatzung des "Cockpit" war über diese Aussicht begeistert.

Ein Punkt, der im Hinblick auf die Arbeit der wirtschaftlichen Entwicklung auf dieser Sitzung hervorgehoben wurde, war der, dass die Arbeit auf diesem Sektor (Produktion, Konstruktion, Werkstätten, Gesellschaften etc.) unter dem Gesichtspunkt der Wirtschaftlichkeit beurteilt werden muss. Diese Arbeit muss unter kaufmännischen Gesichtspunkten und nicht als "Wohltätigkeit" betrieben werden. Sie basiert auf dem sozialen Aspekt, aber ein Geschäft aufzuziehen, das sich nicht selbst unterhält und keinen Profit abwirft, ist keine gute Sache; es kann und sollte nicht als Wohltätigkeit betrieben werden; das ist kein Beitrag zur wirtschaftlichen Entwicklung zum Wohle der Menschen. Es wurde auch erklärt, dass die Mission in Richtung auf eine integrierte wirtschaftliche Entwicklung hin arbeitet, um die Gesellschaft mit den drückenden und schweren täglichen Nöten im Hinblick auf Nahrungsmittel, Erschliessung neuer Energiequellen und Nutzung der natürlichen Ressourcen zu konfrontieren. Dies hat etwas mit dem vorher beschriebenen Teil des Bildes der oekologischen Katastrophe zu tun.

Beim Schulwesen wurde neuerdings von der Regierung klargestellt: Jawohl, besetzt 28 bestätigte Stellen (wir haben bisher nur 14 besetzt) in acht Schulen mit Mitarbeitern der Mission. Dann fügte die Regierung hinzu:

(i) Helft bei der Errichtung einer Internatsschule im fernen westlichen Entwicklungsgebiet (ähnlich der Internatsschule für Jungen in Pokhara); (ii) Entsendet einen Verwaltungsassitenten und einen Fachlehrer an eine führende Schule am Rande des

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Hauptstadt-Tales; (iii) unterstützt ein ländliches Ausbildungsprogramm für Jugendliche, das junge Menschen in den Dörfern, die nicht zur Schule gehen, ausbildet. Diese Dinge sind neu und ergänzen laufende Programme wie die finanzielle Unterstützung der armen und förderungswürdigen Studenten, Stipendien für die Ausbildung gehobener Bürger für Posten in mit der Mission verbundenen Projekten und ein Büro für die Erarbeitung von Unterrichtsmaterial.

Der amtierende Sekretär der Mission für das Unterrichtswesen führte aus, dass die Regierung die UMN um Beteiligung am Ausbildungsprogramm für junge Nepalesen auf verschiedenen Gebieten gebeten hat:
Gesundheit, technische Fachrichtungen, Landwirtschaft, Schulwesen. Das ist eine privilegierte und verantwortungsvolle Position in der Gesellschaft. Der Vorsitzende der Konferenz stellte fest, dass dies ein Verdienst der Mitarbeiter der Mission sei und dass wir uns die gleiche Art von Mitarbeitern für die vor uns liegende Arbeit wünschen.

III Das Gesundheitswesen

Über die Abteilung Gesundheitsdienst sagte der amtierende Sekretär, dass ihn die Dynamik der Regierung und auch der Mission überrascht habe und dass beide stärker in der Hospitalarbeit, im öffentlichen Gesundheitsdienst und -Unterricht zusammenarbeiten. Die beiden Partner erarbeiteten "Letters of Agreement" (Übereinkommen), um die laufende Hospitalarbeit und den öffentlichen Gesundheitsdienst der Mission in Palpa, Gorkha und Okhaldunga abzudecken.

Die Mission arbeitet in vier Hospitälern, dann in Schulen zur Ausbildung von geprüften Schwestern, Aushilfshebammen, Schwesternhelferinnen, Aushilfsmitarbeiter für den Gesundheitsdienst und an einer neuen Schule ab 1977 für allgemeine medizinische Assistenten. Die Mission arbeitet in Entbindungs- und Kinderkliniken. Dann gibt es viele wachsende Anstrengenden in Pro-

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grammen des öffentlichen Gesundheitsdienstes. Diese lehren und arbeiten für die Verbesserung der Ernährung, Verhütung von Krankheiten, Aktivierung der Familienplanung, die Benutzung von Latrinen, die Gewinnung von sauberem Trinkwasser etc. Es ist noch nicht lange her, dass grosse, zur Verteilung bestimmte Poster gedruckt wurden, auf denen in Nepali stand: "Babyflaschen töten Babies". Es ist ein Schock, seit man weiss, in welchem schmutzigen Zustand Flaschen und Sauger in einer Gesellschaft benutzt werden, die nichts über Bakterien weiss. Es wurde eine Zusatznahrung zusammengestellt, die in Plastiktüten verkauft wird und die aufgenommene Nahrung verbessert. Es ist noch unendlich viel Arbeit auf diesem Sektor zu tun, um die Menschen gesünder zu machen und ihnen zu helfen, Krankheiten vorzubeugen.

Das am meisten bekannte Projekt war von Anfang an das Shanta Bhawan Hospital. Es wurde entschieden, dass das Krankenhaus allmählich als privates nationales Hospital geführt wird und in seinen gegenwärtigen Gebäuden weiterarbeitet. Die Mission wird Schritt für Schritt ihre Beteiligung aufgeben. Sie arbeitete vor Jahren zusammen mit der Regierung an Plänen für die Errichtung eines Regierungsdistrikts-Hospitals in der Stadt Patan, etwa eine Meile vom Shanta Bhawan. Abkommen wurden jetzt geschlossen und die Mission schickt sich an, dieses Hospital zu bauen und zu verwalten. Das Projekt stockte einige Jahre, läuft aber jetzt.

So ist der Gang der Dinge in diesem Königreich und in dieser Mission. Von der Konferenz lernten wir, dass es bei dem Weg aufwärts nicht so sehr um das Geld ging (wenn auch der Pro-Kopfsatz sich für die Mitgliedsmissionen letztlich um 50 % erhöhte). Der grösste Teil wird für die Mitarbeiter der Mission gebraucht. Zur Zeit gibt es 217 bestätigte Posten in der Mission, die mit 124 Personen besetzt sind. Die Tür ist offen für gottgläubige Christen, die sich durch Gott berufen fühlen, im Dienste SEINER Mission in diesem Land zu leben.

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In Anbetracht all dessen schrieb unser Executive Scretary, Gordon Ruff, dazu kürzlich: "Die United Mission begann eine neue Phase ihrer Entwicklung. Sie versucht weiter, 'den Bedürfnissen der Menschen in Nepal im Namen und Geist Christi zu dienen', aber die Wege, diesem Zweck zu dienen, haben sich geändert. 'Entwicklung' ist das überlicherweise benutzte Wort. 'Entwicklung' ist sicher auch ein biblischer Begriff, da unser HERR erschien, um alle, Männer und Frauen, geistlich, geistig und körperlich zu erwecken. Die Mission wurde in letzter Zeit verschiedentlich eingeladen, an der Entwicklung in verschiedenen Regionen Nepals teilzunehmen. "Teilnahme" ist ebenfalls ein biblisches Wort; es bedeutet Anteilnahme, gemeinsame Verantwortung. Wir versuchen, auf die Einladungen 'zur Teilnahme an der Entwicklung" zu antworten. Wir erbitten Ihre Gebete, dass wir Gottes gnädige Führung erkennen, wie wir versuchen, gemeinsam die Last zu tragen.

Photos zu diesem Artikel

Diese Aufnahmen sind sehr eindrucksvoll. Wenn sie aufmerksam betrachtet werden, erzählen sie mehr über die Arbeit der UMN als der Artikel. Sie werden den Aufsatz sicher bereichern und ihn veranschaulichen.

Aufnahmen 1 und 2 (wenn möglich zusammen zeigen) (1) Kranke Kinder, die gebracht und behandelt werden. (2) Mütter werden über gute Ernährung für ihre Familien unterrichtet, es werden ihnen Nachrungsmittelproben mitgegeben, damit diese gekostet werden können.

Aufnahmen 3,4,5 (Einige werden in Klassenräumen in Schulen unterrichtet. Neue Anregungen werden diskutiert und gegeben sowohl zu Hause als auch in Läden). (3) Dr.Iwamura, Missionar aus Japan, unterrichtet über das Thema Tuberkulose junge Frauen, die in Teams für den öffentlichen Gesundheitsdienst in Häusern und Dörfern arbeiten werden. (4) Studenten besuchen Schulen und

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und studieren die vom Regierungsplan verlangten Fächer. 20 % der Zeit gehört der Berufsausbildung. (5) eine Mitarbeiterin der Mission (eine Schwester aus Deutschland) im öffentlichen Gesundheitsdienst diskutiert Gesundheitsfragen mit einer Frau in einem Laden, andere profitieren davon ebenfalls.

Aufnahme 6 Das Stillen der Babies ist in Nepal die beste Art der Ernährung der Babies. Zeitungsartikel und Plakate an öffentlichen Plätzen informieren:"Babyflaschen töten Babies".

Aufnahme 7 (Schacht und elektrische Leitung) Um zu wachsen und sich zu entwickeln,braucht Nepal neue Kraftwerke, Feuerung, Energie. Die United Mission arbeitet auf dem Gebiet der Wasserkraftwerke.

Aufnahme 8 (Möbelfabrik, Fertigung von Tischen) Werkstätten in Butwal erteilen praktischen Unterricht und stellen Fabrikware für die steigende Nachfrage durch den neuen Lebensstil Nepals her.

Aufnahme 9 (Hände , Schraubenschlüssel und Schraube) Die Hände Nepals lernen neue Fertigkeiten und arbeiten für die wirtschaftliche Entwicklung auf vielerlei Weise.

Gossner Mission

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KATHMANDU, NEPAL

EINGEGANGEN
13. DEZ. 1976
Erledigt .....

Zur Ablage
4th December, 1976
Aktenplan-Nr. 225
Datum 9.2.77
Handzeichen P.

To UMN member body home offices.

Dear Partners in the UMN,

Just a month ago the Executive Committee of the United Mission to Nepal accepted 29 new Board Appointees, the largest number of new workers received into the Mission at any one time in its history. We do indeed praise God for this provision of personnel to help to make the most of the opportunities which He is so graciously giving us these days in Nepal. These are times of moving out of the older established centres and into new areas of service, and the extent to which we can move depends very largely on the availability of the right kind of people to do the work. We are deeply grateful to each of you who share this concern with us, and are seeking personnel to join in the work and fellowship of the UMN here in Nepal.

I want here to share with you two matters concerning the offering of new candidates, which have been under discussion at Headquarters and in the presentation of names and information to the Executive Committee.

1) Supplementary Information Form. This form was drawn up a year ago, intended chiefly for use in the early stages of correspondence concerning potential Board Appointees and Direct Appointees. This has proved to be helpful, and gives us the kind of information we want to know initially. However, we have felt that a couple of alterations on the form would make it more useful, and I am enclosing a copy of the amended S.I.F.

When you are sending us queries and papers about new candidates, if you feel that all the questions on the S.I.F. are adequately answered on other screening papers, then there is no need to have the S.I.F. completed as well. If not, we would appreciate have the S.I.F. also. In either case, it would be good for the candidates to have the sheet attached to the S.I.F. as a very necessary part of their information about Nepal in applying to work with the UMN.

2) Screening papers. When new offers of service are presented to the Executive Committee, we try to give them a full and adequate account of:

a) Qualifications
b) Statement of faith
c) References
d) Medical report.

We cannot do this unless we receive adequate details on each of these points, which means that at times we have to write back for more information, at other times the Executive Committee will only provisionally accept a person contingent on full and satisfactory papers being received. Some of our member bodies send very complete information about one or two points, others emphasise different ones. But we feel that the only way we can be sure that the candidates offered are those who will be suitable in every respect is to ask all member bodies to send all this information to us.

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The qualifications are carefully examined by the concerned Functional Secretary, to make sure that the gifts, capabilities and experience of the candidate fit into the openings we have in Nepal.

The statement of faith and belief is of very real concern to the whole Coordinating Committee, which makes the recommendation to the Executive Committee, and wants assurance that the candidate is truly committed to the Lord Jesus Christ and called of God to this country, as well as concerned about service to the people of Nepal.

The medical report needs to be carefully checked by our Health Services Secretary here on the field, with a firsthand knowledge of conditions in Nepal.

The references give us a much better idea of the personality of the candidate, and help to influence a decision about acceptance.

It would be a great help to us to receive adequate information when new names are sent to us, and we want to thank you for all the good cooperation we have had from you in the home offices in correspondence on this matter. May I just put in a word of reminder that the sending of passport numbers at an early date also helps us to expedite the granting of sanction for non-tourist visas, which are now essential for all workers in the UMN coming to the country.

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Mr. Frank Clarkson, our Treasurer, has also asked me to enclose a copy of the approved Treasurer's budget for 1977. Would you please share this with the concerned personnel in your finance office. We are also sending a note of how the budget for your particular mission is arrived at, and if you have questions about this, Frank Clarkson will be happy to correspond with you concerning that. You will see that there is a budgeted deficit, but the Executive and Finance Committees are satisfied that the balance now in hand in the General Fund will be adequate to meet this without running us into difficulties in this coming year.

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Thank you again foryour good partnership. May the Lord bless each of you in your service and ministry for Him in different lands across the world.

Yours sincerely,

Betty Young.

Betty Young
Personnel Secretary

cc: Members of Executive Committee

Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

EINGEGANGEN
29. NOV. 1976
Erledigt .....

Zur Ablage
Aktenplan-Nr. 225
Datum 29.11.76
Handzeichen
18th November 1976

To: UMN Member Bodies.

Dear Friends,

This letter is addressed to you in the hopes that you may be able to offer personnel assistance for the UMN Children's Hostel, as the Committee Members seek Hostel Parents. This post is not listed in the regular UMN Personnel List, but there is approval from the Board of Directors to seek either Board Appointees fully supported by a Member Body or Direct Appointees to be given to the Children's Hostel, to serve as Hostel Parents.

The present Children's Hostel is located in a very fine building in Kathmandu. From there the children are able to go to their choice of two or three schools in the Kathmandu Valley.

The present age range of children of missionaries in the Hostel, is 8 - 13. It is anticipated that by mid-1977 there will be five children and there is a good possibility that there will be three more put into the Hostel, if suitable Hostel Parents can be found.

The Hostel Committee has been earnestly in prayer regarding this matter and its members have explored every avenue open to them, both within the UMN fellowship and with certain personnel sending agencies overseas. To date there has been no firm response and that is the reason for a special letter to you hoping that God will show one of the Member Bodies the right couple for this position.

It is our expectation that the couple coming to be Hostel Parents will need to have some Language and Orientation study, depending upon what their previous experience has been. The program here can be tailor-made according to the needs of the couple. We also expect that such a couple will be able to serve a minimum of two years, after completion of Language and Orientation period.

Enclosed is a Job Description for the Hostel Parents of the UMN Children's Hostel. This gives a fairly adequate picture of responsibilities. Earlier in this letter I indicated the approximate numbers and ages of such missionary children.

We shall be very grateful to you, if you are able to recruit such a couple and send them to us. This is indeed an urgent need because the future service in Nepal of some of our missionary families depends to a large eegree on adequate arrangements for the education of their children. In Kathmandu suitable schools are available. The Children's Hostel is an attempt to make a place somewhat like home for children who have to be sent in to Kathmandu for schooling while their parents are at work in UMN projects in the hills. Please join us in making this a matter of earnest prayer. I shall look forward to hearing from any one of you as you have suitable candidates to offer. We shall process them in the usual

Gossner Mission

way. Because visa regulations are such that we need to allow a minimum of three months following our submitting of the application, we hope that fairly soon you will be able to be encouraging in your response.

Thanking you very much in advance for your consideration, I am,

Cordially yours,

Gordon M. Ruff
Executive Secretary

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JOB DESCRIPTION PROPOSALS FOR UMN CHILDREN'S HOSTEL

Areas of Responsibility

1, Hostel parents should fed a sense of commitment to God that comes from the assurance that such a post is His will for them - then a similar commitment to the post. If the hostel supervisors were not Board Appointees, it would be expected that they would be in full agreement with the purposes and basis of faith of the United Mission to Nepal.

2. Hostel parents should feel a sense of responsibility to the Children's Hostel committee and be prepared and able to discuss frankly problems and difficulties.

3. Hostel parents should establish links with teachers, etc., of schools linked with the hostel so that communications concerning children can be the best possible.

4. A homely atmosphere should be provided.

5. The hostel parents should report to the parents, keeping the report strictly confidential. On admision, full and frank information should be provided by the parents. This liaison between parents and hostel parents is of prime importance. The parents and hostel parents should aim to help and support each other, expecially before the children, resolving differences in private.

6. Hostel parents take the role of parents in their absence, giving spiritual guidance, providing medical care, nutritious meals and discipline. In return they command respect and, hopefully, affection.

7. Hostel parents should ensure thet they themselves enjoy daily personal devotions, adequate rest, and relaxation. They may make arrangements to have two days per month free of responsibility.

8. Hostel parents are responsible for general maintenance and up-keep of the hostel property, employing and overseeing paid helpers.

9. Accounts should be kept, gifts acknowledged and accounts to parents submitted monthly. Books are to be audited regularly.

10. Hostel parents accept responsibility for regular family devotions, over-seeing homework, etc., the regular cleaning of rooms, maintenance of sufficient supplies etc, etc.

11. The hostel father's job may be compatible with a part-time job or one which would permit him to give time to the children in the afternoons, evenings and weekends. It would be advisable for him not to undertake too many extra-curricular duties.

November, 1976.

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EINGEGANGEN
26. AUG. 1976
Erledigt .....

Zur Ablage
Aktenplan-Nr. 225
Datum 27.10.76
Handzeichen

United Mission to Nepal,
Post Box 126,
Kathmandu,
Nepal.
12th August, 1976

To:

U.M.N. Board Members

Member Missions

Visa Fees

I am taking this opportunity to advise you of the considerably increased fees for the annual renewal of visas. With approximately 200 mission personnel plus children, this has risen from the 1st May, 1976 from around Rs.250 (U.S.$20) per year to about Rs. 75,000 (U.S. $6,000).

Approaches have been made to the Nepal Government for relief, but to date there has been no reply. In the circumstances, it has been necessary to charge out visa costs to individual missionaries and a copy of the letter sent is attached.

This matter is brought before Member Mission Boards for their consideration as to whether they are able to reimburse their mission personnel in Nepal for visa costs.

I regret having to advise these increased costs, but feel I should keep you informed.

Yours in Christ,

F.C. Clarkson

F.C. Clarkson
Treasurer

Gossner Mission

Headquarters,
U.M.N.,
Box 126,
Kathmandu.

Dear _____

re: Visa Fees

As you will be well aware, HMG brought in new visa regulations from the beginning of May. These have been the basis of much concern, firstly through the initial difficulty and time factor in obtaining non-tourist visas for Mission personnel and, secondly, in the increased charges for annual renewal of visas from Rs.1.00 to Rs.361.00.

Approaches have been made for an amendment to the General Agreement between HMG and UMN to provide in future for personnel to come within a particular category in relation to visas with an exemption of fees. This, however, is likely to be some time before it applies, providing it is approved. In the meantime the UMN has no provision for meeting these fees and it is necessary to charge these costs to each person involved. It is sincerely hoped that the various Missionary Societies will see their way clear to reimburse these amounts, but this will need to be taken up personally between individuals and their Mission Boards.

A copy of this letter will be forwarded to each member Missionary Society.

The amount of Rs. _____ is accordingly requested from you at your earliest convenience for _____ residential visas of _____ period for visa extensions already processed through H.Q. office.

If you have any queries regarding the above, please contact me.

Yours sincerely,

F.C. Clarkson

F.C. Clarkson
Treasurer

Gossner Mission

UNITED MISSION TO NEPAL

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

To : Member Bodies of the UMN

Zur Ablage
Aktenplan-Nr. 225
Datum 27.10.76
Handzeichen DDine

GMR/EK

6th August 1976

Dear Partners in Mission,

On 12th May, 1976, Frank Wilcox, the UMN former Executive Secretary, wrote to you giving you general information following the annual meeting of the Board of Directors in April. Mr. and Mrs. Wilcox left Nepal in mid-June and at latest reports had enjoyed a circuitous route back to USA for relocation in California. Word has come from them from Moscow, Berlin, Oslo and Paris, indicating an exciting voyage of discovery and renewing of old friendships along the way. We thank God for every remembrance of them and continually commit them into His gracious care as they make this major adjustment in relocating at the California Lutheran Bible School, in Los Angeles.

One of the items about which Frank wrote to you on 12th May was the increase in Per-Capita Worker Grants according to Bd-16/76. He informed you that the Board had approved increasing the annual Per-Capita Worker Grant from, Nepali Rupees, 4,800 to Nepali Rupees 7,200 beginning January 1978. Several people have asked me why Mission Boards who are Member Bodies of the UMN cannot be encouraged to begin this increase in January 1977. My answer has been: "There is no reason at all why this increase cannot begin in January 1977". It has been suggested that I encourage any of the Member Bodies who wish to make the increase effective a year earlier than the Board action requested, are free and welcome to do so.

The increase in visa fees which will certainly add to the UMN budget as far as permits for going off the main highway is concerned, and for permission, with added expense to live in certain restricted areas, will add to the overall UMN budget.

More recently, and more drastically, the UMN budget will be affected by a declaration of His Majesty's Government. All Government salaries are being increased with effect from 16th July 1976. We do not have the details in each salary scale, but the lowest salary scales will be increased by 25% and the the highest salary scales by 12%. We cannot yet calculate accurately what this will mean for UMN, but our salary budget may increase by about 18 or 20% overall. As soon as we get the detailed scale increases, we shall apply them in our case. We have already gone on record last November that our scales will be correlated with His Majesty's Government Scales. This was done because eventually, when our projects or units of work are handed over to Government, the Government Scales will prevail for all workers. We feel that we ought to recommend to the Finance and Executive Committees as they meet in November this year, to consider carefully, adjusting the UMN Salary Scales to take into account the sizeable increases authorized by His Majesty's Government. No-one questions the need for the increased emoluments.

We shall need to find the increased resources for the last 6 months of this year as well as include the increase for the 12 months of next year as we budget for 1977. Perhaps this is reason enough to suggest that if any Member Bodies are able and willing to increase their Per-Capita Worker Grants from 1977 rather than waiting until 1978, the extra resources will be most welcome in Nepal. Please do not misconstrue this as any undue pressure upon you, but rather as an open invitation to those Member Bodies which are able to make the increases one year earlier.

All seems to be proceeding smoothly regarding the Regional Conferences to be held in 1977. The dates have been set for the European Conference in Orebro, Sweden, June 1-3, and for the North American Conference to be held in Minneapolis, Minnesota June 7-9. We have had a number of favourable replies from Member Bodies and look

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Gossner Mission

Member Bodies: 6th August 1976

forward eagerly to meeting all of you at one or the other of these conferences in the Summer of 1977. I shall be in touch with each of you later on as plans are more definite, seeking your advice regarding the whole program for Mrs. Ruff and me.

The new Government's visa regulations have given us some measure of concern although we seem to have found how to work with the system. So far a number of visas have been granted, both for new UMN personnel coming for the first time, and for experienced UMN personnel returning from furlough. There have been several frustrating delays and we seem unable to get at the basic cause for these. All enquiries in the Foreign Affairs Ministry are politely answered but after any such visit we do not know any more than before we went in to the office. Only four out of twelve of the new language school were present for the first day, but by the end of the first week we have 6. Visas for 5 others who should be here now still have not been authorized although application was made on 1st June. Another member of the new school is due on 16th August. Please join us in prayer that we all may have wisdom and patience as we seek to deal with these matters of great importance to our whole UMN personnel involvement.

We have had word from Frank Wilcox and Asbjorn Voreland that they have made final the new film, "LIVING WATER FOR NEPAL", with the producer, Mr. Cronsioe, in Stockholm, and any day we expeet to have detailed information as to where the coloured prints may be available and how much they will cost. As soon as we know this we shall pass it on to you in the hopes that you will want to have either the version in Swedish language or the version in English language. There will also be a set of colour slides available, perhaps 50 or 60, and we shall give you information regarding them as well.

The printing of the Minute book for the Spring meetings of 1976, is nearly complete and we shall be sending a copy of the Printed Minutes to each one of you. This will include the amended UMN Constitution and Byelaws as approved by the Board Meeting last April.

Peggie and I are thoroughly happy as we settle in to the new responsibility in this office. We have excellent colleagues in headquarters, superbly qualified and committed Functional Secretaries and great support throughout the Mission. We covet your prayers that God may give us the gifts necessary to give effective leadership to the United Mission to Nepal in this strategic position. We pray for God's power and presence to be with each one of you in your own responsponsibilities in His kingdom.

Cordially,

Gordon M. Ruff
Executive Secretary

Copies: Executive Committee Members.

Gossner Mission

EINGEGANGEN
19. JULI 1976
Erledigt .....

UNITED MISSION TO NEPAL

PRAYER CALENDAR

July, 1976

Zur Ablage
Aktenplan-Nr. 225
Datum 21.7.76
Handzeichen DO und

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Day 1. UMN Headquarters. A new administrative staff, working with a new administrative structure, in new office quarters, dealing with new requests and programs suggested by HMG! Praise God for the way He has undertaken for us, and pray for the wisdom and direction of His Spirit as we seek to work out His purposes in Nepal.

Mr. and Mrs.G.Ruff (Executive Secretary)
Dr.& Mrs.C.Friedericks (Health Serv.Sec.)
Mr.& Mrs.L.Asher (Education Secretary)
Mr.O.Hoftun (Economic Development Sec.)
Mr. and Mrs.F.Clarkson (Treasurer)
Mr.and Mrs.A.Evans (Accountant)
Mr.A.Ashmore (Accountant)
Miss B.Young (Personnel Secretary)
Mr.and Mrs.F.Sauer (Central Services Dir.)
Miss L.Ammann (Hostess)
Miss E. Knight (Secretary)
Miss C.Sutcliffe (Secretary)

Day 2. UMN Executive Committee & Board
The Executive Committee will meet in November to take final action on plans & budgets for 1977, new offers of workers, etc. Pray for God-given wisdom for each member as they make decisions for the future in these days of rapid change in Nepal.

Mr. M.Roemmele (President)
Mr.N.Janzen (Vice-President)

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Rev.F.Jonathan
Miss H.Quirk
Rev.P.Kniss
Dr.(Miss) M.Owen
Rev.D.Lindell
Dr.R.Seaton

Day 3. Functional Board planning. We now work within a new structure which includes Functional Boards for Economic Development, Education and Health Services. There are many openings and possibilities for work all around. These Boards need prayer as they plan on a long-term basis, as well as for 1977, in this day of great opportunity in Nepal. We can see God at work through our close cooperation with Government programs in each sphere.

Day 4. Children's Hostel & Education. The Hostel in Kathmandu is still in urgent need of new hostel parents. Small tutorial groups in different projects are run for the children of missionaries in those areas: Tansen, Butwal, Pokhara, Gorkha, Okhaldhunga.

Miss C.Cothran (Gorkha)
Miss I.Kunge (Okhaldhunga)
Mr. A. Kido (Okhaldhunga)

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Day 5. Community Health Office. This office will very likely move its location and expand considerably in the coming months. Pray for its increasing usefulness to UMN community health work in all the health services projects of the Mission.

Day 6. Butwal Tech.Inst.& Plywood Facty. UMN Board Appointee staff continue to work under Nepali leadership in the Institute and the Factory. There are several advisory posts needing to be filled, to assist with the continuing efficient progress of both institutions.

Mr.& Mrs.S.Bull (Mechanical engineer)
Mr.R.Fisher (Auto Shop, BTI)
Mr.& Mrs.A.Paajanen (Production, BPF)
Mr. F.Sparr (Sawmill supvr., BPF).

Day 7. Development & Consulting Serve
The Tinau Hydro Electric scheme, and the gobar gas project, continue to progress. Many new and exciting possibilities are opening up for rural development along several lines, and we look to God for His direction in these days of negotiation and planning.

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Mr.& Mrs.D.Jantzen (Director, DCS)
Mr.& Mrs.J.Finlay (Rural equipment Con.)
Mr.& Mrs.N.Peters (Builder, DCS)
Mr.& Mrs.E.Martin (Business Manager)
Mr.& Mrs.J.Miller (Field worker, DCS)
Mr.D.Poppe (Site engineer, Tinau)
Mr.J.Williamson (Con. Civil Eng.)
Mr.& Mrs.D.McCauley (Civil engineer)

Day 8. The Church in Nepal. The Church continues to grow and expand. Christians are aware of the need to be well established in the Lord and strengthened for whatever the future may bring. The departure of many expatriates has depleted the number of helpers in fellowship, so they depend the more on our prayer backing. Pray on for more trained leaders.

Pastor & Mrs.R.Karthak (Gyaneshwar)
Pastor & Mrs.D.Mukhia (Pokhara)
Pastor & Mrs. D. Singh
Pastor & Mrs. C. Lutz (Rabi Bhawan)
Pastor & Mrs. Jacobs (Putali Sadak)
Mr.L.Neopani, Mr.P.Rajhan, Mr.N.Tamang also in fulltime Church work.
Active Christians in every sphere of life; evangelists, Church committees, congregations in Tansen, Butwal,Pokhara, Paimey, Gorkha, Kathmandu, Nepalganj, Dandeldhura, Santals, Bhaktapur,

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Okhaldhunga, Dhankuta, Tikapur, etc.

Day 9. Scholarship Program. Many young people continue in their studies with UMN scholarship help, but many applicants have to be turned down. Pray for the funds we need to assist all those whom God would have us reach in this way.

Mrs.B.Friedericks (Secretary)

Day 10. Gorkha Project. Pray for the provision of teachers to take the posts offered by the District Education Office in Gorkha. Remember also the day to day administration, particularly through the monsoon when travel and transport are difficult in a mountain area.

Mr.& Mrs.S.Amstutz (Business Manager, Hostess)
Mr.& Mrs.S.Kostamo (Maintenance Supvr.)
Mr.& Mrs.U.Rasanen (Builder/gardener)
Mr.& Mrs.T.Varughese (Teachers,Luitel)
Miss E.Elkins (Teacher, Luitel).

Day 11. Gorkha Project. The Letter of Exchange agreement is still awaiting conclusion. Negotiations are in progress for the possible expansion of the community health program, pending the signing of this agreement.

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Dr.& Mrs.(Dr.)T.Hale (Med.Director)
Dr.H.Huston (Doctor, hospital)
Miss R.Hildershavn (Nursing Supt.)
Miss S.Wynne (Nurse, hospital)
Miss A.Maw (Director, Comm.Health)
Dr.E. Knox (Doctor, Comm.Health)
Miss W.Moore (Nurse, Comm.Health)
Miss M.Puder (Nurse, Comm.Health)

Day 12. Communications Centre. Casette tapes, with messages and music in Nepali, tribal languages and English, are widely used around the country. There is still a great need for more new Christian literature and a good Bible study course, involving much time and effort in writing and printing outside Nepal, and then distribution within the country.

Day 13. King and Country. Continue to pray for His Majesty, King Birendra,and all the members of goverrment. We thank God for the privilege of living and serving here, and for cordial and encouraging relationships with officials in all goverrment ministries and departments. Pray that they may recognise a clear Christian witness in all dealings with them, and our work in the land.

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Day 14. Secondments to other work. A number of our workers are directly seconded to non-UMN projects, and we welcome more such openings as we have personnel to offer. Many of these secondments are closely linked to projects listed on other days, and do not appear here, but all these workers need our prayer and wisdom as they work in advisory, assisting roles.

Mr.& Mrs.P.Spivey (Inst.of Medicine)
Mrs.H.Peters (Butwal Hospital)
Mr.& Mrs.G.Tweeddale (Engineering Inst)
Mr.A.Vossberg (Nepal Orthop.App.Centre)

Day 15. Girls' High School,Kathmandu. We continue to look to the Lord for more teacher specialists who could give additional assistance in the school, and possibly in a wider sphere. Mrs. Mukhia, the Nepali Headmistress, would welcome this kind of help.

Mrs.M.Mukhia (Headmistress)
Miss C.Evans (P.E.teacher)
Miss J. Degg (Admin. assistant)
Miss K.Kormu (Hostel Supervisor)

Day 16. Okhaldhunga Dispensary. The Letter of Exchange agreement is still

Gossner Mission

pending for the dispensary/hospital and surrounding community health program. Pray particularly for missionary and Nepali colleagues here in the monsoon months, July - September, as they continue their work and witness in an isolated spot with very little communication with Kathmandu.

Dr.& Mrs.(Dr.) K.Itoh (Med.Director)
Miss A.Weir (Nursing Supt.)
Miss M.Brass (Nurse, hospital)
Miss E.Muxfeldt (Nurse,Comm.Health)
Miss A.L.Jokinen (Business Manager)
Miss N.Miyazaki (Nutritionist)

Day 17. Shanta Bhawan Hospital. The purchase of the land for the new Patan Hospital is now well under way, and again we seek the wisdom of the Lord in all the planning for this major project. Pray for the ongoing work and witness of this busy hospital, and particularly for the very urgent need of another surgeon on the staff.

Dr.(Miss) M.Eldridge(Exec.Dir;Med.Spt.)
Dr.& Mrs.J.Dickinson (Asst.Med.Supt.)
Dr.& Mrs.G.Hankins (Surgeon)
Dr.L.Nitschke (Paediatrician)
Dr.T.Jack (Anaesthetist)
Dr.& Mrs.T.Valta (General practitioner)

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Dr.& Mrs.D.Henderson (Dentist)
Mr.B.B.Khawas (Administrative Off.)
Miss R.Judd (Nursing Superintendent)
Miss D.Bailey (Social Services Dept.)
Miss W.Thuma (Social Services Dept.)
Miss B.Bowen (Lab. technician)
Miss R.Overvold (Housekeeper)
Miss L. Ashdown (Secretary)
Miss P. Hodgson (Physiotherapist)
Miss M.Hauser (Physiotherapist)

Day 18. Shanta Bhawan Hospital. The community health program continues to work in close cooperation with the Department of Health Services, HMG. The curriculum of the nurses training program is a part of the total course of the government nurses training, and our staff work closely with the tutors in the local government hospitals.

Miss M.Nichol (Supt.,Nursing School)
Miss G.Borg (Tutor, Nursing School)
Miss M.Wright (Tutor, Nursing School)
Miss T.Tawara (Tutor, Nursing School)
Miss J.Smucker (Tutor,Nursing School)
Mr.& Mrs.S.Ruohoniemi (Supt., Comm. Health Program)
Miss S.Ullberg (Nurse, Comm.Health)
Miss M.Krantz (Dietitian, Comm.Hlth).

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Day 19. Furloughs. Pray for UMN personnel on furlough, as they share the record of God's Mission in Nepal with interested friends and prayer partners in sending countries. They also need "seasons of refreshing" and renewal to prepare them for their return to Nepal and the work to which they have been called.

Mr.& Mrs. D. Aandstad
Dr. & Mrs.W.Bond
Dr. & Mrs. N.Iwamura
Mr. & Mrs.T. Mogedal
Mr. and Mrs. N. Solvik
Mr. & Mrs. A. Voreland
Mr. and Mrs. B. Yoder

Miss R.Angove
Miss B.Grimsrud
Dr.M.Hook
Mrs.T.Hoftun
Miss B.Johansson
Miss M.McCombe
Miss B.McLean
Miss J.McConnell
Miss K.Pedersen
Miss R.Peterson
Miss P.Pooler
Mr.H.Scheuer
Miss R.Saukkonen
Miss M.Schutzka
Miss F.Swenson
Miss E.Talbot
Miss A.Talso
Miss G.Walker
Miss N.Kehrberg

Day 20. Language School. Pray for 14 new workers, with several children, as they study in the Nepali language

Gossner Mission

and orientation course, August-November, Some will be doing a shorter course, but pray that all may quickly get a good grasp of the language and culture of Nepal.

Mr.David and Mrs.Rosemary Cooke
(Maintenance/design engineer and occupational therapist)
Dr.Mike and Mrs. Shirley Dobson
(Anaesthetist and teacher)
Mrs. Lilly Lewis (Hostess)
Miss Ann Matthias (Social worker)
Miss Susie Merry (Nurse)
Mr.Ed and Mrs. Twila Miller (Business Manager and teacher)
Dr. Graham and Mrs. Jill Morris
(Surgeon and nurse)
Dr. Glenn Post (Dr. preventive med.)
Mr. Willard and Mrs. Selma Unruh
(Mech. engineer and hostess).

Day 21. Tansen Hospital. The hospital work continues at a very busy pace, and many of the staff are involved in part-time teaching of students in various courses. Pray for the ongoing witness; for the completion of the Letter of Exchange agreement; and for the very desperate need for more surgical staff, particularly on a long-term basis.

Gossner Mission

Dr.& Mrs.D.Roche (Medical Supt.)
Dr.& Mrs.P.Lucas (Internist)
Dr.& Mrs.J.Yoder (Surgeon)
Dr.& Mrs.D.Haug (General practitiiner)
Dr.S.Critchlow (General practitioner)
Dr.J.Henderson (Paediatrician)
Miss J.Sutton (Nursing Supt.)
Miss S.Fulker (Nurse, hospital)
Miss J.Nicholas (Nurse, hospital)
Miss I.Karlsson (Nurse, hospital)
Miss K.Macwann (Nurse, hospital)
Miss M.Tebboth (Nurse, hospital)
Miss G.Brand (Hostess)
Miss D.Ventham (Administrator)
Miss D.Stringer (Physiotherapist)
Mr.& Mrs.K.Punkkinen (Site engineer)

Day 22. Community Health, Palpa Dist.
The established work continues, and also negotiations for a 5-year program for all of Palpa District and further afield in cooperation with the Ministry of Health. Pray for the witness of this wide opportunity to reach so many people in their homes and villages.

Miss G.Coventry (Project Director/
Supt. Community Health)
Miss V.Collett (Nurse, Comm.Health)
Miss I.Skjervheim (Nurse,Comm.Hlth)

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Miss N. Waaning (Nurse, Comm.Health)
Miss K.Fritz (Nurse,Comm, Health)
Miss H.Froelicher (Nurse, Comm.Health)
Miss S.Fry (Nurse, Comm. Health)
Miss J. Brown (Nurse, Comm.Health)
Miss J. McConnell (Nurse, Comm.Health)
Mr.& Mrs.S.Erickson (C.H. educator)

Day 23. Tansen ANM & AHW Programs.
Many young people continue their training in these programs, and the opportunities for influencing these young lives lives are great. The Community Health personnel are heavily involved in this teaching program. Some of the midwifery training is carried out in Pokhara and in Butwal,

Miss M.McLean (ANM School administrn.)
Miss E.Clysdale (Tutor, ANM school)
Miss J.Willmette (Tutor,ANM Pokhara)
Dr.& Mrs.D.Harding (AHW pgm.administrn)
Mr.& Mrs.B.Brekke (Tutor, AHW School)
Miss L. McCloskey (Tutor, AHW School)
Miss C.Zelenkov (Nurse tutor, AHW Sch.)

Day 24. Boys' Boarding School, Pokhara.
A very full program continues at the school among 350 boys (300 of whom are in boarding hostels), in school hours and in extra-curricular activities, with

Gossner Mission

many opportunities. Building work is progressing; and staff are busy with preparation of materials for use by teachers in certain subjects all across the country through the channel of the Dept. of Education of HMG.

Mr.& Mrs.J.Lindell (Headmaster)
Mrs.P.Asher (Nurse)
Mr.& Mrs.R.Clark (Science teacher)
Mr.& Mrs.D.McConkey (Science tchr.)
Miss M.Kingsley (English teacher)
Mr.D.Curry (P.E. teacher)
Mr.& Mrs.B.Helm (Domestic supervisors)
Miss E.Hokkanen (Hostel supvr.)
Mr.& Mrs.R.Buckner (Building supvr.)
Mr.& Mrs.J.Paterson (Farm manager)
Mr.& Mrs.D.Wyse (Farm manager)
Miss D.Broom (Business Manager)

Day 25. Building Department. The Design Office is now located in Pokhara, and gives professional assistance to building programs in the projects. Site engineers are also placed out in the two major programs, in the Tansen ANM complex and the Pokhara School.

Mr.& Mrs.M.Thomas (Head of Dept.)

Gossner Mission

Day 26. Paimey, Dandeldhura, Semri. Our friends and colleagues in these smaller, isolated locations depend on our prayer support as they seek to bring medical help and the light of the Gospel to people around.

Miss M.Cundy (Paimey)
Dr.& Mrs.M.Seaman (Dandeldhura)
Dr.& Mrs.P.Hanks (Dandeldhura)
Miss F.Backhouse (Semri)
Miss M.von Emmerick (Semri)

Day 27. Anandaban Hospital. Pray for the ongoing work and witness to leprosy patients in this hospital to the south of the Kathmandu Valley; for outreach to a wider area; and also for negotiation with government in planning for the overall pattern of leprosy work across the country.

Dr.R.Prasad (Medical Supt.)
Mr.I. Hayes (Administrator)
Miss J. Turner (Nurse)
Miss E.Moilanen (Nurse)
Mr.& Mrs.G.Carfield (Agriculturalist)

Day 28. International Nepal Fellowship. Our colleagues in the INF have been granted permission to take responsibility for the leprosy program in a large

Gossner Mission

area of west Nepal, and rejoice in this opportunity. Pray for these workers out in the mountains, and for the ongoing work at the two hospitals in Pokhara, with a major building program in progress.

Dr.G.Scott-Brown & colleagues
Mr.& Mrs.A.Holm (Green Pastures)
Mr.& Mrs.S.Kamp (Baglung)

Day 29. Other organisations. These are ministries which give support and help to the Church and to the UMN in Nepal. Pray for each of them, in the particular spheres of work which God has given them.

Mirik Bible School, Darjeeling Dist.
Bible Society (Nepali Scriptures and printing of revised Old Testament)
Nepali Bible Correspondence Inst. (Kathmandu).
Jiwan Jyoti Prakashan (Nepali books and printing, Darjeeling)
Shanti Book Stall (Kathmandu)
Duncan Hospital, Raxaul (UMN transit business, etc.)
Padma Sadan (Student outreach centre, Kathmandu).

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Day 30. Isolated Believers. There are many brothers and sisters in Christ living in remote places in the land. Same face loneliness and persecution. Most are standing firm in their faith and bearing a strong witness to their Saviour. Pray for God's peace and joy to fill their hearts, for His blessing on their testimony to others, and also for more teachers willing to trek and visit these believers, to strengthen and encourage them in the Lord.

Day 31. Personnel Needs. We thank God for the new workers He continues to send to us, but so many have left in the first half of 1976 that there are a good number of unfilled gaps in the ranks. Some of the most urgent needs include:

Surgeons
Hospital administrator
Teachers in specialised subjects
Consultants in economic development
Mechanical and maintenance engineers
Paediatricians
Obstetrician
Nurse tutors
Community Health nurses

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Notes on further, up-to-date prayer requests:

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 2.7.76

UMN EDUCATION PERSONNEL NEEDS

1. Boarding School Administrators and Assistant Administrators
(One Asst. Administrator is needed immediately for Mahendra Bhawan Girls' High School [redacted] and one Administrator is needed at the Pokhara Boys' Boarding School by Jan.77. In addition it is desirable to have one or two additional persons preparing to move into other work which is likely to develop within the next 2 years.)
Qualifications:
A person with experience in administering boarding schools who can step into the leadership and help the schools to continue their work of: educating students within the New Education System of Nepal; seeking and training a strong Nepali staff; developing a quality educational content in the total life of thestudents; developing a mature administrative structure for the School etc.

2. Subject Matter Specialists (Primary/Secondary Level)
These must be qualified teachers in their subject areas who can not only teach the subject in the classroom of a Nepali School according to the HMG Curriculum in a quality manner, but who in time can also take up the work leading the department by working with and training Nepali personnel, developing teaching facilities and equipment, developmng teaching materials, serving as advisors,etc.

   a) English Teachers - (One needed immediately in Mahendra Bhawan Girls' High School and one or two others for work in the Gorkha area or other places which are likely to develop within the next 1 or 2 years.)
   b) Mathematics Teachers - (One teacher is needed at the Pokhara Boys' Boarding School and several could be placed in the Gorkha area. In the next 1 or 2 years other positions will be likely to open up because there is a shortage of Mathematics teachers in Nepal.)
   c) Science Teachers - (Several teachers could be placed in the Gorkha area and in the next 1 or 2 years other positions will be likely to open up because there is a shortage of science teachers in Nepal.)
   d) Vocational Agriculture Teachers - (One teacher is needed at the Pokhara Boys' Boarding School to assist the teaching of students and to work in Adult Vocational Agriculture Education as an extension of the School's educational programme into the local villages. Several other such positions are likely to develop within the next 1 or 2 years.)
   e) Primary Education - (One teacher is needed at the Mahendra Bhawan Girls' High School.)
   f) Art/Music Teacher - (One teacher is needed at Mahendra Bhawan Girls' High School.)
   g) Physical Education Teacher - (One teacher is needed at Mahendra Bhawan Girls' High School.)

3. Other Posts Within Education

   a) Hostel Parents - Persons who are interested in living with 25 to 50 Nepali children in residence at the school or near schools and providing supervision and activities for the students outside school time. They should also be able to help work with and train Nepali personnel in this task.
   b) Librarian - (A person who would be interested in coming to Nepal for a period of 2 or 3 years to help Mahendra Bhawan Girls' High School develop its Library. If this person were willing to move elsewhere later this could be a more long term, Post.)
   c) Farm Manager - (A person is needed at the Pokhara Boys' Boarding School who can take over the full management responsibilities of the School farm including poultry, goats, pigs, buffalo, cattle, rabbits, vegetables, fruits, agronomy crops, etc. In addition to general management knowledge this person must be able to work with the records system which has been set up and keep and use complete financial records.)
   d) Literacy Workers - (Persons who are interested in doing Adult Literacy work, but for the time being are willing to do this through working in a regular school situation. This means part time teaching or other work, in the school, and part time Adult Literacy work in the villages. It is hoped that within the next year or two more formal work in Literacy Ed. might be developed.)

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 2.7.76

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Gossner Mission

THE UNITED MISSION TO NEPAL

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

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

EINGEGANGEN
21. JUNI 1976
Erledigt .....

9th June, 1976

Zur Ablage
Aktenplan-Nr. 225
Datum 2.7.76.
Handzeichen

To UMN member body home offices.

Dear Colleagues,

Two events transpired last week that shook the Christian community in Nepal. I share this news with you in order that you will have a factual basis for reflection instead of what may well be partial truth or rumor.

First, the members (missionaries) of Operation Mobilization, whose visible work in Nepal centers on the Educational Book Exhibit in Kathmandu, were informed that when their current 6-month tourist visas expire they will be given a final two-week visa before having to leave the country. O.M.'s witness in several countries is carried on mainly by young missionaries who enter the country as tourists, make their witness largely through distribution by sale or free hand-outs of Christian literature, and then leave for another country that will be entered with tourist visas. Such young people have been active in India, and have often held rallies, with CNI local Congregations' blessings, for Christian witness.

In Nepal they have a large, well-stocked bookstore selling mainly, but not exclusively, secular books. Their services in this regard have been appriecated by many educated people. Some O.M. folks have visited rural areas to distribute Christian literature, which is quite contrary to the provisions of a tourist visa. They have knowingly taken such risks and at times have been detained by the police authorities. More than once the O.M. (which also by association means the E.B.E. bookstore people) has engaged in activities deemed undesirable by HMG authorities.

Several leaders in the E.B.E. work in Kathmandu have visas that expire this month, so that the bookstore work will be radically reduced very soon. Sales are going on now to clear out stocks on hand. A few have visas that run for a few weeks or a couple or three months longer, but their main activities will be winding up whatever is left over from strenuous efforts to close out all of the E.B.E. work in June. I don't know the total number of foreign personnel involved, but my guess is that currently there may be a dozen or so such folks.

Second, and more serious, was the formal notice received from HMG by the Summer Institute of Linguistics (S.I.L. - known in USA and other countries as the Wycliffe Bible Translators) that their contract will not be renewed and they must all be out of the country not later than by the end of August. Their contract has been with Tribhuwan University, through HMG's Ministry of Education, and their work has been to get into written form many of the tribal languages of the hills. They have perhaps 75 folks in Nepal now, but fortunately with the onset of the monsoon rains all of their translation teams have been brought back into Kathmandu. They rely heavily on airplane service of their small plane to be in contact with teams of translators located in isolated mountain villages. Professionally, and in their secular field, they have done a fine job and made a significant contribution to Nepal in the whole area of literacy and written language.

Gossner Mission

The S.I.L. group in the west is an avowedly Christian organization. But as they entered Nepal several years ago it was on a secular basis, as has been done in other countries. Their members have been advised by their own authorities to adhere carefully to the terms of their contract. But in the past there has been instances of what HMG authorities deem "proselytization" on the part of S.I.L. "missionaries". Very recently four of their single ladies located not far from Kathmandu were on the verge of being arrested, but the University officials were able to intervene. However, these four have been ordered out of the country in two weeks instead of being allowed up to the end of August as is the case for the others. Many Nepalis have become believers in the hill areas where S.I.L. translation teams have been at work.

The official order for the S.I.L. work to be closed down contained three reasons for this action: 1) Preaching the Gospel, 2) Proselytizing, 3) Engaging in anti-Government activities. The first two are, of course, subject to one's interpretation of the meaning of the terms, but the S.I.L. Director said it is likely that HMG's interpretation has a basis of truth. However, he stoutly denies the third allegation.

There seemed to be no basis for appeal, considering the source of the expulsion order, and the S.I.L. folks are now actively engaged in an orderly phase-out, with approximately one-third of their missionary force being programmed for return to homelands each month in June, July and August, if they are allowed to remain that long.

On short notice, plans are being drawn up to dispose of the many and valuable physical assets they have as an organization, and their Director has offered to UMN first choice on any equipment, vehicles, etc. that we can use. We are entering into negotiations with some of their administrators now for all kinds of office equipment, motorbikes, etc. Their individual missionaries also will have for sale household effects, and we will try to act as one central point for that information on major items so we can alert our UMN personnel as to what is available. Already Nepali townspeople are besieging S.I.L. folks about selling choice household effects to them.

Incidentally, the S.I.L. folks make up about 50% of the Protestant Congregation, and an even larger part of the Sunday School staff and students, so the P.C. has a serious consideration on its hands as to the financial viability of its program by the end of the summer with such reduced participation. The Church Board is meeting this week to look into that concern in a preliminary way. Rev. Robert Lutz, of Corona Presbyterian Church in Denver, has been called to succeed Dr. John Schaefer from August 1; he retires this month after about 30/40 years with the same church.

S.I.L. has directed its personnel to face the phase-out of their operation quietly and with low profile. They do not want to cause any stir that may reflect unfavourably upon the Nepal Christian Fellowship nor upon UMN. The S.I.L. folks have been considered as almost a "sister mission" to UMN and we have had good fellowship with them across the years, but always keeping a safe distance because of the very different nature of our work and agreements.

So far as we know, and we are quite confident about this, there is no hint that the closure of E.B.E. and S.I.L. reflects at all upon UMN and its work. The lessons we draw from all of this is that through the years UMN has been absolutely correct in insisting that its missionaries observe the spirit and the <u>letter</u> of the law in our Agreement with HMG. We shall reiterate this to our personnel, because we feel the necessity of being completely honest and faithful to the terms of our Agreement.

Gossner Mission

As long as this had to occur, I am glad it did before Frank Wilcox left the country (the Wilcoxes leave on June 14th), for we have had his wise and experienced counsel in how we in UMN ought to react. All that I have written above reflects his views as well as mine. He will take this letter to be mailed outside of Nepal. Feel free to share its contents with colleagues as you may deem expedient, but I think wise discretion needs to be used if any of this is put into print. Undoubtedly the Wycliffe Bible Translators will be publicising the close-out of S.I.L. in Nepal, but you may not get that news right away. I mainly want to give you the facts so that you can speak authoritatively in the face of any possible half-truths or false rumours.

If you reply to this letter that will be O.K., but be cautious in your writing!

Cordially,

Gordon M. Ruff
Executive Secretary

cc: Executive Committee Members

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 2.7.76
Handzeichen Dörle

Some Thoughts about Seconded UMN personnel and their Nepali Managers

(WC-21/76)

No person can function as a leader unless he has ways by which he can get the people he is to lead to follow his leadership.

Some people lead by means of a stick or a whip. Others do it as supermen or superwomen, who are not to be challenged. There might also be a genuine love and respect for a person's leadership. At different times most of us might use all the described ways if we are to be leaders. The beloved, respected leader is the profile that takes most time to develop.

When people from the industrialized societies move around in the world, they have a tradition of being the ones on top. In our time this might come to an end faster than we expect. Nepal is a country of many races and colours, and it has not been colonized by anyone. So we tend to be met as equals. Still there have been many different foreign aid agencies in Nepal for more than 20 years. It is quite often more embarrassing and humbling to receive gifts than to give them. Such a situation is to a great extent given the positive or negative form by the donor. When we in UMN are seconding workers fully under the leadership of a Nepali leader or Nepali management, this is a new situation for both parties.

I think that Nepali management style is normally more paternal than that which those of us who have come from the west over the last years are used to. Opinions might split on what is better or worse, but if we want to fit in, we might have to adjust enough to come in on the right wavelength. If we from home are used to a situation in which, even surrounded by subordinates, the boss would be happy for a "Hey, Jack" or a "Hey, Frank" as the morning greeting, a slightly more formalized one might be better under a Nepali manager in Nepal.

For a Nepali manager actually and really set to manage also foreign UMN personnel, the situation might well be a bit unexplored. If we UMN people than can show a well disciplined and friendly attitude, I think this will be appriecated. If we have criticisms to raise, we should bring these up between the two of us, still trying to bring across that we are submitting to the authority of the person in charge.

Good advice given at the right time, at the right place, in the right way, and to the right person, is normally listened to.

Especially those of us in UMN who do not have English as a first language do well to watch that we understand what is said, and to watch that what we say carries across the meaning we want to express. Using the Nepali language is the way to become a full member of a Nepali group, but English is also an important way of communication on a management level.

In UMN we do have quite a few professionals who bring with them crafts and skills normally not known by academically trained people in Nepal. Such knowledges and art are highly valued by our Nepali managers, if we can bring them across as our contribution in a common task.

A few years ago the matter of weekly working hours for UMN personnel was discussed in Workers' Conference. Some people meant that we would all be dedicated and put in more than any minimum, while others expressed the idea that if this was the case, it would be good; but if not, then fixed minimum hours were useful to have.

Most of us go through slack periods or we develop our own style and routine. Nepali managers may well take it as a sign of cooperation, or lack of cooperation, that we are punctual with our presence during working hours and report and ask for leave, or that we have to be thrown out of bed and have to be hunted for everywhere and around during working hours.

It takes quite a bit for a Nepali manager to climb on top of a UMN person if the UMNer does not willingly submit. It takes maturity from our people to fit in. The Nepali managers are to establish new work crews, new routines, and new systems in a changing society, stepping into the industrial life of the seventies, while Nepal in many ways still is little changed from the way of life of the Middle Ages.

Gossner Mission

Any person taking on responsibilities wants to be recognised. This might be even more the case for a person feeling he has many new experiences to face. Quite often Nepali managers are in such a situation. So the UMN people should not be greedy when it comes to recognition for progress made. It has been an experience with UMN personnel that well experienced people, knowing their own profession very well, have a platform that makes them respected by any person, and a platform to stand on by which the person himself or herself can feel relaxed toward their surroundings.

As UMN workers, most of us are also concerned about direct witnessing to Jesus Christ. Then the situation might be quite similar to that in industry or business life back home. Opportunities come and opportunities can be used, but, although our services are donated to the institution, we are working beside people who are being paid for what they accomplish, and not for talking about things unrelated to their work. So witnessing by word during working hours has to be limited.

It is advisable that UMN people who have first had some experience and time to adjust under fellow UMN managers and supervisors be the ones to go into secondment. Still, some of our people with a special profession have come for a special job. The language school and a build-up of group feeling with other UMN people is then important. As one goes into secondment, it might be found that, although there is also quite a bit of difference among the UMN people, we still have much in common. It is also seen that friends from the time in language school are very often friends throughout their UMN careers.

Most of our generation from the so-called economically developed countries have had little input into working up and shaping our home societies. In Nepal most of such working and shaping is still to be done. We may well be aware of the privilege we have as people and as Christians when we may play a role in reshaping the old traditional Nepal into a new society, hopefully a blend of the best from tradition and the best from so-called modern life. May we also hope and aim to avoid mistakes made in the development of "modern societies" so far.

Tor Mogedal.

Butwal, 10/3/1976.

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 2.7.76
Handzeichen

GENERAL AGREEMENT

(between His Majesty's Government of Nepal and the United Mission to Nepal)

Being desirous of cooperating in undertaking various development projects in Nepal, His Majesty's Government of Nepal (hereinafter referred to as "HMGN") and the United Mission to Nepal (hereinafter referred to as "UMN") have agreed as follows:

1. Definition. The term 'Project' shall mean any Institution, Project, Programme or other activities in which the Mission is engaged under the terms and conditions of a separate Agreement entered into with the concerned Ministries or Departments of HMGN.

2. The UMN agrees to conduct its activities in the fields of Education, Health Services, Agricultural, Technical and Development Services and in other fields subject to separate Agreements concluded with the concerned Ministries and Departments of HMGN.

3. All financial involvement in running the Project shall be the responsibility of the UMN except where a Ministry or Department of HMGN agrees to provide assistance in respect of finance, staff or other facilities for a particular Project under a separate Agreement.

4. Appropriate training shall be given to the Nepalese employees in order to replace their foreign counterparts at all levels as soon as possible.

5. UMN shall submit yearly reports to HMGN of all its activities, and individual Projects shall submit reports as instructed by the concerned Ministry or Department of HMGN. The account of each Project shall be open for inspection by representatives of HMGN at any time.

6. UMN shall in all its activities attempt to work within the framework of HMGN planning, and shall ask for the advice and guidance of concerned Departments of HMGN regarding execution of the Projects in which they are involved. In any separate Agreement, concerning Project, reference shall be made to that Department of HMGN which will serve as liaison between HMGN and the Project.

7. The UMN and its members shall, during their stay in Nepal, be subject to the laws and regulations of Nepal.

8. The various Institutions run by the UMN shall be subject to the rules framed by the concerned Ministries or Departments of HMGN.

9. The UMN shall not open any new Institution or expand the existing Institution without obtaining the prior permission of HMGN.

10. The UMN and its members shall confine their activities to the achievement of the objectives of the Projects to which they are assigned and shall not engage in any proselytizing and other activities which are outside the scope of their assigned work.

11. For the purpose of this Agreement the members shall mean all the personnel or officers working under the UMN.

12. The UMN shall not dispose of their properties both moveable and immoveable either by sale or gift or any other manner to any juridical or physical person. Whenever such disposal would be necessary the Mission shall notify HMGN in advance and act according to their instruction.

13. HMGN reserves the right to nationalize any one or all of the Projects run by the UMN whenever they desire, the question of paying compensation for such nationalization shall only arise if it takes place within period of five years from the date of signing of this Agreement.

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

15. In case of violation of this Agreement, HMGN may at any time notify the UMN to wind up its activities.

16. This Agreement shall come into force from the date of its signing and shall remain valid for a period of five years unless terminated by HMGN by giving six months notice in writing to the Mission or for such further period as extended by HMGN upon six months prior request of the UMN in writing before the expiry of such period of five years on the present terms and conditions or on such terms and conditions as may be laid down by HMGN.

****

May 29th, 1975.

(Signed)
Uddhav Deo Bhatt, Joint Secretary
Ministry of Foreign Affairs

(Signed)
Frank Wilcox, Executive Secretary
United Mission to Nepal

Gossner Mission

No. 2/76.

NEWS AND PRAYER LETTER

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

EINGEGANGEN
27th May, 1976
- 8. JUNI 1976
Erledigt .....

Dear Partners in Mission,

Although I have written recently to all the member bodies of the UMN, pointing out significant actions of our UMN Executive Committee and Board of Directors which met in Apripl I want to write a further word about our new Constitution. The new UMN Constitution and Bye-laws, approved by the Board initially in 1975 and ratified by them now in April 1976, provides a new administrative framework for the UMN, designed to operate along functional rather than geographical lines. Now that we have shifted to the new Constitution, and have held initial sessions of 2 of the 3 Functional Boards, I recognise at least four helpful changes brought about by the new structure:

1) The new Constitution recognises the growth and development of the UMN along functional lines, in health services, education and industrial/ economic development. It seeks to re-shape the Mission, in its day-to-day activities, along these lines.

2) The new Constitution, especially in the membership of the Functional Boards, provides for much wider participation, by a larger number of UMN workers, in the policy and decision-making process.

3) In the active, governing Functional Boards, and in the full-time Functional Secretaries, an administration is established which is closely related to the special needs of each functional sphere. Such an administration, by professional background and sympathy, should be very responsive to such needs, and responsible to the persons serving under each Functional Board.

4) While retaining a strong Executive Secretary's post as a uniting factor in the overall work of the Mission, the new structure relieves the Executive Secretary of an overload of secondary responsibilities by devolving some of these on the Functional Boards and Secretaries. This is a great gain, I can assure you!

Zur Ablage
Kenplan-Nr. 225
30.6.76
Handzeichen Dörte

Having mentioned the Executive Secretary's post, I am happy for the opportunity, close to the end of my years with the United Mission, to welcome my successor, Rev. Gordon Ruff and his good wife, Peggie! The Rev. Gordon Ruff, Executive Secretary elect, will actually assume the responsibilities of this office from Wednesday, 9th June. From that date onwards will all of you colleagues and friends please deal with Gordon in all matters related to the office of the Executive Secretary.

Gordon Ruff was elected to the Executive Secretary's position nearly a year ago, and was appointed to take over from me early in June of this year. Gordon and Peggie came to Nepal from their former home and work in New Delhi, India, mid-January, and have been hard at work in our spring Nepali Language and Orientation Course, with our largest language study group to date. Before beginning their studies on 1st February, the Ruffs visited several of our hill projects to renew their acquaintance with both people and programs of the UMN. In addition to his studies, Gordon has been attending major boards and committees of the UMN, and of the H.Q. project during these months. He and I have been meeting regularly to discuss policies and procedures of the UMN, as well as the day-to-day business of this office. Billie and I will be moving out of the Executive Secretary's apartment just adjacent to the HQ guesthouse on 5th June, and the Ruffs, after getting furniture in order and having the annual whitewashing done, will move in a few days later. You will be able to meet them there about mid-June.

It is a privilege for the UMN to have the Ruffs come into our ranks at this time, and to have Gordon assume the leadership role in the Executive Secretary's office. They bring with them a lifetime of mission and church experience and expertise. They come to us committed to Christ our Lord, and to His program and purpose for Nepal and her people. I am sure I speak in behalf of all my colleagues in the Mission when I say we warmly welcome the Ruffs, pray God's rich blessing on them as they take up their new work, and pledge our loyal support and partnership as they lead us in this God-given work.

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Billie and I will leave Nepal just a few days after I hand over to Gordon Ruff. We are scheduled to fly from Kathmandu on Monday, 14th June, and, after visiting friends and UMN comrades along the way, plan to arrive in So. California, the Los Angeles area, the last week in August. I am scheduled to take up my duties as President of the California Lutheran Bible School, Los Angeles, 30th August... . . A deeply-felt "thank you!" to all of you who counselled, supported and prayed for us, and the ministry of the UMN, during these past several years. Plan to visit us when you are in Los Angeles!

Items for Thanksgiving and Praise:

— Lively, stimulating and fruitful meetings of the UMN Finance and Executive Committees, the UMN Board of Directors, early in April. All but a few of our member bodies were represented by active, voting members. Such strong representation always makes for healthy, responsible Board action!

— Helpful, effective months of study in our spring Nepali Language and Orientation course. Most of our new language students spent one month of the four living and studying in village homes in either Pokhara or Amp Pipal. This rich, intimate experience of village life proved of great value in the ongoing language/orientation program.

— We thank God for the amazing, continuing, daily provision from God for our material and spiritual needs, as individuals, and as a Mission!

Items for Intercession:

— I mention again urgent staffing needs. Those of you who serve as Board or Area Secretaries, or as Personnel Secretaries, for our member bodies, please give thoughtful attention to the new Personnel Needs List which is being mailed to you at this time.

— Nearly all of the leadership posts at UMN Headquarters have either just "changed hands", or will do so now early in June. Pray for these colleagues who now take up their new responsibilities in the new administrative framework of the UMN:

Executive Secretary: Rev. Gordon Ruff
Treasurer: Mr. Frank Clarkson
Personnel Secreaary: Miss Betty Young
Education Secretary: Mr. Larry Asher
Economic Development Secretary: Mr. Odd Hoftun
Health Services Secretary: Dr. Carl Friedericks.

— We have had the opportunity to screen our new UMN film, "Living Water in Nepal", a number of times in the past three weeks, and are thrilled with the photography and the story told through the film. Final suggestions for the film and the sound track have gone to Sweden this week, and we hope copies will be available for distribution by mid-summer. Pray that the film will be used effectively to tell the story of the UMN and the work of God in Nepal!

May God's grace and peace rest upon each one of you, indispensable partners with us in His mission here in Nepal!

In Christ's glad fellowship,

Frank E. Wilcox
Executive Secretary

Gossner Mission

UNITED MISSION TO NEPAL *** PERSONNEL NEEDS LIST *** May, 1976

This list consists of personnel required for approved posts, and, unless otherwise stated, long-term appointees are preferred. Job descriptions can be supplied on request. Enquiries from: Miss B. Young, Personnel Secretary, United Mission to Nepal, Post Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

GENERAL:

Auditor: For Headquarters staff, to do auditing and give advice in accounting to all projects in UMN. Considerable travelling involved.

Hospital Administrator: For Tansen Hospital. With qualifications and experience in hospital administration.

EDUCATION: (Note - Government approval is necessary for secondment of teachers to non-Mission institutions, but not for non-teaching posts.)

Headmaster: For Pokhara Boys' School, with experience in management, teaching and running boarding schools in new development areas.

Administrator: For school and hostel, Mahendra Bhawan School; to work as Assistant Administrator under a Nepali Headmistress.

Physical Education Teacher: For Pokhara Boys' School; to develop teaching material according to HMG curriculum, teach and assist in extra-curricular activities.

Extra-curricular Activities Director: For Pokhara Boys' School; to be in charge of and administer the total extra-curricular activities program.

ECONOMIC DEVELOPMENT:

Consultant: In industrial accounting and finance. For Development and Consulting Services.

Consultants: In industrial wood technology. For furniture and for plywood production.

Mechanical Installation and maintenance engineers. For various projects.

HEALTH SERVICES:

Surgeons: For Tansen and Shanta Bhawan Hospitals; very urgently needed. General surgeons, preferably with orthopaedic experience.

Pediatricians: For Tansen and Shanta Bhawan Hospitals; with serveral years experience in post-graduate work; for a minimum of 3-5 years service.

Lady doctors: For Tansen and Shanta Bhawan Hospitals: with experience in obstetrics and gynaecology, willing to come for a minimum of 3-5 years. For Shanta Bhawan, could be a G.P. with obs/gyn. experience.

Pathologist: For Shanta Bhawan; clinical pathologist post vacant June 1976-Feb. 1977. Short-term worker urgently needed.

GENERAL:

Personal Counsellor: For spiritual counselling, teaching and pastoral work in UMN.

Information Advisor: For Headquarters staff; to assist UMN administration in compilation and production of publicity materials, reports, etc.

Secretaries: For Tansen Hospital and Community Health Office.

Nutrition Improvement Workers: For Palpa, Gorkha, Kathmandu, Okhaldhunga areas. Agriculturalists with wide experience, to work with community health teams, teaching and advising farmers, teaching in schools, etc. Long-term appointments preferable.

EDUCATION:

Adult Vocational Agricultural Director: For Pokhara Boys' School; to teach in and administer adult agricultural training program.

Specialist teachers: For Mahendra Bhawan School and schools in Gorkha District: In physical education/ music/ English/ Primary teaching/ maths/ science/ agricultural vocational teaching.

Librarian: For Mahendra Bhawan School. Two year appointment; if willing to move, a longer term is possible.

Gossner Mission

Domestic Superintendent/Hostel Parents: For Pokhara Boys' School. To supervise and manage all areas of life outside the academic program for 300 boys; and to manage a hostel for 50 boys.

Farm Manager: For Pokhara Boys' School. To manage a 5 hectare general school farm, used for education as well as extension purposes.

Language School Supervisor: To supervise teachers and curriculum for new workers in Nepali language study and orientation. Linguistic training and experience desirable.

ECONOMIC DEVELOPMENT:

For Development and Consulting Services (DCS):

Consultants: In fields listed, or related fields:
Economics of development; Management and sales;
Industrial engineering (small scale industries).
These consultants will be working as part of a team, and undertake field surveys, feasibility studies and detail planning for district development projects. They may be short- or long-term workers, and should be people with wide experience.

Field Workers: For district development projects. Should be fairly long-term people, willing to learn the language well and to live under primitive conditions. Persons with wide-ranging practical experience in farming, construction, technical trades, etc. are preferred.

For New Construction Company (specialising in small scale hydro power and irrigation projects):

Manager: With technical and administrative experience.

Site Engineers: Civil and mechanical.

For Butwal Technical Institute:

Supervisor, Foreman Training Program. Must be able to set up and direct a new program for training of industrial foremen and plant supervisors.

Advisor: Furniture production. Short-term.

For Butwal Plywood Factory:

Production Control Supervisor: With experience in plywood industry.

Maintenance engineer: With practical experience in repair and maintenance of industrial machinery, including boilers.

For Tansen Hospital: General Maintenance Supervisor.

HEALTH SERVICES.

Anaesthetist: For Shanta Bhawan Hospital. Post vacant summer 1977. Long-term worker preferred.

Nurses: For Tansen Hospital; to work as ward supervisors.

Nurse Tutors: For Tansen and Shanta Bhawan: Nurses training, Kathmandu, and Assistant Nurse Midwives Training programs (both joint UMN/HMG projects). Nurses with teaching qualifications and abilities. Sister Tutors with B.Sc. or equivalent, with midwifery qualifications.

Community Health Nurses: For community health programs over wide areas of Nepal, in Kathmandu, Tansen, Gorkha, Okhaldhunga. Nurses with Community/Public Health training and experience, prepared to be flexible and mobile, and to live under primitive conditions.

Dental Surgeon: For Tansen Hospital. For dental clinics, and teaching dental hygiene in schools and community health programs.

Sanitarian: For Community Health Office, based in Kathmandu.

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THE UNITED MISSION TO NEPAL

President: Mr. M. Roemmele
Executive Secretary: Mr. F. Wilcox
Personnel Secretary: Mr. A. Voreland
Treasurer: Mr. R. Havens

Telephone: 12179
14580
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POST BOX NO. 126
1/29 THAPATHALI
KATHMANDU. NEPAL.

Zur Ablage
Aktenplan-Nr. 225
vom 30.6.76
Kennzeichen
EINGEGANGEN
20. MAI 1976
Erledigt .....

12th May, 1976

To Member Bodies of the UMN.

Dear Partners in Mission,

It is just a few weeks since you all should have received copies of the Minutes of the UMN Board of Directors and the Executive and Finance Committees, all of which met here in Kathmandu the first week of April. I want to thank you all for the very excellent degree of participation in the Board Meetings by member bodies through their representatives. The Board of Directors of the United Mission to Nepal is the final authority of the UMN, and, even though it is difficult at times for each of our member bodies to either send a representative from overseas or appoint one from an adjacent country, it is very heartening to see how large a number of our member bodies are represented each year.

I want to call your attention in this letter to two or three very important actions taken by the Board of Directors which affect member bodies directly.

1) Per Capita Worker Grants, BD-16/76. After the Executive Secretary carried on correspondence with the member bodies through the past several months, it became evident that most of the member bodies were in positive agreement with the suggestion of the Executive Committee that the annual per capita worker grant be increased by 50%, beginning from January 1978. It has been many years since the per capita worker grant was raised, and the Board Meeting was of almost unanimous opinion that, due to the continuing increase in costs right across the Mission, it would be wise to prepare for such an increase. Therefore the Board resolved to ask the member bodies to increase the per capita worker grant to Rs.7,200. Nepali currency, beginning in 1978. This should give each of our member bodies the opportunity to plan in advance for this increase, and to be prepared for budgeting changes which it would require. As an added comment on the need for such an increase, I might pass on an up-to-date bit of news regarding work in Nepal. His Majesty's Government have just initiated some wide-ranging changes in visa and residence permit requirements, which include much higher fees for these visas and permits. It may be necessary for the United Mission, through its general fund, which is funded largely by the per capita worker grants, to provide for payment of such resident fees, beginning very soon in the next few months. But we will try to let you know when "the dust has settled", and we know exactly what interpretation His Majesty's Government will put upon these new visa and residence permit requirements.

2) Regional Conference and General Conference, BD-22/76. In response to recommendations from a special committee set up to study such matters, the Board of Directors acted to encourage setting up Regional Conferences for UMN member bodies in Europe and in USA in early June 1977. Our new Executive Secretary, Rev. Gordon Ruff, with Mrs. Ruff, will be then travelling to the

Gossner Mission

USA on a short three-month furlough, late in the spring of 1977, and Mr. Ruff has offered to be present at a Regional Conference in Europe, and also one in the USA, in early June of 1977. The UMN has already received invitations from the Orebro Mission (Swedish Baptist Mission) and the World Mission Prayer League, USA for hosting such conferences, and Mr. Ruff will be corresponding with all of you in the very near future to give information and also to elicit response from all of you with regard to participation in such conferences.

In the same action the Board of Directors resolved to accept a proposal that a General Conference on missions and mission strategy and missionary methods, possibly with special speakers and resource persons, be held in Kathmandu in 1978 or 1979, with prior consideration being given to 1978, either just prior to or following the meeting of the Board of Directors. Members of the UMN, both Board Appointees and representatives on the Board of Directors, have felt the need for such a conference for the last several years, and I know Mr. Ruff will be corresponding with you regarding this conference also, in order to receive from you your comments, suggestions, possibility of participation, etc.

3) <u>New Constitution and Bye-laws, BD-25/76.</u> The Board of Directors, in one of its major motions, also resolved to ratify the new Constitution and Bye-laws, approved by the Board of Directors in April, 1975. The draft of the new Constitution and Bye-laws has been in your hands for some time, and we, in Nepal, have been working on amendments, editorial changes, and other suggested readings of both the Constitution and the Bye-laws, and you will note from the Minutes that several of these amendments to the Bye-laws were passed by the Board of Directors. We are now launched into our first experience with the new administrative structure, established by the new Constitution and Bye-laws. I am happy to report that the first of the Functional Boards, the Health Services Board, held its initial meetings here in Kathmandu last week, and I think all of us who were part of those meetings felt encouraged by the way in which the new structure opens up to us new ways and means of involving more people in the UMN in administration, planning and policy decisions. The Education Board will meet next week, and the Economic Development Board will meet just after mid-June. All of our new Functional Secretaries are busy about their respective responsibilities and tasks, and there will be more to report in the months to come about the functioning of the new structure of the UMN.

I have already made reference to <u>new visa regulations</u> brought into force by His Majesty's Government very recently, and attached to this letter you will find a sheet of notes outlining the main points as they affect us in the UMN. May I draw your particular attention to section 1, a, and emphasise that we must now rely upon our member bodies to supply us with the necessary information for all workers, new or returning from furlough, in good time to ensure that they are able to obtain the right kind of entry visas without difficulty. This is a very important change in the process of bringing new workers out to the work in Nepal.

One final bit of news concerns our new UMN film entitled "<u>Living Water in Nepal</u>", and produced by Mr. and Mrs. Hakan Cronsioe, who also produced 'Nepal on the Potter's Wheel'. The approval copy of the film has been seen by many of us here in Nepal. It is presently in our offices, and we are busy trying to make some minor changes in the script and sound track, and hope that these will be returned to Mr. Cronsioe in Stockholm later in May for incorporation into all subsequent copies of the film. It is our hope that copies of the film will be available to member bodies from a central supply office, possibly in London, early in the summer. We will certainly get news to you about that as soon as those copies are ready for use. Those of us who have seen the film are very

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very happy with Mr. Cronsioe's work, and believe that the film, under God, will be a very fruitful tool in publicising and bearing witness to the work of the United Mission here in Nepal.

Mrs. Wilcox and I are very close now to the end of our service with the United Mission to Nepal, and we feel some of the words which have been recorded in the Board Minutes are far too extravagant to suit the situation, circumstances and persons involved. However, we do want to express to all of you, as well as to our colleagues here in Nepal, our deep gratitude and wholehearted appreciation for these past six wonderful years of united service and witness with so many of you, our brothers and sisters, in this lovely mountain kingdom. God's peace and power be upon you all! I remain

Cordially, your fellow worker,

Frank Wilcox

Frank Wilcox
Executive Secretary

Gossner Mission

New Visa Regulations of His Majesty's Government of Nepal

May 1976

1) For UMN workers, long- or short-term.

a) Entry visas into Nepal. UMN workers must now secure non-tourist visas to come into the country. In order to do this, the full names, nationalities, passport numbers and home addresses of each passport holder must be sent to UMN Headquarters at least two months before the expected arrival date of the worker, together with a note of the Royal Nepal Embassy abroad from which the visa will be obtained.

On receipt of this information, UMN administration will inform the Foreign Ministry of HMG, who will in turn notify the appropriate Embassy, after which the application for a one-month, non-tourist entry visa should be made. On arrival in the country of Nepal, the UMN can then secure one-year (renewable) residence visas for these workers.

b) Residence visas. Those workers who are in Nepal at the present time all came in under ordinary tourist visas, and a special concession is being granted to them in that they may now change from the tourist status to the non-tourist status at the time of renewal of visa. This must be done through UMN Headquarters, who will give prior notification to the Foreign Ministry of such workers. The exact length of visa required must be stated, of periods of up to one year.

c) Re-entry visas. Workers who are living in Nepal under residence visas and who are planning to go out of Nepal for any reason MUST secure re-entry visas before they leave the country. If this is not done, on departure from Nepal their residence visas are automatically cancelled, and they have to go through the whole procedure as set out under No.a) above.

UMN workers whose residence visas are due to expire while they are out of Nepal on holiday or business must notify Headquarters office several months in advance, as it may be necessary to follow the procedure of No.a) above in some cases.

d) Travel within the country. All persons holding residence visas may travel to places on the highways of Nepal without any additional permission written into their visas.

Concerning places which are off the highways, we do not yet have full information on hand, and will circulate this to you when we are sure of how the regulations will be applied to us in the UMN.

2) For Visitors, applying to all persons who are not actually working with the UMN.

a) Entry visas into Nepal. Tourist entry visas may be obtained from any Nepal Embassy or Consulate abroad, or may be secured at the Kathmandu airport on arrival. Visitors are strongly recommended to obtain their visas abroad (i.e. outside Nepal) as these will be valid for 30 days, whereas the one issued at the airport is valid for 7 days only.

b) Extension of tourist visas. Visas may be extended for one week or one month, with further extension granted up to a total of three months only.

Before such extension will be granted, the vititor must cash a sum equal to $5.00 per day for each day of extension applied for, and produce the official bank receipt as proof of this transaction. The extension may then be applied for, costing a visa fee of Rs.10/- per week, or Rs.30/- per month.

c) Travel within the country. Persons holding visas for Nepal may travel to places on the highways without any additional permission written into their visas.

For all places off the highways, trekking permits must be applied for, costing Rs.15/- per week, and travel arrangements must be made through one of the recognised trekking companies of Nepal.

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Ablage
Plan-Nr.
Handzeichen

No. 1/76

NEWS AND PRAYER LETTER

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

16th February, 1976

EINGEGANGEN
25. FEB. 1976
Zur Ablage
Plan-Nr. 225
Datum 5.3.76.
Handzeichen

Dear Colleagues in Mission,

There are cheering, unmistakeable signs of spring all about us here in Kathmandu. Dry, leafless trees seem to compete with one another to be the first to break into full bloom with masses of pink, white or yellow blossoms. Song birds literally "waken the dawn" with their lovely music, and the days are discernibly longer at both ends!

For us who staff the headquarters offices of the UMN, however, an even more significant harbinger of spring is the arrival of a new group of workers here in Kathmandu to begin spring term of Nepali Language & Orientation Courses on the 1st of February. Twenty-three new workers (plus nine children!) are enrolled in the current edition of the UMN Language/Orientation Course, one of the two four-month courses we conduct each year. Although this is our largest Language Course in the short history of the United Mission to Nepal, (we are swiftly moving into our 23rd year of service), quantity is obviously not the chief characteristic we seek in a group of new workers. We thank God for what we have already seen, in this newest group of working colleagues, of sure commitment to Christ and His saving purpose among men, of genuine humility and eagerness to learn, of professional competence and preparation for the tasks of service, ministry and witness in Nepal. These are indeed "troops and reinforcements" to gladden our hearts and strengthen our hands in pursuing the calling God has given us!

Having said that I hasten to add that we <u>are</u> thankful for the large number of new workers just at this time, and we are praying that our August Language Course will also be filled to capacity. 1976 is a year in which several of our UMN projects, including central administration here at H.Q. in Kathmandu, will see a large turn-over of workers. Furloughs and resignations will exact a heavy toll in mature, experienced staff, and the need for new workers in almost every category is urgent and critical. We sought to give emphasis to these critical staffing needs in our recent Personnel Needs List (iisued in late December, 1975), and we ask all of you to pray with us that the Lord of the harvest will raise up and send workers of His choice to Nepal!

<u>Items for Thanksgiving and Praise</u>:

-- The safe arrival of the new workers mentioned above, plus a promising beginning of the new Language/Orientation Course, 2nd February, 1976.

-- The steady, quiet growth of the Church in eastern sections of the country. One of our missionaries has just returned from a trekking holiday in that part of the land, and brings a very encouraging report of this growth, in many different centers, under almost-completely indigenous leadership.

-- Although the UMN continues to seek workers prepared for a long-term commitment to service in Nepal, we thank God for a number of dedicated short-term Christian volunteers who have filled vital posts in the past several months, and for others who are presently giving the same sort of valuable, short-term service and witness.

-- We are thankful for the continuing opportunity, the "great door and effectual" which the Lord has opened to us here in Nepal. Relationships with the members of His Majesty's Government with whom we must deal regarding our ongoing work, are cordial and fruitful.

<u>Items for Intercession</u>:

-- May I again underscore what I have written above about urgent staffing needs: Surgeons, nurses in institutional, teaching and community health services, women doctors in the fields of obstetrics & gynaecology, paediatricians, a clinical pathologist; hostesses for both the H.Q. Guesthouse and Butwal; teachers, including vocational

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agricultural teachers, English specialist, librarian, primary teacher and/or advisor, arts & crafts teacher at the Girls' High School, school administrators; Technical Advisor for Butwal Plywood Factory, are urgently needed.

-- Miss Denise Stringer, experienced, capable, committed physiotherapist of our UMN Hospital staff, Tansen, has returned to Canada on medical furlough. Please pray with us that she might be speedily restored to full health and strength, and enabled to return to her post in Tansen.

-- The annual Workers' Conference of the UMN will be held in Kathmandu, February 19 - 24, with 140 or more workers in attendance from our several projects in the land. Bishop Jack Dain, of Sydney, Australia, will be speaking at Conference. Pray that the Lord may meet us as we meet with one another in this fellowship.

-- Work on our new UMN cinema film goes forward in the studios of Mr. Hakon Cronsioe in Stockholm. Pray for Mr. & Mrs. Cronsioe as they prepare this film, edit and shape it for use in the service of God's mission here in Nepal. We hope copies of the new film will be available for distribution and sale about mid-Summer.

-- Pray for the annual meeting of the UMN Board of Directors, to be held here in Kathmandu, April 8 - 10, preceded by meetings of the Administrative Advisory Committee, the Finance and Executive Committees. Consideration and possible ratification of the new UMN Constitution & Bye-laws will be a priority item on the agenda of the Board meeting.

-- Meetings of the new Functional Boards, Economic Development, Education and Health Services, prepared and planned by the new Functional Secretaries, will be held in April and May, provided the new Constitution is ratified. Pray for these initial meetings, first steps in the implementation of the new functional structure for UMN administration.

-- Pray for the Rev. Gordon Ruff, Executive Secretary-elect, as he prepares to assume the responsibilities of leadership in the Mission in June. Gordon and Peggie are hard at work with our other new workers in the current session of our Nepali Language Course.

Thank you, each one, for your continuing, faithful partnership with us in Gospel ministry and mission here in Nepal! May God's gracious, enabling benediction rest upon you as you pursue the calling He has given you!

In fellowship,

Frank E. Wilcox
Executive Secretary.

P.S. Many thanks to all of you who have taken time to complete the blue slip enclosed with our last News and Prayer Letter. If others of you are interested in remaining on our mailing lists, would you please return that slip, completed according to your wishes and needs. Many thanks!

We know that some have gone astray in the past, and for that reason are circulating this letter to all on the original list. If this P.S. is crossed out on your copy, then we have received your blue slip. If it is not crossed out, then we have not heard from you.

F.E.W.

Gossner Mission

THE UNITED MISSION TO NEPAL

President: Mr.M.Roemmele
Executive Secretary: Mr. F. Wilcox
Personnel Secretary: Mr. A. Voreland
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KATHMANDU. NEPAL.

EINGEGANGEN
- 4. SEP. 1975
Erledigt .....

Zur Ablage
Aktenplan-Nr. 225
Datum 17.9.75.
Handzeichen

28th August, 1975

To Secretaries of UMN Member Bodies
in Europe and North America.

Dear Friends,

In response to my letter of 18th June regarding possible changes in the basic structure of the UMN to allow for a greater consultation and more frequent communication between member bodies and the United Mission to Nepal in its work here in Nepal, I have received replies from 8 member bodies of the UMN. You may remember that one of the suggestions made in my letter was that Regional Consultations be held, both in Europe and in North America, in the summer of 1976. As a part of that suggestion I offered to be present at such Consultations if they could be held late in July in Europe, and the first week in August in North America.

In the letters which I have received from those few member bodies who have chosen to respond, nearly all of the letters welcomed such Regional Consultations. However, I felt there would need to be a wider response to the suggestion from member bodies in Europe and in North America before we could proceed with plans for such Consultations.

Secondly, a number of the Secretaries responding from European member bodies suggested that the time which I had proposed for a Regional Consultation would not be very appropriate since so many persons are on holdiay at that time, in mid-summer. I am sorry that it is impossible for me, the retiring Executive Secretary, to change the time of my possible attendance at such a Regional Consultation. The plans which Mrs. Wilcox and I must follow do not allow any alteration in the summer of 1976. And I agree that the time is not really very appropriate, very conducive to gather a number of representatives for such a Consultation, in Europe or in North America. I certainly see the wisdom of not trying to set Consultations in the summer of 1976.

Therefore, with the approval and full cooperation of Rev. Gordon Ruff, the new Executive Secretary-elect of the UMN, I am writing to suggest that the Regional Consultations, which were described in my letter of June 18th, be postponed to the summer of 1977. I make this suggestion because Rev. and Mrs. Gordon Ruff will be going on a short, three-month furlough to the USA late May or 1st June, 1977, returning to Nepal 1st September of that same summer. Rev. Gordon Ruff has indicated that he would be most happy to participate in both a European Regional Consultation, with member bodies of the UMN, and in a North American Consultation, at any time which would be convenient to the member bodies on both continents in the summer of 1977.

This means that Rev. and Mrs. Ruff would be available to meet with European member bodies either early in June or late in August, and could,

Gossner Mission

supposedly, meet either on their way to the USA or on their return journey. It also means that Mr. Ruff would be available to meet in a North American Consultation shortly after the meeting in Europe in June, or late in August, or any time during the summer.

Therefore I submit this new proposal to you, with my own recommendation. I think it would be much more fruitful and effective for those of you, as Asia Secretaries of the various member bodies, to meet with the new Executive Secretary after he has served for a year in the United Mission to Nepal. You will have the advantage of full discussion with him about what has been going on in Nepal, as well as his plans and projected program with the UMN for the future in 1977, 1978 and on into 1979. Therefore I would urge those of you who have extended invitations to us, the members of the Gossner Mission and the Committee for Service Overseas, together with other European member bodies, to carry that invitation forward to 1977, if you feel able to do so. Thank you again for your generosity and welcome for such a Consultation to be held in Berlin in the summer of 1976. However, I feel that a Consultation of this sort will be much more fruitful if postponed to the summer of 1977, when Rev. Gordon Ruff can be a participant.

I would hope that Secretaries of North American member bodies will also respond to this letter, and indicate whether or not they would welcome such a Regional Consultation some time early or late in the summer of 1977.

I will wait for further word from all of you, and pray God's rich blessing upon you in your continuing ministries for world mission. I remain

Cordially,

Frank Wilcox.

Frank Wilcox
Executive Secretary

Gossner Mission

27th August, 1975

Memo to UMN Member Bodies.

re: TRANSPORT OF PERSONAL LUGGAGE

Due to the geographical location of Nepal, it has always been most difficult to transport raw materials and personal effects into the country. As of recently, this has been made even more difficult due to a booking restriction on the railways after clearing the docks. This means that the availability of a wagon is impossible to foresee. Also, there is now a rent charge put on all consignments which relates to either their volume or their weight while waiting for a rail-way wagon to send the goodsfrom Calcutta to Kathmandu. The combination of both demurrage which is charged while the goods are in the docks, plus rent upon leaving the docks and awaiting transit, makes some consignments of personal effects unviable.

With both the cost, plus the time lag, making transport of goods very difficult, we are suggest that, wherever possible, future personnel coming out to Nepal should use air freight, either as direct air freight or as unaccompanied baggage on their air tickets. Although seemingly more expensive, this cuts down the time of transit and also the possibility of loss or damage.

In the light of the newly imposed restrictions and rent, we are making this suggestion and asking you, the sending bodies, to consider this recommendation seriously for your future personnel.

Jim Roane
Director, Central Services Dept.

Frank Wilcox

Frank Wilcox
Executive Secretary

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 17.5.75
Handzeichen Do 3/75
EINGEGANGEN
19. AUG. 1975
Erledigt

NEWS AND PRAYER LETTER

8th August, 1975

United Mission to Nepal,
P.O. Box 126,
Kathmandu, Nepal 711000

Dear Partners in Prayer,

Some months ago, "Checkpoint", the magazine of one of our member bodies, the Church Missionary Society of Australia, re-printed a pointed, pithy bit of counsel for supporters of Mission overseas from a work printed by the Moody Press. It was entitled, "When you Pray for Missionaries". Here is just a portion of that piece :

"Every once in a while, get off the beaten track. Pray about needs others may not think to pray for. For instance :

* For victory over mental stagnation. The missionary may have little time for reading and study. He may miss the intellectual stimulus which kept him alert at home.

* For freshness in prayer and in Bible teaching. It's possible that there is no inspired preacher of the Word nearby, no chance for a spiritual 'refresher.'

* For guidance in how to present the gospel to the person with whom the missionary may have only fleeting contact.

* For deliverance from the temptation of pride. Missionaries are by many people supposed to be 'the last word' in Christian knowledge and Christian example. So it is easy to become conceited - hard to confess sin before the people. So pray that the missionary may remain humble.

* For wisdom in relations with other missionaries - victory over irritations, resentments, criticism.

* For strength to overcome the temptations caused by loneliness. Did you ever think that an unwise marriage might be a severe temptation to a young missionary? Well, it is. Pray about it.

* For a saving sense of humour. We must not forget to have a good laugh once in a while- perhaps at ourselves.

Of course, while you are praying for missionaries, don't forget the nation's own people, many of whom are taking direction of the church. Pray that the missionary may act wisely with and under the authority of these new leaders."

Thank you for being the sort of Partners in Mission and Partners in Prayer with whom we feel free to share such pointed, personal prayer requests. In addition to those more urgent calls to intercession, those wide-ranging needs of the Mission as a whole which we describe in this Letter, we workers - weak, stumbling, sinning, falling, picking ourselves up again (!) - covet your occasional prayers for us along the lines outlined in the preceding paragraph. Thank you for caring and praying!

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THANKSGIVING AND PRAISE:

-- For abundant rains to accompany the planting and transplanting of rice. This is a significant blessing in Nepal, a country still almost entirely geared to, and dependent upon, the annual rhythms of an agricultural economy.

-- For nine new workers for the UMN and one of our Associate Members, the Leprosy Mission, now in language and orientation courses here at H.Q. They began their studies the 1st of August, and appear to be making excellent progress. Pray for them as they make many cross-cultural adjustments in the next 4 months!

-- For the Rev. and Mrs. R. Park Johnson who have just arrived. (August 6th). Mr. Johnson will serve the UMN for one year, as a volunteer, in the post of Personal Counsellor. We thank God for the Johnsons, and ask now that God's blessing may rest upon their ministry in our midst.

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Gossner Mission

INTERCESSION:

-- Remember in prayer the annual planning process of the Mission. This begins in the projects late in August, with an initial shaping of plans and budgets for 1976, continues as these drafts come to H.Q., move to the Administrative Advisory Conference early in October, and come to the Finance and Executive Committees for final approval in early November.

-- Though we are thankful for abundant rains in the planting season, the prolongation of the rains has now resulted in swollen rivers and damaging floods! Pray for persons and communities threatened by the floods here in Nepal.

-- Pray that God will give wisdom to those negotiating new openings for seconded workers with various Departments and Ministries of His Majesty's Government :

a) Large, new opportunities to work with the Institute of Medicine in the training of Auxiliary Health Workers;

b) Requests from the Ministry of Education to submit plans for seconded workers from UMN and possible new programs in education;

c) Initial approaches to the Ministry of Agriculture to offer seconded workers and other assistance in agricultural development in Nepal.

-- Continue to pray for the negotiations with various Departments and Ministries of HMG for the special agreements, within the framework of our new General Agreement, covering all of our projects and programs.

-- Remember in prayer the annual Bible Conference of the Nepal Christian Fellowship, to be held in October on the campus of the Boys' Boarding School in Pokhara. Christians gather for this Annual Conference from all over the land, and the Holy Spirit has used this conference in past years as a means of spiritual renewal and refreshing for Christians and the Churches.

-- Pray for God's care and protection for all who must travel during this monsoon season. Travel both by road and by air is greatly restricted during the summer in Nepal and, during heavy rains, can be extremely hazardous.

-- Pray for wisdom for the Committee making final plans and decisions for the "shooting" of the new UMN film, hopefully, some time in the autumn, 1975.

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We frequently receive requests from friends for slides of Nepal and the work of the UMN, and want to remind you that a set of 62, 2" X 2" Kodachrome slides, covering the country and the work in a general survey, is available from this office, at a price of Rs. 140 (NC), or $13.00 (US) . . . Also available : A new edition of the booklet, "Nepal on the Potter's Wheel", a companion piece to the film of the same title. The booklet, selling for $1.00 (US) is available from this office, and also from the Regions Beyond Missionary Union, 99 Thurleigh Road, Balham, London, SW12 8TY, UK, and from the World Mission Prayer League, 232 Clifton Avenue, Minneapolis, MN. 55403, USA.

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God's peace, beyond all understanding, rest upon each of you!

In fellowship

Frank Wilcox
Executive Secretary.

Gossner Mission

THE UNITED MISSION TO NEPAL

President: Mr. M. Roemmele
Executive Secretary: Mr. F. Wilcox
Personnel Secretary: Mr. A. Voreland
Treasurer: Mr. R. Havens

Telephone: 12179
14580
Telegrams: UMNEPAL
POST BOX NO. 126
1/29 THAPATHALI
KATHMANDU, NEPAL.

EINGEGANGEN
22. JULI 1975
Erledigt .....

1/28 Jangpura Extension,
New Delhi 110 014,
India.

18th July 1975

Zur Ablage
Aktenplan-Nr. 225
Datum 30.7.75
Handzeichen

TO ALL MEMBER BODIES OF THE UNITED MISSION TO NEPAL:

Appointment of UMN Treasurer

You will regularly be in receipt of lists of personnel needs from UMN Headquarters, the most recent of which was dated June 1975. I am writing to you particularly about one senior position in the UMN which falls vacant in June 1976. This is the position of Treasurer, and the Constitution of the UMN lays down that this appointment be made by the Annual Meeting of the UMN Board of Directors. However, nominations are to be made by the Executive Committee, and they in turn may be informed by suggestions for this post by member bodies.

I am writing to you now soliciting such suggestions for nomination to the post of Treasurer of the UMN, for a period of service of 3 years beginning June 1976. (There is, of course, the possibility that this term of service may be renewed). A description of necessary qualifications and a brief job description follow :-

1. Qualifications
   (a) Should be either a C.P.A. (USA), a Chartered Accountant (UK) or equivalent;
   (b) Should have some years of experience in commercial and/or industrial accounting and auditing or equivalent work experience;
   (c) Should be a committed Christian interested in service in Nepal as a call from God;
   (d) Should accept the basis of faith and statement of purpose of the constitution of the UMN.

2. Job Description (This job description is necessarily brief and includes largely a list of duties of the Treasurer as found in the Bye-laws of the new UMN Constitution.)
   (a) The Treasurer shall receive all monies and issue official receipts on behalf of the UMN;
   (b) He shall maintain the accounts of the UMN and present monthly statements of these accounts and an annual report to the Finance Committee;

Gossner Mission

(c) He shall disburse the budgeted grants of the UMN into the various institutions and projects of the Mission, and such other monies as he may receive on their behalf;

(d) He shall receive and scrutinise monthly financial statements from all the institutions and projects of the UMN and report on the same to the Finance Committee as needed;

(e) He shall be responsible for the bank accounts of the UMN and be a signatory of all bank accounts of the UMN institutions and Projects;

(f) He shall receive the proposed budgets from the Functional Boards and the Executive Secretary and present them to the Finance Committee;

(g) He shall arrange for the annual auditing of all the United Mission accounts, except those maintained by himself, and submit reports to the Finance Committee;

(h) He shall present the annual financial reports to the Finance Committee.

For ease of hand-over and continuity, it would be ideal if the new Treasurer could enter Nepal in January 1976, for initial language study beginning 1st February 1976.

The Executive Committee of the UMN next meets on 6th November, but for practical and administrative reasons I am asking you to let me have your nominations before the 25th October. Along with the nominations, will you please send details as full as possible, including the following :-

(1) A statement regarding the qualifications and ability to fulfil the job description as outlined above;

(2) A statement of academic background, qualifications, degrees, and work experience of the candidate;

(3) The ordinary and regular personnel forms which your Mission prepares for all candidates being offered to the UMN for service in Nepal;

(4) Completed and satisfactory physical examination forms for the candidate whom you are presenting.

Please reply to me at the above Delhi address.

As you will certainly know, the UMN annually handles considerable sums of money. The appointment of the right man as Treasurer is therefore of great importance. I welcome your co-operation in this, as I would warmly thank you for all your co-operation in the past.

Yours sincerely,

Michael C. Roemmele

President U.M.N.

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 7.7.75
Handzeichen

EINGEGANGEN
7 JUL 1975

UNITED MISSION TO NEPAL *** PERSONNEL NEEDS *** JUNE 1975

This list consists of personnel required for approved posts and, unless stated otherwise, long-term appointees are preferred. Job descriptions can be supplied on request. Enquiries: Mr. A. Voreland, Personnel Secretary, United Mission to Nepal, Box 126, Kathmandu, Nepal. MOST URGENT NEEDS ARE BOXED BELOW.

PAEDIATRICIANS	For Shanta Bhawan & Tansen Hospitals. Paediatricians with several years post-graduate experience, who are willing to come on a career basis for a minimum of three to five years; to share responsibility for busy Unit, large Outpatient and Under-Fives Clinic.
WOMAN DOCTORS	For Shanta Bhawan & Tansen Hospitals, with experience in Obstetrics and Gynaecology. Either a General Practitioner with experience in Obstetrics and Gynaecology willing to come on a career basis or for a minimum of three to five years, would assist the Obstetrician/Gynaecologist and have responsibilities in the Outpatients Dept and the opportunity to relate to Community Health Programme; or a Doctor Registrar level with post-graduate qualifications willing to come on a career basis or for a minimum of three to five years, At Shanta Bhawan would have responsibilities in the small (500 deliveries/year) but growing Obstetrics/Gynaecology Unit, with opportunity for teaching students.
PHYSIOTHERAPIST	For Shanta Bhawan Hospital. The need is for a professional worker with good qualifications and experience, ready to train counterparts and prepared to stay at least one year, preferably longer.
YOUNG DOCTORS	General Practitioners, with qualifications and experience in surgery, plus some general medicine or paediatrics (Shanta Bhawan Hospital, Kathmandu). Also need for Doctors who are prepared to live under primitive conditions and to be adaptable in medical practise where ideal clinical conditions are not always available.
NURSES	For Shanta Bhawan Hospital School of Nursing, Kathmandu for the Tansen/Pokhara Auxiliary Nurse Midwives School (both of these being joint HMG/UMN projects) Nurses with teaching qualifications and abilities. Sister Tutors, (must have midwifery qualifications), with B.Sc. or equivalent. For Community Health programmes over wide areas of Nepal, in Kathmandu, Tansen, Gorkha, Okhaldhunga and over further afield. Nurses with Community/Public Health training and experience. Prepared to be flexible and mobile and to live under primitive conditions.
HOSTESS	Butwal Technical Institute, Butwal. Supervising foreign staff mess and small Guesthouse at Technical Institute. May be ideal for couple where the husband can serve as Maintenance Supervisor at the Technical Institute. Short-term 2-3 years.
OFFICE SECRETARIES	The need is for Secretaries who can assist medical staff with correspondence, typing, duplicating, etc. A Secretary is also needed for the Typing Pool in the Headquarters Administration Offices.

COMMUNITY HEALTH EDUCATORS	Experience, certificate or degree in education or vocational subject area (Argriculture, Health, Nutrition, etc) Will be assigned to local Community Health programme under Community Health Administrators.
HOSPITAL ADMINISTRATOR	For Tansen Hospital, with qualifications and experience in Hospital administration.

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LAB. TECHNICIAN	For Tansen Hospital. Able to train national counterparts.
TEACHERS	Agricultural/Vocational Teachers. Arts and Crafts Teacher for Girls' High School. Musical and swimming abilities would be a great advantage. Subject Masters who are able to build subject departments in High Schools, (Maths - Science - English, etc.) School Administrators with managerial teaching experience and running Boarding Schools in new development areas. Government approval necessary for secondment of such Teachers to non-Mission institutions to teach on Primary, Secondary and High School and College levels.
CONSULTANTS	In fields listed below, or related fields: For Butwal Division of Consulting Services. To be part of a team of consultants to undertake field surveys, feasibility studies and detailed planning for district projects; working with local government, private firms and individuals. Short-term workers who are experts in special fields, or long-term workers with wider field experience. Fields to be covered: Finance and company affairs (industrial development) Economic development (especially in agriculture and agro-based industries) Industrial engineering (especially agro-based industries)
FIELD WORKERS	For district development projects: Butwal, Division of Consulting Services. Persons with qualifications, practical experience, not too specialized; rather a wide background and flexible approach to work. Long-term workers who are willing to learn the language well, live under primitive conditions. In the following fields: General construction - buildings, waterworks, etc. General mechanics - all-round, versatile workers Small scale irrigation Small agro-based processing industries. (People with farm background preferred)

Gossner Mission

Wl 13.6.75

NEWS AND PRAYER LETTER

Zur Ablage
Aktenplan-Nr. 225
Datum 7.7.75
Handzeichen Due

EINGEGANGEN
10. JUNI 1975
Erledigt

No. 2/75

30th May, 1975

United Mission to Nepal
P.O. Box 126,
Kathmandu, Nepal 711000

Dear Friends of the UMN,

During regular sessions of our UMN Language School and Orientation Course, held twice each year here in Kathmandu, it is our custom to gather informally in the H.Q. Guesthouse on Sunday evenings at least twice a month for singing, fellowship, and a brief devotional - a kind of unstructured "evening vespers". At our last Sunday evening sing our leader had stirred and moved us repeatedly to exuberant, jubilant song. We sang not only with heart and mind, throat and tongue, but also with hands and feet! Some of the new hymns and songs the Church is singing these days seem to demand at least the clapping of hands to express appropriate praise and thanksgiving! . . . When we could sing no more, our leader shared with us a truth which has been gathering strength, coming to form and shape in her own mind and heart as she pursues the daily task of her missionary assignment in the UMN. She termed it "creative tension". Engaged in Mission in a totally new country and culture, uncertain as to how to relate positively and fruitfully to 1001 new attitudes, customs, rites and practices, people and purposes, we find tensions arising daily within us. Shall we not respond in faith, hope and love, looking on these tensions as so many new doors for creative, loving, compassionate, humble witness and service? Instead of being overcome by tension and pressure in the daily round, looking upon it as unwanted and evil, shall we not accept it as part of the very stuff of real life, and turn it to dynamic, creative use, under the enabling grace of God?! Certainly, this must be the attitude, or life-style, if you will, that Paul had in mind when he wrote:

> "Yet we who have this spiritual treasure are like common clay pots, to show that the supreme power belongs to God, not to us. We are often troubled, but not crushed; sometimes in doubt, but never in despair; there are many enemies, but we are never without a friend; and though badly hurt at times, we are not destroyed. At all times we carry in our mortal bodies the death of Jesus, so that his life may be seen in our bodies."
>
> -- II Cor. 4:7-10 (T.E.V).

Most of the matters about which I now write briefly have been causes of tension through the past weeks and months, "storm centres" in the life of the Mission, or in the experience of individuals, sometimes in the lives of UMN colleagues, sometimes in the lives of our Nepali friends and neighbours. May I humbly suggest that we covenant with one another to renounce all "counsels of despair", and rather look on centres of tension and pressure, in our own lives, in the ongoing life of the UMN, as sources of new creativity, opportunity and spiritual power, creating countless new possibilities "that his life may be seen in our bodies."

For PRAISE AND THANKSGIVING:

— New General Agreement signed! This is a word most of us have longed to hear for many months, and now we thank God that the tensions generated and built up across the months of waiting for this word have issued in fresh, new, larger opportunities for service in Nepal for the next five years! A final review of the draft of a new General Agreement was required at Cabinet level last week. When I met officials of the Ministry of Foreign Affairs early this week, ready to submit a polite letter of complaint about the delay in concluding and signing a new General Agreement, I had no opportunity to present my letter! Instead, I was given the welcome news that the Agreement had been finally approved by the Cabinet, and all that remained was to set the date for signing the new Agreement with the Joint Secretary, Ministry of Foreign Affairs! I, of course, suggested the earliest possible date, Thursday, May 29th. Now the deed is done! The Lord's Name be praised!

— Appointment of new Executive Secretary, the Rev. Gordon Ruff. The Executive Committee of the UMN Board of Directors has voted unanimously to appoint the Rev. Gordon Ruff, of New Delhi, India, to succeed Frank Wilcox as Executive Secretary of the UMN, in June 1976. (Mrs. Wilcox and I are due for furlough in early July, 1976 and after six years of service with the UMN, will not be returning to Nepal in the forseeable future). Gordon Ruff is no stranger to the UMN, having served

Gossner Mission

as representative of the United Presbyterian Church, U.S.A on the Board of Directors for more than 10 years. He has also served on the Executive and Finance Committees, and as President of the UMN. The constitutional process which culminated in the election of Mr. Ruff as the next Executive Secretary began the first week in November, 1974 with Executive Committee action to seek suggestions for a new Executive Secretary. It included correspondence with Board Appointees and UMN member bodies, soliciting suggestions of possible candidates for the post; a review of that correspondence by the Executive Committee; the Executive Committee's nomination to the Board of Directors of the Rev. Gordon Ruff; submission of the nomination to all Board Appointees of the Mission for comments. Out of 90 replies received from Board Appointees, more than 75% favoured the appointment of Mr. Ruff, while 24% raised questions about it. The Board, in its April meeting, charged its new Executive Committee with the responsibility and authority to act on the nomination, after receiving a report of the comments of Board Appointees, and you now have the result of their action . . The Rev. and Mrs. Gordon Ruff have served as missionaries under the United Presbyterian Church in India, since 1947 and bring a wide range and depth of experience from several different assignments and responsibilitiex to their new appointment in the UMN. Gordon has served as representative of the United Presbyterian Church in India & Nepal for the past several years, and has been deeply involved in a number of ecumenical causes in the sub-continent, including the formation and launching of the Church of North India. We thank God the Ruffs are prepared to accept this call to new and different service in His Kingdom purposes in Nepal. You will want to join us in prayer, I am certain, that God will prepare and equip them for this new task. They will, hopefully, be ready to join the UMN Language School which begins 1st February, 1976.

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For PRAYER:

— Food Scarcity in some Areas. Although most of the land is more than self-sufficient in food grains, pockets of scarcity develop temporarily and quite without warning from time to time, due to lack of rain or other natural causes. This has been recently happening in East Palpa District where we have 2 nurses, a health educator and their Nepali colleagues engaged in a strong community health programme. Villagers were reduced to selling their animals, kitchen utensils, and even seed grain. Some were preparing to sell precious land to buy food. Our workers have launched a food-for-work programme, building a badly-needed water supply, and are supplying rice to the workers. Pray for wisdom to administer such a programme.

— Negotiating Special Agreements. A feature of the new General Agreement (which, by the way, is to run for five years from the date of signing, May 29th 1975) is the opportunity and necessity to negotiate and work under the terms of a special supplementary agreement, with the concerned Ministry of Department of HMG, for each of our projects. We have run our UMEDA projects (in industrial training and economic development), in the Butwal area,under such a special agreement, within the framework of our General Agreement, for several years. It has been of great advantage to have such a special agreement, and now we anticipate similar advantages in working out and using similar special agreements for all our health services projects, and all programmes in education. We solicit your prayers for wisdom and guidance as we now negotiate these new special agreements which will establish frames of reference for our work in every sphere for years to come.

— Other Actions of the UMN Board: 1) Far-reaching in its consequences for all of the UMN was the action of the Board to approve and adopt a report proposing to re-structure the administrative framework of the Mission. The report came from a special Workers' Conference Committee which had worked for more than a year. In essence, the report is a sweeping amendment of the Constitution & Bye-Laws of the UMN which replaces the present area-administration of the Mission, orientated to the geographical areas in which work has been located. The new administration will give leadership and direction to UMN people and projects along functional lines. Functional Boards, Functional Secretaties in the spheres of Education, Health Services and Economic Development, closely-related tl the corresponding ministries and departments of HMG/N, will more effectively coordinate and facilitate work under way, projected in each sphere ... Pray for all who are preparing plans and steps for the transition in April, 1976.

2) The Board acted to confirm the appointment of our first Personal Counsellor, a new member of the UMN staff who will be available to all UMN persons for counselling, as well as available to projects for Bible studies, retreats and other forms of Christian ministry. The Rev. R. Park Johnson and Mrs. Johnson come as volunteers with many years of experience in missionary service in Asia, and will join us for a year's service about 1st August, 1975. Pray for them!

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Note: Copies of the UMN 1974 Calendar, with 6 colour photos of Nepal & UMN work are available, at a very nominal price, from the offices of the Regions Beyond Missionary Union, 99 Thurleigh Road, Balham, London, SW12 8TY, England.

In fellowship,
Frank Wilcox - Executive Secretary

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
im 23.5.75
Zeichen Dürke

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

S . O . S

EINGEGANGEN
23. MAI 1975
Erledigt .....

Personnel Secretaries,
UMN Member Bodies.

Dear Colleagues,

URGENT PERSONNEL NEEDS FOR THE U.M.N.

I want to bring to your attention just a few very urgent needs for the UMN at this time. A regular Personnel Needs List will be prepared and sent to you next month, June, 1975, but these needs are immediate and we are writing to you and anyone else who might possibly be able to help us in this time of very real need. I list the needs as follows:

1. Paediatrician for Shanta Bhawan Hospital. A Paediatrician with several years post-graduate experience, who is willing to come on a career basis for a minimum of three to five years; to share responsibility for busy Unit of forty cots, large Outpatient and Under-Fives Clinic.

2. Woman Doctor for Shanta Bhawan Hospital, with experience in Obstetrics and Gynaecology. Either a General Practitioner with experience in Obstetrics and Gynaecology willing to come on a career basis or for a minimum of three to five years, would assist the Obstetrician/ Gynaecologist and have responsibilities in the Outpatients Department and the opportunity to relate to Community Health Programme; or a Doctor Registrar level with post-graduate qualifications willing to come on career basis or for a minimum of three to five years, would have responsibilities in the small (500 deliveries/year) but growing Obstetrics/Gynaecology Unit, with opportunity for teaching students.

3. Physiotherapist for Shanta Bhawan Hospital. The need is for a professional worker with qood qualifications and experience, ready to train counterparts and prepared to stay at least one year, preferably longer.

4. Office Secretaries. The need is for Secretaries who can assist medical staff with correspondence, typing, duplicating etc. A Secretary is also needed for the Typing Pool in the Headquarters Administration Offices.

The UMN seeks, preferably, long term workers (three to five years) who will come as Board Appointees with full support by the sending body. We look for a personal Christian commitment for missionary service. Workers should be ready to join the 4 months Language and Orientation Course starting 1st August, 1975. Short term offers of service (one to two years) will also be considered.

I remain,

Sincerely,
Asbjorn Voreland
Personnel Secretary

Gossner Mission

Zur Ablage
Aktenplan-Nr. 225
Datum 7.4.75
Handzeichen
EINGEGANGEN
20. FEB. 1975

NEWS AND PRAYER LETTER

No. 1/75 January 31st, 1975

United Mission to Nepal,
P.O. Box 126,
Kathmandu 711000, Nepal

Dear Partners in Mission,

A little book that Mrs. Wilcox and I have tried to "beg, borrow, steal", or even buy (!) for the past several years is a year's devotional selections from the sermons and writings of W.E. Sangster entitled, "Daily Readings from W.E. Sangster". But for some reason or other this little volume, published in 1966, has always eluded our grasp. Now, at Christmastide, 1974, some perceptive, thoughtful and generous colleagues in the UMN, learning of our fruitless search, sent us their well-read copy of this moving little devotional book! We treasure it greatly, and I want to share with you a few lines from the opening selection which came to us with fresh power and promise. I believe it has something significant to say to us who are linked together in, and for Christian mission here in Nepal.

> "I cannot promise you, in the coming year, a new set of circumstances. Indeed, I anticipate, for myself and for you, difficulties and disappointments and obstacles and some pain - for that is life. No year has yet dawned which did not contain them, and, if such a year did come, it might be debilitating to the soul. But, in the name of Him who sits upon the Throne, I promise you that if you will receive Him into your heart, and if you will submit to His Lordship over you, you can have a new heart, a new life, and therefore, a new birth. I cannot beckon you away from the flinty path upon which some of you walk. I am not commissioned to do so. Those who follow Christ must travel at times 'by stony paths and rugged ways'. But I do promise you, even in grey times, new life in God."
>
> — Westminster Sermons (vol. ii).

Enough said - for all of 1975!

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Now, let me share with you Matters for PRAISE and THANKSGIVING:

1) UMN Workers' Conference, 1975. At the gracious invitation of our UMN team at the Nepali Ideal School (Boys' Boarding School), Pokhara, our Conference this year met in the spectacular setting of this new campus on the banks of the Seti Khola (White River). The great peaks of the Annapurna group of the Himalayas form the backdrop for this setting. Seeing them afresh each morning set aflame by the rising sun, many of us felt constrained to sing, over and again, "How great Thou art"! Bible studies in Ephesians and evening messages on New Directions in Evangelism (as outlined in the Lausanne Covenant) by the Rev. John Stott, of All Souls' Church, London helped to set the tone for the whole Conference. We thank God for the ministry of John Stott in our midst! . . . The special opportunities, afforded through all living together on campus, to eat, pray, talk, question, share, both in plenary sessions and in daily small groups, with one another was an outstanding feature of Conference . . . With other actions, Workers' Conference, after thoughtful and thorough discussion, approved a report of one of their Committees, recommending a basic re-structuring of the administration of the UMN along functional lines, passing the report on to the UMN Board of Directors for consideration and possible action . . . Another significant action of the Conference was the formation of a continuing Committee to study the Christian - his place, his "way" - in Culture. A resource person was appointed in each of the UMN project-areas to relate to this continuing study committee through the year. The Committee was asked to report back to Workers' Conference, 1976.

2) Renewal of the General Agreement with HMG/N. Although I cannot report that the new Agreement is "signed and sealed", I can say that final acceptance of a new Agreement, with signatures to be made by both parties, is close at hand. When I returned from Workers' Conference to Kathmandu, a modified draft for a new General Agreement, from the Ministry of Foreign Affairs, was waiting for me. Copies have been circulated to all our UMN workers, and most of us look upon this proposed new Agreement as the charter for a larger, wider opportunity for witness and service in Nepal than we have enjoyed before. I include a copy here for your consideration, and would welcome comments,

Gossner Mission

questions, suggestions, especially from executive officers of UMN member bodies. although this "final" draft will need HMG/N Cabinet approval, this will very probably be our final opportunity for questions or amendments.

3) Restoration to health of 6-year old Sarah Cooley is a special cause for thanksgiving. Sarah, with her parents, Mr. and Mrs. John Cooley, and 2 sisters, will return to Nepal early in February, and her parents will be studying in our UMN Language School.

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Matters for INTERCESSION:

1) Nineteen new workers for Nepal will begin their studies in Nepali, with accompanying orientation lectures, February 3rd. We commend them all including five children coming with their parents, to your prayers as they settle into a new world, new customs and culture, new neighbours and friends.

2) Tentative invitations to open new work in West Nepal have been received, and a small UMN team will visit these two or three centres under consideration to determine just how and when we might be able to begin work, offer seconded workers, or in other ways give assistance to programmes under way or projected in the fields of education, health services, economic and/or agricultural development. Join us in prayer that God will guide and direct us in these possible new ventures.

3) Theological Education by Extension, with programmed instruction, is being used with great benefit to young, growing Churches in many parts of the Third World. The first courses have just gotten under way here in Nepal, with several promising, potential leaders of the Church enrolled. Pray that the use of this special tool for theological training may be used by the Holy Spirit to raise up needed leadership for the Church.

4) Preparations for Meetings of the UMN Executive Committee & Board of Directors are under way. These important meetings will be held the first week in April, and I commend the members of Finance and Executive Committees, as well as members of the Administrative Advisory Committee who will meet the day before the other meetings get under way, and the representatives of our member bodies who comprise the Board of Directors, to your prayers. Pray that members of these committees and the Board may be given special insight and wisdom as they deal with sensitive personnel questions, and take up the recommendations of the Executive Committee and Workers' Conference regarding the Report on Re-structuring the Administration of the Mission.

5) Pray for the King and the Country, men in high places, and the common people of the land, that peace with justice might prevail, and that He who is the Light of the world may increasingly enlighten this lovely land and people.

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May the power of God, with His grace and peace, rest upon you, undergird you through all of 1975!

Cordially, in His fellowship

Frank E. Wilcox
Executive Secretary

Gossner Mission

General Agreement between His Majesty's Government of Nepal and the United Mission to Nepal

Being desirous of cooperating in undertaking various development projects in Nepal, His Majesty's Government of Nepal (hereinafter referred to as "HMGN") and the United Mission to Nepal (hereinafter referred to as "UMN") have agreed as follows:

1. Definition. The term 'Project' shall mean any Institution, Project, programme or other activities in which the Mission is engaged under the terms and conditions of a separate Agreement entered into with the concerned Ministries or Departments of HMGN.

2. The UMN agrees to conduct its activities in the fields of Education, Health Services, Agricultural, Technical and Development Services and in other fields subject to separate Agreements concluded with the concerned Ministries and Departments of HMGN.

3. All financial involvement in running the Project shall be the responsibility of the UMN except where a Ministry or Department of HMGN agrees to provide assistance in respect of finance, staff or other facilities for a particular Project under a separate Agreement.

4. Appropriate training shall be given to the Nepalese employees in order to replace their foreign counterparts at all levels as soon as possible.

5. UMN shall submit yearly reports to HMGN of all its activities, and individual Projects shall submit reports as instructed by the concerned Ministry or Department of HMGN. The account of each Project shall be open for inspection by representatives of HMGN at any time.

6. UMN shall in all its activities attempt to work within the framework of HMGN planning, and shall ask for the advice and guidance of concerned Departments of HMGN regarding execution of the Projects in which they are involved. In any separate Agreement, concerning Project, reference shall be made to that Department of HMGN which will serve as liaison between HMGN and the Project.

7. The UMN and its members shall, during their stay in Nepal, be subject to the laws and regulations of Nepal.

8. The various Institutions run by the UMN shall be subject to the rules framed by the concerned Ministries or Departments of HMGN.

9. The UMN shall not open any new Institution or expand the existing Institution without obtaining the prior permission of HMGN.

10. The UMN and its members shall confine their activities to the achievement of the objectives of the Projects to which they are assigned and shall not engage in any proselytizing and other activities which are outside the scope of their assigned work.

11. For the purpose of this Agreement, the members ahall mean all the personnel or officers working under the UMN.

12. The UMN shall not dispose of their properties both moveable and immoveable either by sale or gift or any other manner to any juridical or physical person, Whenever such disposal would be necessary, the Mission shall notify HMGN in advance and act according to their instruction.

13. HMGN reserves the right to nationalise any one or all of the Projects run by the UMN whenever they desire, the question of paying compensation for such nationalisation shall only arise if it takes place within a period of five years from the date of signing of this Agreement.

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

15. In case of violation of this Agreement, HMGN may at any time notify the UMN to wind up its activities.

16. This Agreement shall come into force from the date of its signing and shall remain valid for a period of five years unless terminated by HMGN by giving six months notice in writing to the Mission or for such further period as extended by HMGN upon six months prior request of the UMN in writing before the expiry of such period of five years on the present terms and conditions or on such terms and conditions as may be laid down by HMGN.

Gossner Mission