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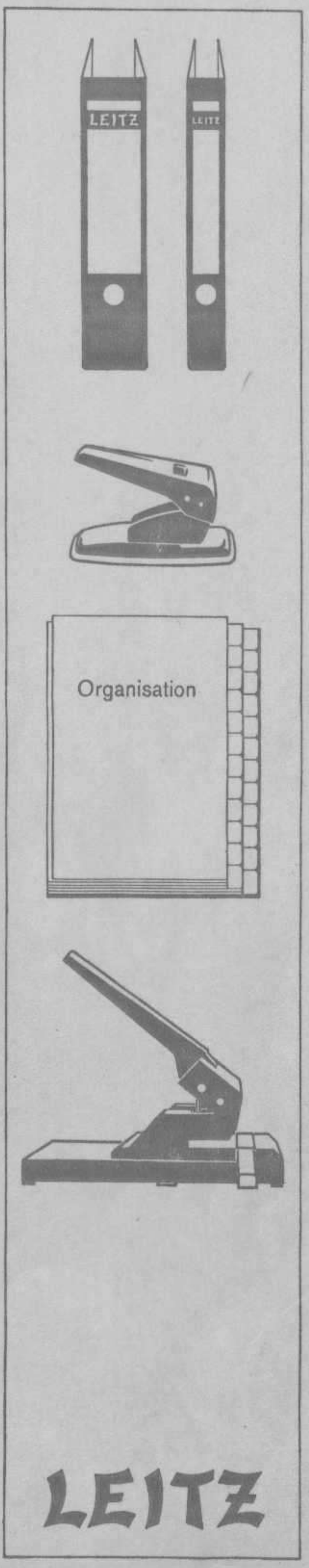
Enthält

u. a. Kurzinformationen zu UMN (United Mission to Nepal) 1972 und 1984; Darstellung der Ziele und Tätigkeiten der UMN 1975 durch Dienste in Übersee; 1983-1988 Rundschreiben (News and Prayer Letter), allgemeine Rundbriefe, Berichte zur Gesundheitsarbeit,

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allgemeine
Informationen
über UMN

UMN

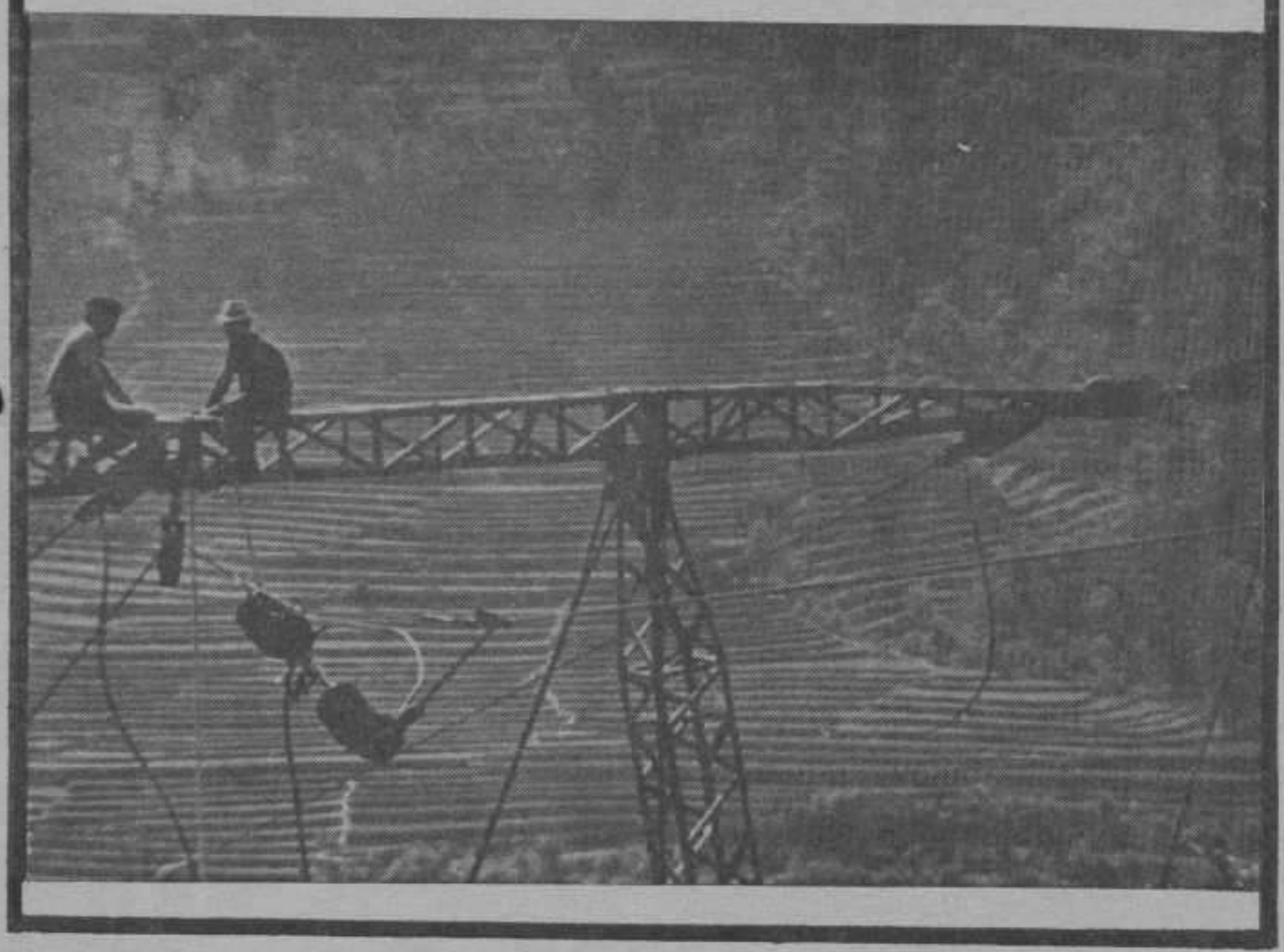
ENGINEERING

& INDUSTRIAL

DEVELOPMENT

IN NEPAL

REVISED, 1988



Gossner Mission

A C K N O W L E D G M E N T S

Page	Description	Source
Cover	Stringing a transmission line at the Andhikhola Project (AKP)	Oddmund Mogedal
2	Apprentices at work in BTI	Tony McGall
3	Map showing locations of UMN engineering & industrial development work	Publ. Secy.
6	Carpentry work at the BTI	Gudrun Bonnedal
8	Work at the BTI; roofing tiles in background	Tony McGall
9	Working on a small turbine at BEW	Gudrun Bonnedal
10	In the pressed-metal department of BEW	Tony McGall
13	Working on the forebay (tunnel outlet) structure, Tatopani	Gordon Russell
15	Sketch of the Andhikhola Project	Tony McGall
17	Barren slopes in the Andhikhola River Valley	Prescot Stephen

Note: Photos/materials used in this booklet were taken/prepared by Oddmund Mogedal (UMN), Tony McGall (UMN), Gudrun Bonnedal (Sweden), Gordon Russell (UMN) and Prescot Stephen (U.K.).

Prepared by: Gene Glassman, Publications Secretary

UMN
Publications
Office
8/88

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ABOUT THE UMN'S
ENGINEERING & INDUSTRIAL DEVELOPMENT (1988)

The second largest activity of the United Mission to Nepal (UMN)--after Health Services--is work carried on in the fields of engineering and industrial development (EID). This work accounts for 21.5% of the mission's personnel (including spouses) and 31.2% of its finances (1988-89 budget). The work is carried on in projects and programs under the Engineering & Industrial Development Secretary (EIDS). The booklet in your hands has been prepared to acquaint you with the many activities of this department, to explain the reasons for the mission's involvement in such work and to encourage your interest in the needs of Nepal which the UMN is trying to meet.

The Engineering & Industrial Development Department is not, of course, the mission's only activity for improving the quality of life of the Nepali people. It cooperates with other UMN departments (that is, Education, Health Services and Rural Development), with His Majesty's Government of Nepal (HMGN) and others as opportunity allows. EID activities are described in the pages that follow.

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

Gossner Mission

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THE UMN'S
ENGINEERING & INDUSTRIAL DEVELOPMENT IN NEPAL (1988)

I. BACKGROUND

When workers--who eventually became organized as "The United Mission to Nepal" (UMN)--were first invited into this country their assignment was to offer medical services, in particular "to open a hospital in Tansen and clinics in the Kathmandu Valley" (Jonathan Lindell, Nepal and the Gospel of God, p. 142, published by the UMN, 1979). That was in 1954.

Not long afterwards, however, it was recognized that this nation--newly emerging from a medieval state and desiring to move quickly into the twentieth century--had far more needs than could be met by just doctors and nurses. Schools and other forms of "development" were also called for in almost every part of the country. With the need so great and the possibility of meeting all needs out of the question, something more limited yet practical had to be worked out.

In the early 1960s, as the building work at Tansen Hospital was nearing completion, the mission proposed setting up a Technical Trade School right in Tansen. This was to take advantage of a work force of trained masons, electricians, carpenters and others, and also to make use of a good supply of simple tools and equipment that had been accumulated. HMGN, however, turned down the offer since at that time the Government had concluded that there should be no more "mission schools." The UMN then proposed setting up not a school but an "Institute of Technology and Industrial Development" (ITID). This offer was made to the Ministry of Industry and was eventually accepted.

The Government then asked the UMN to propose a suitable location for the Institute. The suggestion

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was made that the Institute be located in the mountains in the upper Andhikhola region. But HMGN turned this down, insisting that the site chosen should be in the Terai (or plains) region. The UMN therefore chose Butwal, and this for a number of reasons. The location was strategic and more accessible than a site in the mountains would have been. It was, moreover, already well known as the supply base for Tansen; and it had enough non-farm land around it which would lend itself to industrial expansion. Although Butwal had been an old trading town just at the foot of the mountains and on the edge of the plains there was a need for industry to replace trade as an economic base. All of these reasons added to the attractiveness of the UMN's proposal.

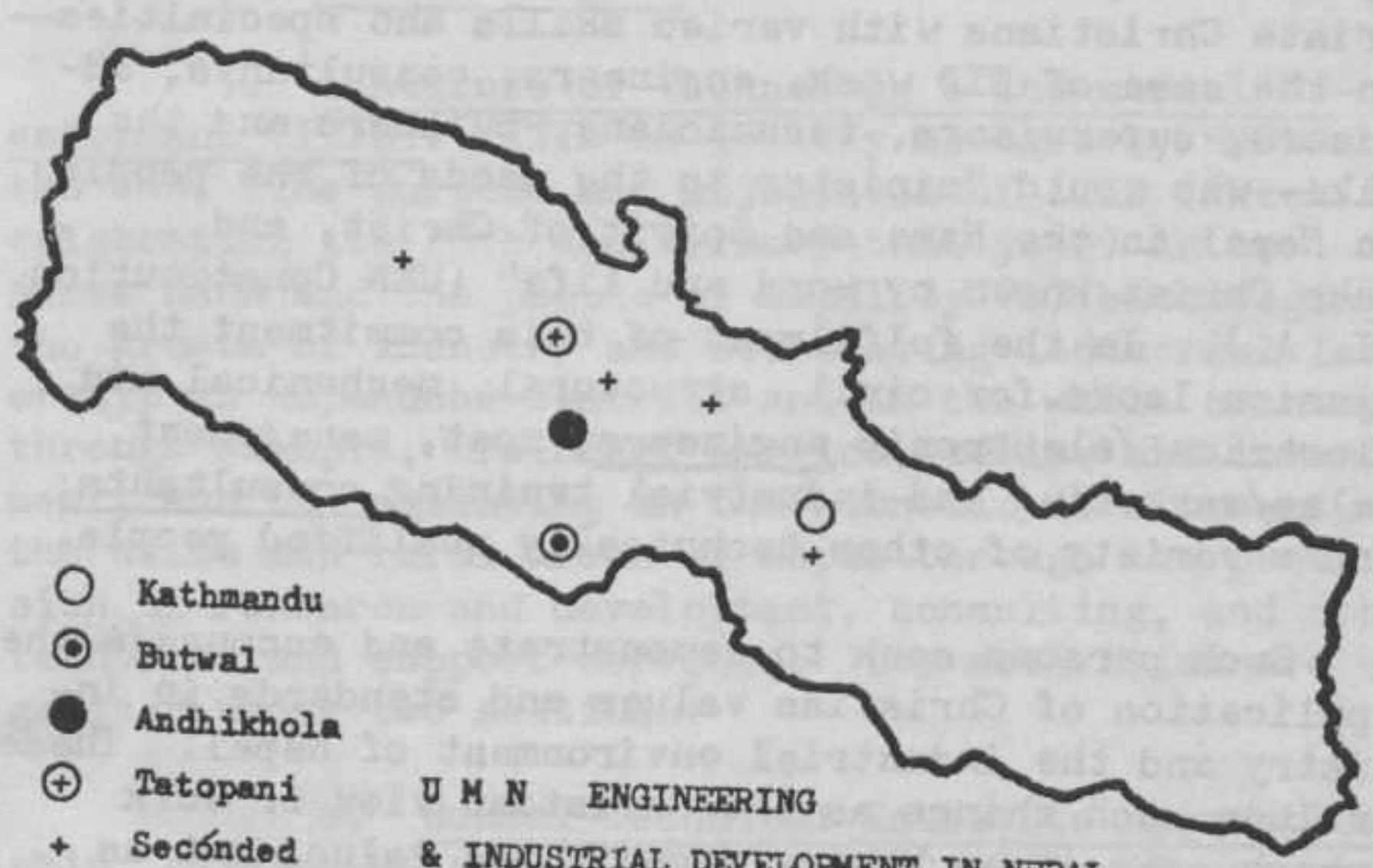
The overall aim of the project was industrial development by example. So it was recognized that on-the-job training as well as a variety of approaches would be essential and integral to the carrying out of the



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program. The work in time expanded to include wood industries (i.e., plywood and furniture-making factories), engineering and general construction activities, hydropower companies, and research and development (e.g., biogas). All of these were "development" with the aim of helping people to help themselves.

Over the years and through many administrative and organizational changes and refinements Butwal has remained the mission's industrial and technical center. But while many of the UMN's engineers and technicians are still assigned to Butwal, a good number of them have now moved out to other sites in Nepal. The map below and the following pages will make this clear.



II. ORGANIZATION

Until 1987 the UMN's engineering, industrial and rural development work was carried on under the mission's Economic Development Board (EDB). This board no longer exists and in its place the UMN's develop-

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ment projects have been divided between two distinct offices: the office of the Engineering/Industrial Development Secretary (EIDS) and the office of the Rural Development Secretary (RDS). When this change came about the EIDS became responsible for the recruitment and placement of engineering and industrial development personnel in two main areas of work--Butwal and Andhikhola--besides his own office at HQ in Kathmandu and the related offices at Jyathatole in downtown Kathmandu. The EIDS also secónds people with technical skills to other UMN projects.

III. PERSONNEL

When the Constitution of the UMN was prepared it specifically stated that the UMN would recruit expatriate Christians with varied skills and specialties--in the case of EID work, engineers, consultants, advisors, supervisors, technicians, builders and the like--who would "minister to the needs of the people in Nepal in the Name and Spirit of Christ, and . . . make Christ known by word and life" (UMN Constitution, II. A.). In the fulfilment of this commitment the mission looks for civil, structural, mechanical and electrical/electronic engineers; cost, management, sales/marketing and industrial training consultants; and a variety of other technically qualified people.

Such persons seek to demonstrate and encourage the application of Christian values and standards in industry and the industrial environment of Nepal. These include such things as the Christian view of work (which sees it as having dignity and value, not as degrading and something to be avoided), the necessity of integrity and honesty (both in the quality of work done and in the way of dealing with people) and the avoidance of unethical practices (for example, exploitation and injustice) which are so much a part of the world's norms.

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The expatriates (that is, non-Nepalis) come from more than a dozen countries and have a wide range of technical and professional backgrounds. But in addition to these expatriates approximately 1,000 Nepalis are also working in engineering and industrial development. Moreover, seven "private limited companies" have been established, most of them based in Butwal. In practical terms the Private Limited Company limits the risk involved to no more than the shareholder's actual investment. It also offers the UMN the opportunity to cooperate with HMGN and other agencies in establishing viable Nepali companies.

IV. PROJECTS

A. The Butwal Project.

1. Institute of Technology & Industrial Development (ITID). ITID is jointly managed by HMGN and the UMN. The purpose and objectives of ITID (which is celebrating its 25th anniversary this year) is to serve HMGN and the people of Nepal by (a) encouraging the growth of industry and stimulating industrial leadership in Rupandehi District and in the whole country through example, training, service, advice and investment; and (b) assisting in the economic development of the hills and rural areas of Nepal through the provision of research and development, consulting, and other technical and support services. Its activities are organized under two sections:

a) Butwal Technical Institute Apprenticeship Training Centre (BTI-ATC, 1963) offers four-year courses beginning in February each year to about 30 boys per class, aged 14 to 16, who are screened from about 300 applicants. After six months of basic training in BTI's own workshop the boys then go into various industries (to be described below) for on-the-job training. Besides this training they also have ten hours of classes each week in more general subjects like science,

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mathematics and English, in addition to their own trade theory.



The Institute provides a hostel and canteen for most of the apprentices and a building for its teaching facilities. A building expansion program is under way and increased opportunities are being sought for training in the local bazaar workshops.

b) Development & Consulting Services (DCS, 1970). The DCS is also a part of ITID and is therefore involved in industrial development, but on the research and development (R&D) and training/consultancy level rather than directly building and operating industrial enterprises. It is the administrative center for UMN expatriate workers in Butwal. Its services are designed to encourage the growth of industry and industrial leadership in Rupandehi District

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and beyond that to assist in the economic development of the hills and rural areas of Nepal. DCS programs focus on four areas of activity: development, consultancy, service and training.

(1) Development-focussed

(a) Research & Development Workshop. This program is developing new equipment, for example, an oil expeller and food-drying cabinets for food preservation. It has already developed a hydraulic ram pump which, without the use of gas or electricity will lift water to a height of over 200 meters (656 feet). The program includes active training in research and development of appropriate technology to meet many of Nepal's needs.

(b) The Rural Electrification Program (REP) seeks to encourage the installation of village electrification schemes (to make use of electricity instead of firewood and kerosene), to develop a low-wattage cooker, induction generators and control devices, and the use of low-power Pelton turbines. This is all part of an effort to utilize electricity from small(er) streams and water supplies which are so abundant in Nepal.

(c) Roofing Tiles Program. Equipment is being readied to enable the regular production of roofing tiles after July 1988. These tiles which are made of fiber concrete provide a good and inexpensive roofing material, far more durable and effective than the commonly used thatch. The aim is not to employ workers and manufacture tiles in a large-scale, centralized manner, but to sell the equipment and provide the know-how to local people so they can set up small production units. This will cut down on the need for long-distance transportation, something which is not generally available in most parts of the country.

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(2) Consultancy-focussed

(a) Design Office. Design-consultancy services are provided on a self-cost basis to UMN projects and on a commercial basis to all others. These services include survey, design and/or supervision of building projects. The plan is to increase Nepali participation (through counterparts) and to continue offering practical training and experience to BTI trainees as well as further on-the-job training and experience to other Nepalis.

(b) Management Consultancy Program. This relatively new program offers training and education as well as consultancy services in financial management, accounting, sales and marketing, and general management. Training in business and computers is a part of the program.

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(3) Service-focussed

(a) Small Turbines and Mills Program (STMP). Because of the abundance of small-scale water power in Nepal the program aims to harness this energy and make it available to more rural people. About 200 small crossflow turbines with equipment for rice hulling, flour grinding and oil expelling have



been installed in the last twelve years. Recently the program has introduced village electrification installations and hydraulic ramp pumps for the supply of drinking water.

(b) Administration and Purchasing, Clearing and Forwarding (PCF). All DCS programs are supported by the accounting, secretarial, cash office and purchasing services of this department. It also

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helps other UMN organizations and projects as well as the UMN expatriates in Butwal.

(4) Training-focussed

The Advanced Training Program builds on and enhances the basic on-the-job training gained in the BTI in order to prepare technicians and supervisors for more senior technical and administrative positions. The administration of this program will eventually be handed over to BTI.



2. Industrial Development. Several companies have grown out of the apprenticeship-training program at BTI. The UMN's involvement in these ventures has included the training of staff up to top management level and replacing expatriates by Nepali personnel as far as possible. Some of the mission's industrial activities have been very important at the national level

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as well. This is particularly true within the nation's energy sector which has been chosen as a crucial area for Nepal whose major national resource is her hydropower potential. Setting examples through industry is important for national institution-building.

As an outgrowth of the original work at ITID (see page 5) a number of Nepalized private limited companies have developed through the years.

a) Butwal Power Company Pvt., Ltd. (BPC, 1966) is the oldest of the UMN-related companies and has already constructed, managed and handed over (in 1980) the power generation and distribution system of Butwal to HMGN's Nepal Electricity Corporation (NEC). The company is now involved in its second project as owner and operator of the Andhikhola power plant and distribution system (see pages 14-16, below) which in due time may also be turned over. As that program moves into its final stages of construction, BPC has plans to take on a new hydroelectric project at Jhimruk, about 120 km. (75 mi.) west of Tansen.

A separate division of BPC known as "BPC Hydro Consult," is located at Jyathatole in Kathmandu. Besides designing BPC's own projects it offers consulting service to sister organizations and outside customers in the field of hydropower and irrigation engineering.

b) Butwal Plywood Factory Pvt., Ltd. (BPF, 1973). Although BPF does not lend itself to much apprenticeship training--except for a few maintenance people--the factory and its associated forestry work provides more employment than any of the other UMN-related industries in Butwal. It has gradually overcome competition from Indian-made plywood and taken over a significant share of the domestic market. Recently, however, HMGN restrictions on the supply of

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wood have had an adverse effect on the company. Therefore BPF is making an effort to diversify into related products and is also developing a forest plantation--including field trials for poplar trees--that will meet its raw material needs.

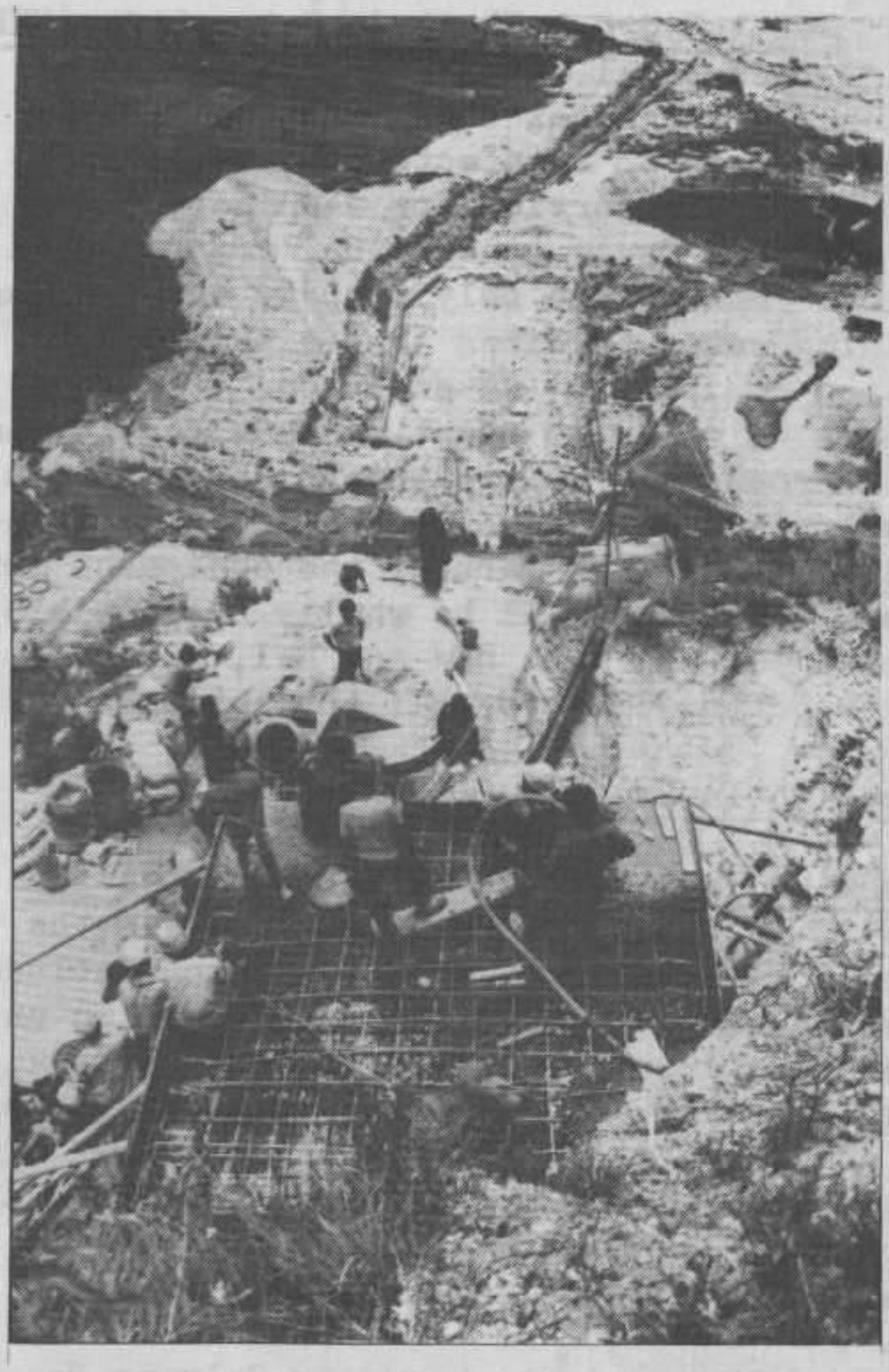
c) Gobar Gas & Agricultural Equipment Development Pvt., Ltd. (GG, 1977). Biogas utilizes cow-dung and other waste material and offers an additional source of energy. The program, now operating as a company in its own right, is an outgrowth of research work carried on originally by DCS. About 2,000 biogas plants have been built through the years, almost 90% of which are still functioning. Some of these are community-operated plants. The UMN's involvement in the company is now quite limited--in fact, we are a shareholder only--and plans for a full withdrawal from the company are now under consideration.

d) Butwal Engineering Works Pvt., Ltd. (BEW, 1978). Engineering is one of the main components of the Butwal industrial development effort. BEW is a mechanical workshop which builds suspension bridges, irrigation gates and small turbines and penstocks (that is, gates or sluices used in controlling and directing the flow of water to a turbine or water wheel). It also undertakes a certain amount of product development and provides training opportunities for about half of the BTI apprentices.

e) Butwal Wood Industries Pvt., Ltd. (BWI, 1978). BWI produces wooden furniture of all kinds for schools, libraries, hotels, campuses, etc., as well as items for private use. Besides this, a line of stylized "Jiri" furniture is produced mainly for tourists and for export. The company also makes spinning wheels, carding machines and other wooden products. It provides training opportunities for BTI apprentices in woodworking and cabinetwork.

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f) Himal Hydro & General Construction Company Pvt., Ltd. (HH, 1978). This company is a joint venture of the UMN and HMGN's Ministry of Water Resources. As a construction contractor it specializes in tunneling work and hydraulic structures for hydropower and irrigation projects. By training Nepali engineers and workers and building up a competent organization with the necessary equipment and know-how, HH aims at gradually replacing foreign contractors.



At the present time HH is engaged in the Andhikhola Project (see pages 14-16, below) and the building of a 2-megawatt power plant at Tatopani (under contract with the Government). HH has also had a part in other smaller project sites and ex-

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pects before long to put its experience to work in a new 10-megawatt hydroelectric project at Jhimruk. HH's head office is located at Jyathatole in Kathmandu.

g) Nepal Hydro & Electric Pvt., Ltd. (NHE, 1986). This new industrial enterprise was set up by BPC, BEW and HH with technical collaboration from abroad. Its purpose is to manufacture, install and provide follow-up repair service for machinery and equipment for electric power generation, transmission and distribution. NHE is the only company in Nepal capable of providing water turbines larger than 100 kw. and other related equipment. In addition, it has developed a hot-dip galvanizing plant which makes it possible for it to produce long-life transmission towers and other metal products related to the electrical industry. It will manufacture part of the equipment for the Andhikhola Project and will be wholly responsible for its installation. As with BEW and BWI, NHE provides training opportunities for BTI apprentices.

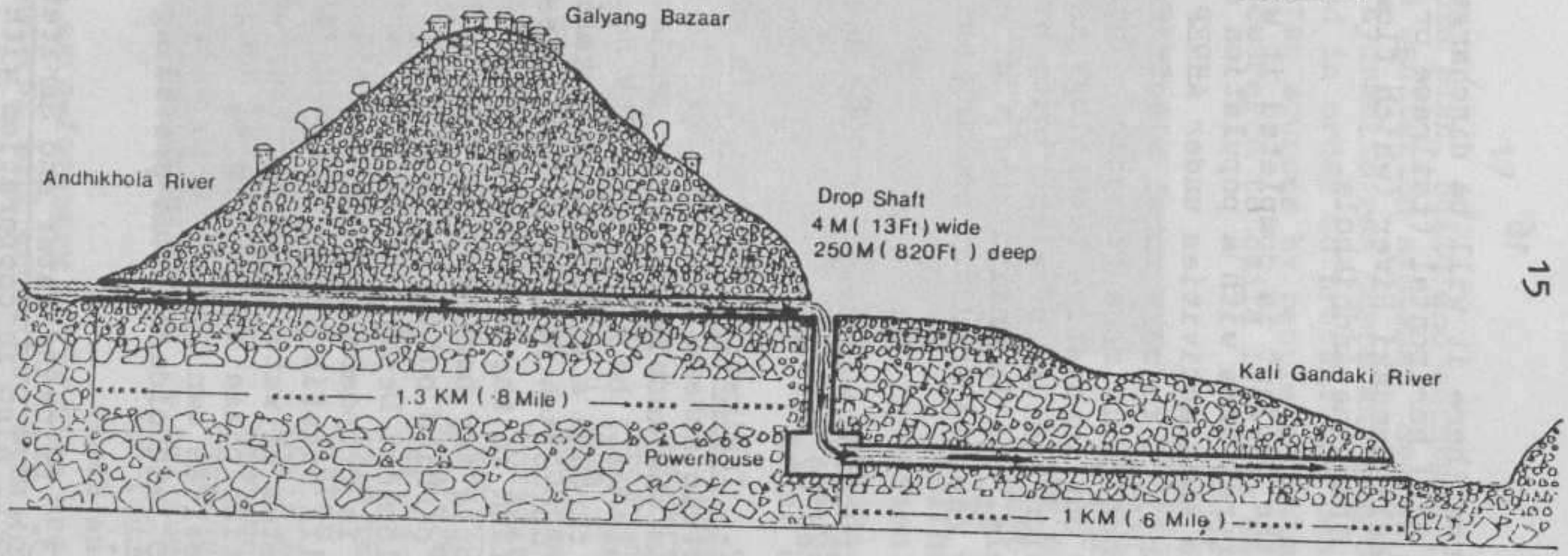
B. The Andhikhola Project (AKP, 1981).

1. Andhikhola Hydel & Rural Electrification Project (AHREP). In brief, the project involves the construction of a 5-megawatt power plant which includes more than 2 km. (almost 1.5 mi.) of tunnels and an underground powerhouse in a rural area of Nepal approximately halfway (80 km./50 mi. in either direction) between Pokhara and Butwal. It is also about 40 km. (25 mi.) north of Tansen. The project is owned by BPC, its civil works are contracted to HH and its electro-mechanical installations are being handled by NHE.

At the site of the project, known as Galyang Bazaar, water from the Andhikhola River is to be diverted through a 1.3 km. (.8 mi.) horizontal (headrace or intake) tunnel. It will then be dropped through a 250-meter (820-ft.) vertical shaft (4 meters or 13 ft. in diameter) to a powerhouse which will have three gener-

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ANDHIKHOLA PROJECT



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ators. From there it will be discharged through a 1 km. (.6 mi.) horizontal (tailrace or outlet) tunnel into the Kali Gandaki River (which flows at a lower elevation than the Andhikhola.

When the project is completed it will provide power for a rural area with a population of about 250,000. One of the main activities under AHREP is to carry out a pilot project to make rural electrification in hill areas economically more feasible. This will be done by trying out innovative technology and methods for distribution and use of electricity by ordinary village people. It is anticipated that electricity can gradually replace wood for cooking and kerosene for lighting.

Construction was begun in 1983 and is expected to be finished by 1990.

2. Irrigation Program. In addition to the hydroelectric scheme it is planned to use some of the water from the Andhikhola power project for irrigation. This will be taken from the headrace tunnel and diverted through a gravity canal system to supply water to up to 304 hectares (750 acres) of water-deficient land in the Kali Gandaki Valley. As many as 3,500 people may benefit from such a project. The program, carried out in cooperation with the UMN's Rural Development Department, is of particular interest since it is proposed that the poor section of the community will benefit from a land-redistribution program and a system of water rights which can be earned in the construction phase of the system, even by those who do not themselves own land. These water rights can be leased to landholders, thus providing extra income to the poor.

3. Drinking Water and Sanitation Program. This effort, also in cooperation with seconded people from the mission's Rural Development Department, seeks

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to help local people plan, build and maintain their own drinking-water and sanitation systems. Sealed water-collection tanks, hydraulic ram pumps and improved latrines are utilized in order to prevent the contamination of village water sources by people or animals. Communities are encouraged to build latrines as a precondition for water-system installations. At the same time nonformal education is given in health, sanitation and the social benefits of latrine use.



4. Resource-Conservation Program. The aim of this program is to motivate local people through nonformal education and to help them to better manage their agro-resources by increasing local supplies of fodder, fuel and fruit. Appropriate agro-forestry activities are also urged in order to control soil erosion. This work is carried on by people secónded from the UMN's Rural Development Department.

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All of these activities together constitute what is known as the Andhikhola Project (AKP).

V. SECONDMENTS

Besides the two main EID projects at Butwal and Andhikhola (and the hydroelectric scheme at Tatopani--see page 13) UMN expatriates are secónded to work in other locations in Nepal, presently as follows:

Gorkha District - for maintenance;

Jumla - for administration, course instruction and building supervision;

Kathmandu (Missionwide Support Project, MSP) - for administration, computer and mechanical technician support;

Pokhara (Rural Development Centre, RDC) - for administration and water systems consultancy.

The EIDS is responsible to recruit and place the above-mentioned secónded expatriates. Their activities, however, are a part of the various projects they are involved in and are therefore administratively under other UMN departments (that is, Education, Health Services or Rural Development).

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THE UNITED MISSION TO NEPAL

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KATHMANDU, NEPAL

Eingegangen
- 7. Okt. 1987
Erledigt:.....

To members of UMN Board.

24th September 1987

Dear Friends,

Enclosed you will find the details of a major revision of the UMN Constitution, which will later also cover the Bye-laws.

In addition to this, the Board took certain actions last year which need to be followed up this year in relation to the present Constitution and Bye-laws. The reference is BD-12/86, and the details are as follows:

1) Representation on the Board

a) Const.V,B,1: Ratify the amendment -

"There will be two voting members appointed annually by the Executive Committee from the Christian Church in Nepal."

b) Bye-law II,C: Amend to read -

"There will be two voting members appointed annually by the Executive Committee from among the Christian Church in Nepal."

2) Workers' Conference

a) Const. V.B.2: Ratify the amendment -

"Workers' Conference" to be changed to "Annual Conference".

b) Bye-law XII: Amend to read -

"Annual Conference.

There will be an Annual Conference attended by Board Appointees.

....

D. The Annual Conference Committee,...."

I am hereby sending you the required two months' notice of proposed amendment.

We will be forwarding annual reports soon, and look forward very much to your fellowship with us at the time of the Board Meeting in November.

Yours sincerely,

pp Howard By

J. Howard Barclay
Executive Director

Gossner Mission

To: Members of the UMN Board

From: J. Howard Barclay, Executive Director

Date: 24 September 1987

In preparation for the November Board Meeting the administration has been preparing a presentation of Constitution and Bye-law changes, most of which came out of your positive response in November 1986 to the management study in addition to other current changes. As revisions came to the Coordinating Committee it became evident that there were some more basic matters and especially in the Constitution itself that were needing revision. There were some matters of detail in the Constitution which more correctly should have rested in the Bye-laws.

The Coordinating Committee decided we should look more carefully first at the Constitution before we look at the Bye-laws. Assistance was sought for this task from appropriate people outside the administration who were available to give time to this task. It was realized that if for this Board Meeting, November 1987 we could propose a draft of changes to the Constitution on which the Board could act, this would then enable ratification in November 1988 as well as action on the Bye-laws at the same meeting. To have delayed dealing with the Constitution at this meeting would delay this whole process another 12 months.

Perry Hendricks, short term Management Consultant of UMN, with undoubted skills in this area, and Board Appointee Peter Price, with legal training and able to be released for his last four months in Nepal before returning to UK, were committed to prepare a draft for CC. They did considerable consultation as well as much hard work to prepare a draft. This was reviewed and with some minor changes over the first draft now comes to you for consideration at our Board Meeting, November 1987. I am also including with the proposed draft a summary of the changes which have been made with some explanations. The CC would feel much more comfortable working on the Bye-laws having first of all dealt with constitutional changes. A rough draft of Bye-laws on which our subcommittee will continue to work is not ready now but we hope to have that available at the time of our meeting in November.

Would you note particularly this presentation commences with a definition of terms which is new from the previous document. The sections I, II and III remain unchanged except for the inclusion of the word "India", in para I. Article VII is unchanged in content but has been changed editorially.

This presentation to you is, to my understanding, in accordance with the rules for amendment and fulfils Article VII (or new 7.1 and 7.2).

Respectfully submitted,

Yours sincerely,

Howard

J. Howard Barclay
Executive Director

JHB/rh

Gossner Mission

DRAFT - FOR SUBMISSION TO THE UMN BOARD MEETING - NOVEMBER 1987

CONSTITUTION AND BYE-LAWS

of

THE UNITED MISSION TO NEPAL

1987 Revision

CONSTITUTION

1 Definitions

In this Constitution:

1.1 "UMN"	means	The United Mission to Nepal
1.2 "Member Bodies"	means	Church, Mission and other Christian Groups named as members in UMN's Register of Membership
1.3 "Workers"	means	personnel (not UMN employees), accepted by UMN, either by assignment by Member Bodies or otherwise, to work under UMN auspices
1.4 "Bye-Laws"	means	Bye-Laws made in accordance with this Constitution
1.5 "Board"	means	the Board of Directors of UMN.

2 Foundation

Believing that God, in response to the fellowship and prayers of His people, has indicated it to be His will, UMN was established on an interdenominational basis under the auspices of the National Christian Council of India & Pakistan at a meeting held in Nagpur, India, on March 5th, 1954.

3 Purpose

3.1 The purpose of UMN is to minister to the needs of the people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life, thereby strengthening the universal Church in its total ministry.

3.2 In doing so, it will be the purpose of UMN to undertake the proper care and treatment of the sick, the prevention of disease, the education of children and adults, the development of agriculture and industry, and such other activities as are conducive to the fulfilment of the purposes of UMN.

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3.3 It will be a fundamental principle of UMN to train the people of Nepal in professional skills and in leadership.

4 Basis of Faith

UMN:

4.1 Holds the faith which the Church has ever held in Jesus Christ, the Redeemer of the world, in Whom people are saved by grace through faith, and, in accordance with the revelation of God which He made, being Himself God incarnate, worships one God, Father, Son and Holy Spirit.

4.2 Accepts the Holy Scriptures of the Old Testament and the New Testament as the inspired Word of God, as containing all things necessary to salvation, and as the ultimate standard of faith.

4.3 Accepts the creeds commonly called the Apostles' and Nicene as witnessing to and guarding that faith, which is continuously confirmed in the spiritual experience of the Church of Christ.

Note In adopting the foregoing basis of faith, UMN recognises that this does not fully express the doctrinal standards of all Member Bodies, nor does it expect Member Bodies, in accepting this brief statement of our common faith, to reject any of their doctrinal beliefs. Workers will be free to observe the sacraments and other ordinances of the Church in accordance with their own usages.

5 Member Bodies

5.1 Member Bodies agree to work within this Constitution and the Bye-Laws and fulfil all the requirements thereof.

5.2 Membership is conditional upon the recruitment and provision of Workers with their full personal support, or by the payment of an annual grant to UMN, or both. Member Bodies will pay annual per capita grants for their Workers, to cover the administrative costs of UMN, as defined in the Bye-Laws.

5.3 Member Bodies will offer Workers to UMN. When accepted by UMN, those Workers will be under the administration of UMN. Member Bodies will not withdraw Workers from UMN without mutual agreement.

6 Organisation

6.1 The Board is the controlling body of UMN.

6.2 The Board shall hold an Annual Meeting.

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6.3 The Board consists of:

6.3.1 Representatives appointed by the Member Bodies.

6.3.2 Representatives appointed from the Christian church in Nepal.

6.3.3 Ex-officio and Co-opted members: Such officers of UMN, representatives of the Workers and co-opted members as specified from time to time in the Bye-Laws, who have voice but no vote.

6.4 The Board is responsible for:

6.4.1 Formulating and establishing policies for the operation of UMN.

6.4.2 Making Bye-Laws to regulate the membership of UMN, the conduct of meetings of the Board, ex-officio and co-opted representation on the Board, the administration of UMN, and such other matters as shall from time to time seem appropriate to the Board.

6.4.3 Ensuring that funds are available for the work of UMN by obtaining contributions from Member Bodies, Church and Mission groups, and other sources.

6.4.4 Determining the location of the Headquarters of UMN.

7 Amendments

7.1 Notice of proposed amendments to this Constitution, together with the wording, will be given to UMN's Executive Director at least two months before the Annual Meeting of the Board.

7.2 The Executive Director will immediately circulate the proposed amendments to the Member Bodies.

7.3 To be adopted, proposed amendments must be approved by at least two-thirds of the Member Bodies present and voting at the ensuing Annual Meeting by an affirmative vote of at least two-thirds of the Member Bodies present and voting.

7.4 The amendments, if so approved and ratified, will take effect from the date of ratification.

Gossner Mission

UMN CONSTITUTION

COMPARTATIVE TABLE OF CLAUSES

PRESENT (Nov. 1986) CONSTITUTION	REVISED (1987) CONSTITUTION	NOTES
I.	2	Definition of UMN - 1.1 "India" added
II.A	3.1	
B	3.2	
C	3.3	
III.A	4.1	
B	4.2	
C	4.3	
Note	Note	
IV.A	1.2 & 5.1	
B	5.2	"recruitment" added "financial" changed to "personal" "covenanting" changed to "payment"
C	1.2	
V.A	6.4.4	Location of HQ to be determined by the Board
B	6.4.1	Definition of Board - 1.5 "establishing" added "administration changed to "operation"
1	6.3.1. & 6.3.2	"elected" changed to "appointed"
2	6.3.3	Ex-officio reprentation - DEAL WITH IN BYE-LAWS
3	6.3.3	Co-opted representation - DEAL WITH IN BYE-LAWS
C	6.1	"will be" changed to "is"
D	)	
E	)	
F	)	
G	)	DEAL WITH IN BYE-LAWS
H	)	
I	)	
J	)	
K	5.3	Acceptance of Workers and seconded Workers - DEAL WITH IN BYE-LAWS Basis for withdrawl of Workers to be mutual agreement

Gossner Mission

PRESENT (Nov.1986) CONSTITUTION	REVISED (1987) CONSTITUTION	NOTES
VI.A	6.4.3	"the maintenance of" deleted "contributions to be invited" changed to "obtaining contributions"
B	5.2	Amount of POG - DEAL WITH IN BYE-LAWS
C		DEAL WITH IN BYE-LAWS
V11.	7.1, 7.2, 7.3, & 7.4	

Gossner Mission

NEPAL

Die Gossner Mission hat im Augenblick zwei Mitarbeiter an die Vereinigte Nepalmission, einem Zusammenschluß von 38 Missions- und kirchlichen Entwicklungsgesellschaften, entsandt.

Einer dieser Mitarbeiter ist im integrierten ländlichen Entwicklungsprojekt "Surkhet" (Westnepal) tätig. Die Mitarbeiter des Projektes versuchen zusammen mit der Dorfbevölkerung, die Grundbedürfnisse zu befriedigen. Dafür wurden vier Trinkwasser- und Bewässerungssysteme errichtet, Alphabetisierungs- und Ernährungskurse durchgeführt, die Gesundheitsversorgung verbessert und erste Schritte zum Erzielen zusätzlicher Einkommen (Weberein) unternommen. Durch diese Maßnahmen hat die Dorfbevölkerung Selbstvertrauen in die eigenen Fähigkeiten gefaßt, ihre Situation grundlegend zu verbessern. Sollte es dem Projekt gelingen, den Einkommensbereich weiter auszubauen, dann dürfte es sich als Idealtyp eines Entwicklungsprojektes erweisen, in dem die geistige und die materielle Mobilisierung einer Region erreicht wurde.

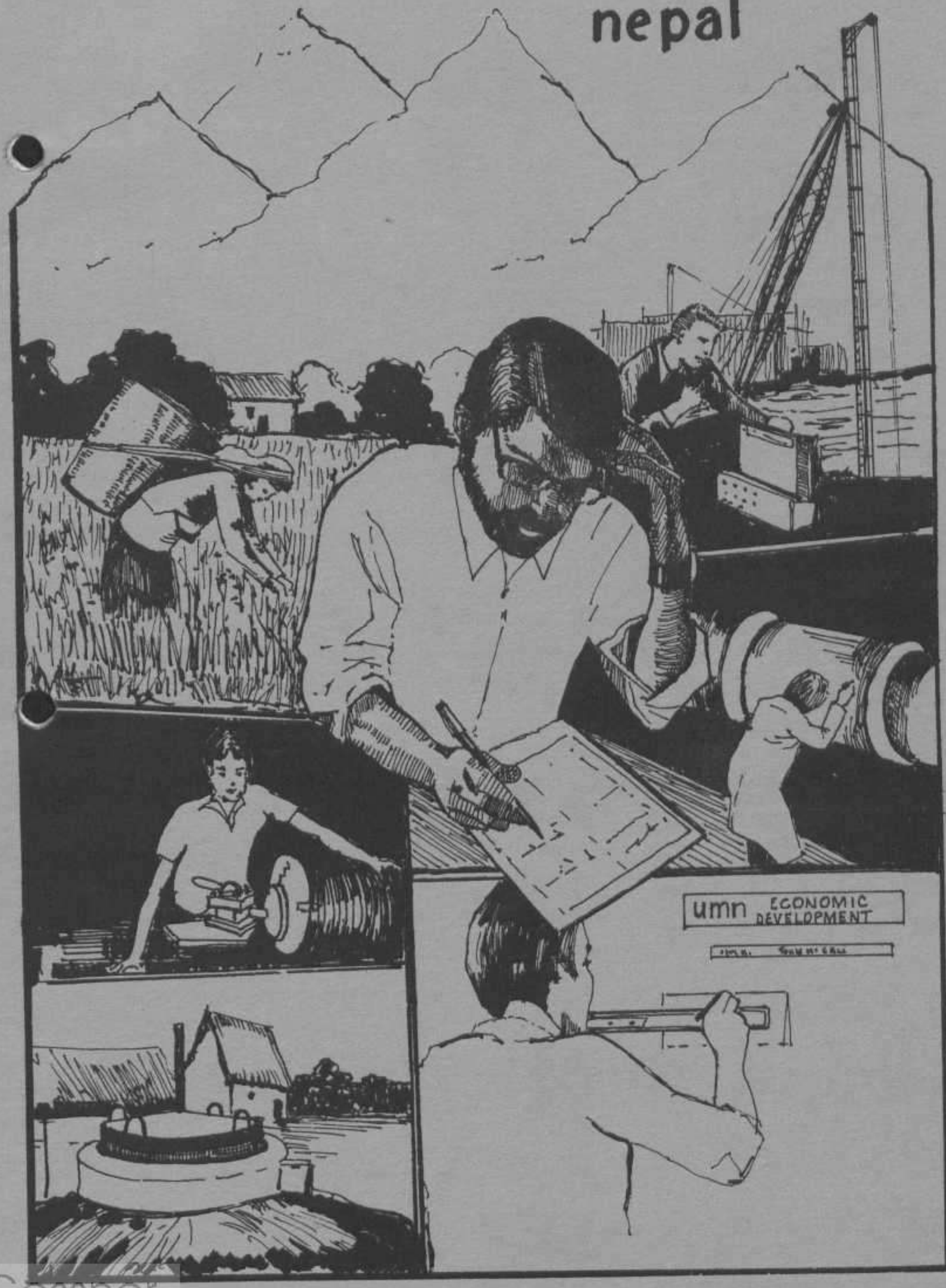
Die zweite Mitarbeiterin der Gossner Mission ist als Forstwirtin im Zentrum für ländliche Entwicklung der UMN tätig. Sie berät verschiedene Projekte in Aufforstungs- und Erosionsschutzfragen. Darüber hinaus hat sie sich zusammen mit anderen die Aufgabe gesetzt, verstärkt Frauen in den Entwicklungsprozeß einzubeziehen. Sinnvolle Frauenarbeit kann nur dann geleistet werden, wenn sie über die traditionellen Bereiche Erziehung, Ernährung und Gesundheit hinausgeht und Frauen auch in andere Entwicklungsmaßnahmen einbezieht. Dieser - zunächst einmal gedankliche - Prozeß steht jedoch innerhalb der UMN (und anderen Organisationen) erst am Anfang. Von einer Umsetzung in die Praxis kann daher bislang leider keine Rede sein. In Strategiediskussionen jedoch wurden im vergangenen Jahr Frauenfragen verstärkt behandelt - ein hoffnungsvolles Zeichen.

1988 wird die Gossner Mission zwei weitere Mitarbeiter nach Nepal entsenden: eine Pfarrerin und einen Sozialpädagogen, der im Bereich Alphabetisierung/Motivationsarbeit tätig sein wird.

Action

Gossner Mission

umn development work in nepal



Gossner Mission

FRIENDS OF THE

ECONOMIC DEVELOPMENT BOARD (EDB):-

Many of you have requested an update on the economic development work of the United Mission to Nepal (UMN). Here it is !

We hope you will look beyond the project and program descriptions to the people of Nepal and their needs. Join us in the mutual task of helping to improve the lives and welfare of these with whom we work.

Anders Kammensjö

Assistant Economic Development Secretary (AEDS)

Al Schlorholtz

Economic Development Secretary (EDS)

Lionel Mackay

Administrative Assistant

United Mission to Nepal

P. O. Box 126

Kathmandu, Nepal

Cover by: Tony McGall

UMNINFO, 9/84

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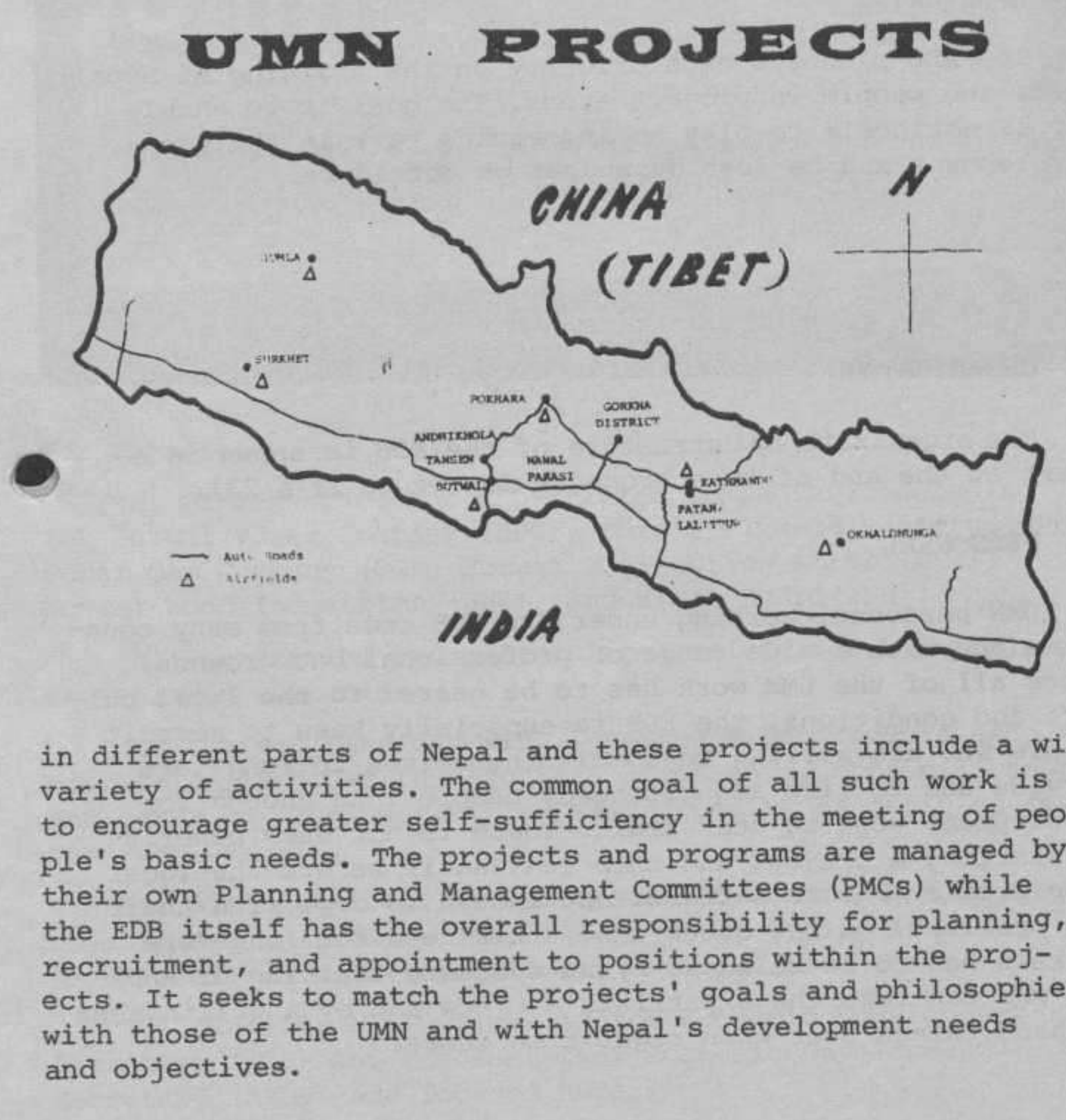
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UMN DEVELOPMENT WORK IN NEPAL

A. GENERAL INFORMATION

The United Mission to Nepal (UMN) carries on three kinds of work in Nepal: economic development, education, and health services. Each of these areas of work is directed by a functional board of the same name. According to its latest statistics (1984) the UMN has assigned 32.5% of its personnel to economic development work, both industrial and rural. These people work under the Economic Development Board (EDB) which oversees this part of the Mission's program. The EDB is directly involved in running a number of projects located



in different parts of Nepal and these projects include a wide variety of activities. The common goal of all such work is to encourage greater self-sufficiency in the meeting of people's basic needs. The projects and programs are managed by their own Planning and Management Committees (PMCs) while the EDB itself has the overall responsibility for planning, recruitment, and appointment to positions within the projects. It seeks to match the projects' goals and philosophies with those of the UMN and with Nepal's development needs and objectives.

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In addition to its own activities as a board, the EDB also assists the UMN's two other functional boards - the Education Board (EB) and the Health Services Board (HSB) - by seconding to their projects EDB personnel who have particular skills needed by those boards. Those seconded include engineers, builders, technicians, agricultural resource persons and rural development field workers. On occasion, personnel are also seconded to other organizations.

Areas of work which overlap with the EB and HSB are discussed by the Integrated Development Committee (IDC). This committee coordinates the programs, reviews interfunctional plans, initiates studies and investigation surveys, assigns responsibility amongst the three functional boards, and evaluates the results in terms of development concepts and strategies.

The EDB places a high priority on the training of Nepali staff and people in project areas. The goal is to enable Nepali nationals to play an increasing part in their own development and be less dependent on outsiders.

B. ORGANIZATION

The organizational structure of the EDB is shown in a chart at the end of this brochure (on pages 22 & 23).

C. PERSONNEL

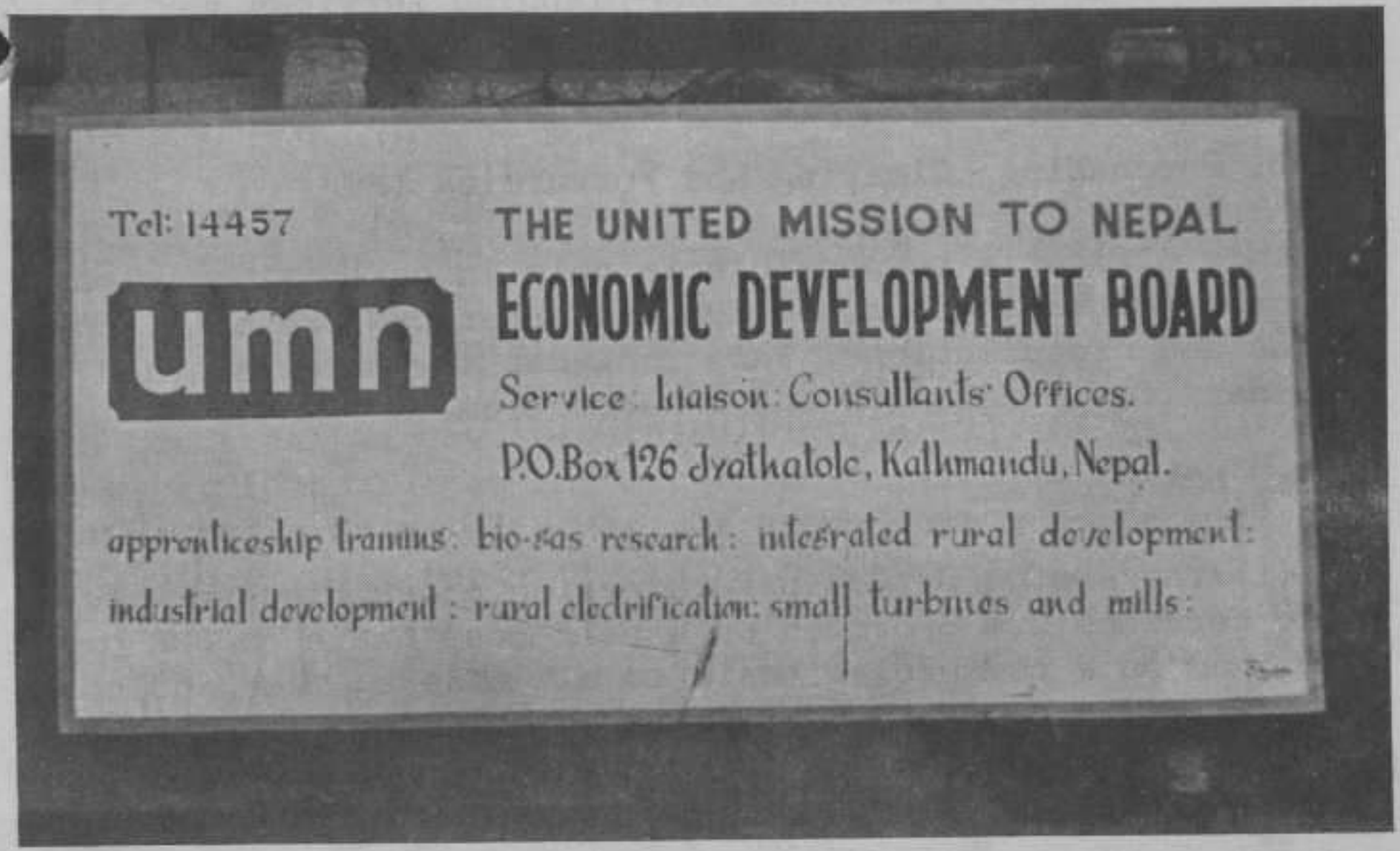
UMN personnel working under the EDB come from many countries and with a wide range of professional backgrounds. Since all of the UMN work has to be geared to the local culture and conditions, the EDB is especially keen to recruit people who are willing to commit themselves to long-term service and to live amongst needy people long enough for development work to bear fruit. There is not much benefit in starting a project and then leaving it before the local people have become self-reliant enough to cope with their own problems. On the other hand, this need for long-term workers has to be balanced by an adequate training of Nepalis who can take the expatriate's place and by a willingness to hand things over when right time comes.

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D. PROJECTS AND PROGRAMS

1. EDB Service Office (EDB SO), Kathmandu

This service office is located at Jyathatole in downtown Kathmandu. It provides support in Kathmandu for the other EDB projects in a number of ways.



For example,

(a) Office space for EDB-related companies, including the Butwal Power Company (BPC), Butwal Plywood Factory (BPF), Gobar Gas Company (GG), Butwal Engineering Works (BEW), Butwal Wood Industries (BWI), and Himal Hydro (HH).

(b) Secretarial and purchasing services for EDB projects and related companies.

(c) Liaison services with Government Departments and Ministries in order to negotiate agreements, obtain licenses and carry on other activities which require an official representation.

(d) Administration of two special programs, the Promotion of Apprenticeship Training in Nepal (PATN) and the Replacement of Gobar Gas Holders.

(e) Finally, the offices of the Economic Development Secretary (EDS) and the Assistant Economic Development Secretary (AEDS) are located here.

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2. Development and Consulting Services (DCS), Butwal - 1970

a. Administration

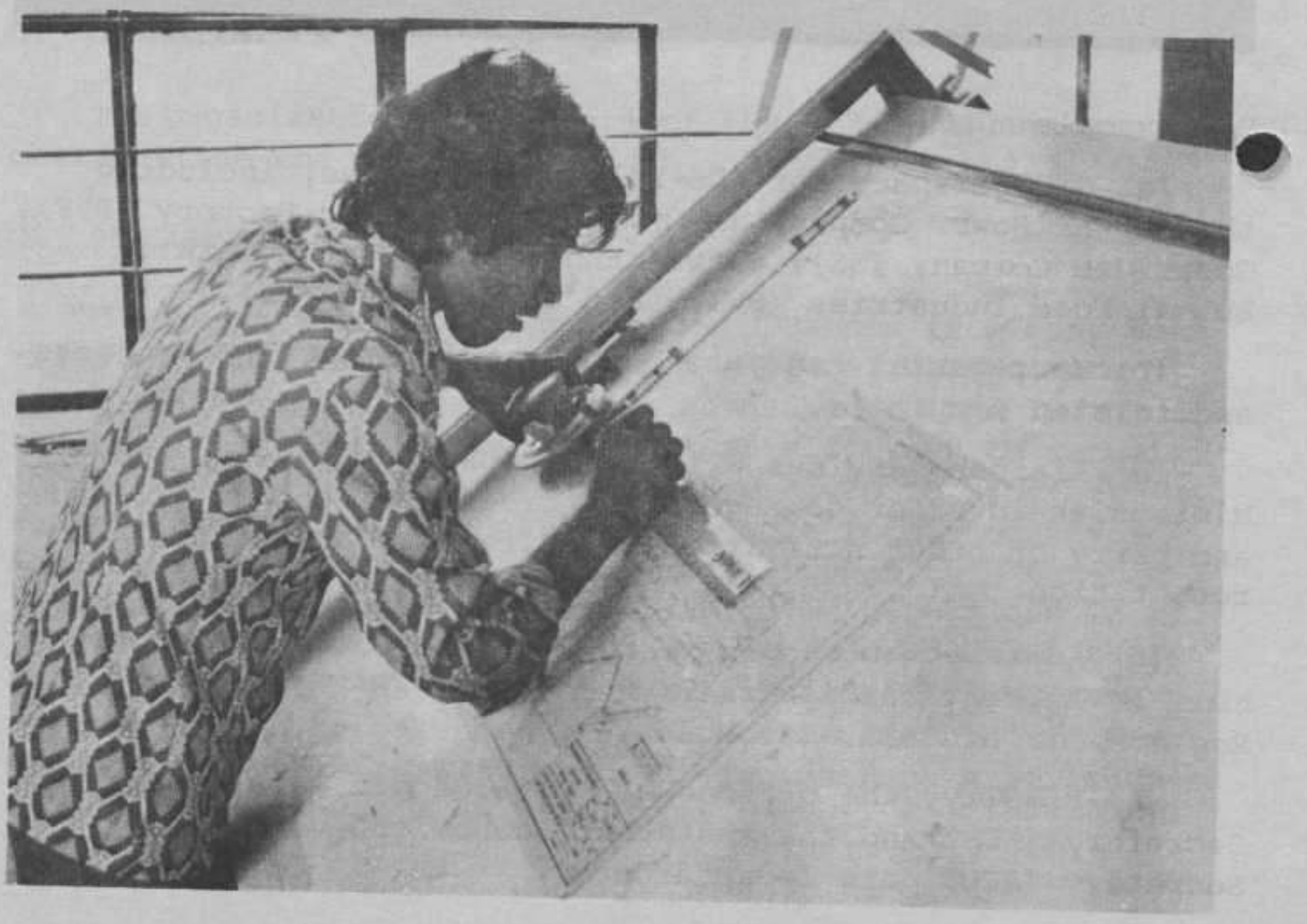
Through the office of the Director of DCS and with the assistance of the Business Manager and staff and those in charge of programs, the DCS administration provides accounting, secretarial, personnel and planning services for all DCS programs, related companies and organizations, and EDB/UMN projects.

b. Purchasing, Clearing and Forwarding (PCF)

This office is responsible to help in purchasing, clearing and forwarding for the EDB and other UMN projects, companies and organizations. This includes raw materials and machinery for production and construction.

c. DCS Programs

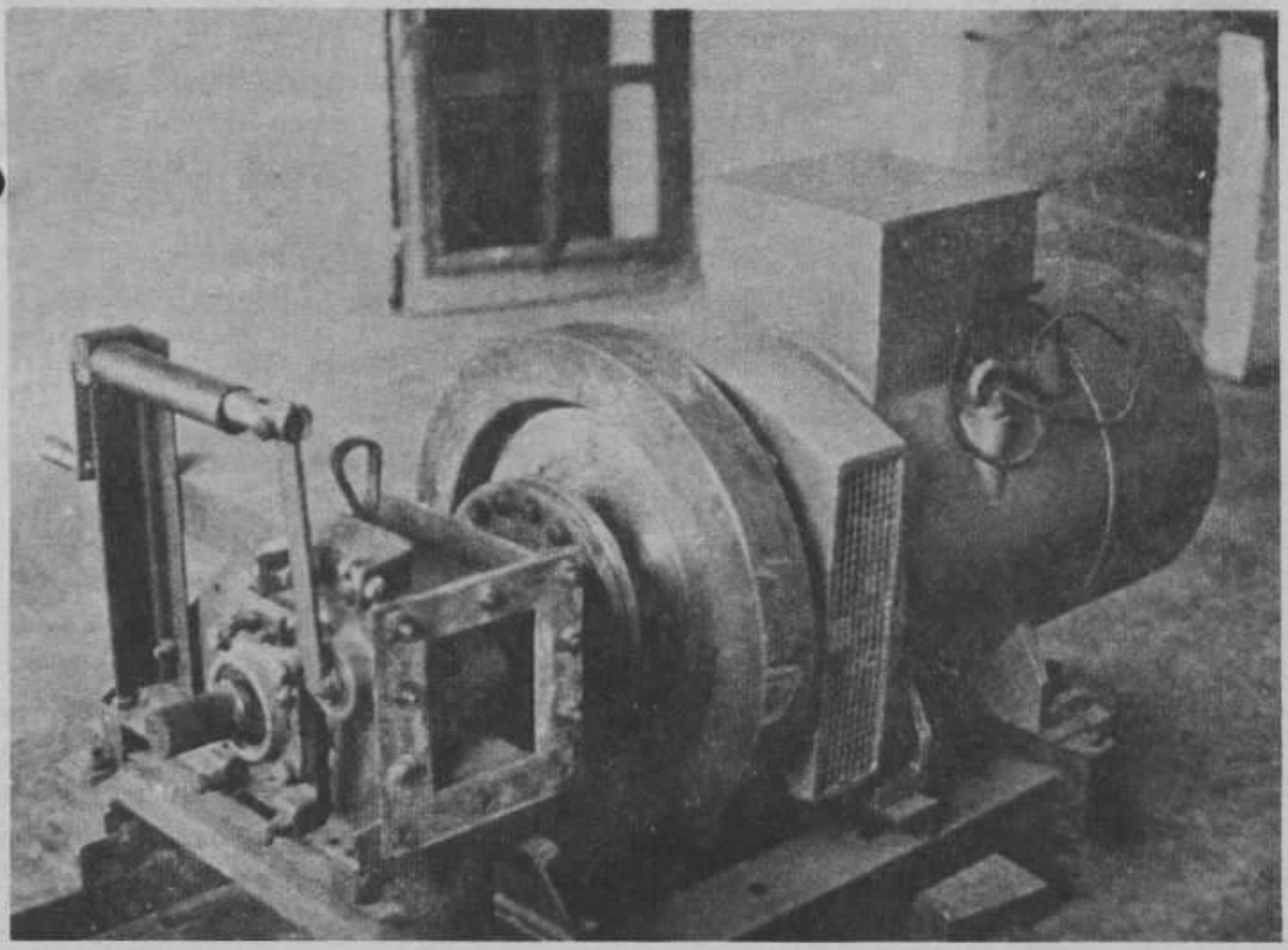
(i) The *Design Office* offers design consulting services. These services are provided on a self-cost basis to UMN projects and on a commercial basis to all others. They include survey, design, and/or supervision of building projects and other engineering works.



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The Office gives opportunity for practical training and experience to Butwal Technical Institute (BTI) trainees and further on-the-job training and experience to other Nepali staff. It seeks to improve the quality of the environment within Nepal in ways appropriate to the situation and requirements of the particular projects.

(ii) The *Small Turbine and Mills Program (STMP)* has been set up to improve living conditions for rural people in Nepal by using small-scale water power as an energy source. This includes continuing and expanding the present mill installation program--over 105 have been installed to date. It also aims at implementing good follow-up, maintenance and repair routines, and developing new and improved equipment for the mills and related uses. It investigates and implements the uses of water power in other areas than those related to mills. It also carries out sociological, economic and technical surveys regarding STMP installations. Likewise, it investigates and implements community mill ownership structures as alternatives to privately owned mills. And, finally, it seeks to train more Nepali staff, to work on improving electrical equipment, and to introduce electricity as an energy source in the hilly regions of rural Nepal.



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(iii) The *Rural Electrification Development* program is involved in finding out and testing suitable governing systems for hydel plants up to 100 kw. capacity, finding and providing appropriate low-cost methods of distribution and wiring, and encouraging uses of electricity in agrobased industry and as a substitute for firewood. It does research in and promotion of appropriate management structures for village electrification. It promotes the use of novel tariff structures where appropriate. It sets up pilot installations at the village level in order to develop a program of electrification in villages. Moreover, it assists and advises Butwal Engineering Works (BEW) in any development of turbines that will benefit the program, and gives consultancy services to BEW when required. In addition to assisting BEW this project has considerable scope in development by relating to the STMP which uses water-powered turbines to operate electricity-generating equipment, and to the Andhikhola Project (AP) as it explores the uses of electrification and the means of distribution.

(iv) The *Rural Equipment Development* program is involved in follow-up and developing tools, equipment and/or facilities to assist small farmers to improve their crop yield, nutrition and methods of processing, to increase their income, to better their working conditions and reduce their drudgery. It looks to the farmer to suggest areas of basic need. Then it seeks to develop more efficient uses of alternative energy, to study and understand the needs of the farmers with respect to tools and equipment and to train farmers in the use and maintenance of tools. It trains its staff in research and development methodology, and maintains contact with various research and development groups involved in appropriate technology for Nepal and elsewhere.

3. Industrial Development, Butwal

The UMN first got involved in industrial development in Nepal when it established the Butwal Technical Institute (BTI) in accordance with an agreement signed with His Majesty's Government (HMG) in 1963. From the beginning the Mission's strategy has been to set up independent, self-supporting organizations in partnership with HMG or with semigovernment bodies and then to turn over to Nepali management and ownership as soon as conditions permit. So far, seven private limited companies have been set up in addition to the original BTI. A short description of each of these follows.

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a. Butwal Technical Institute (BTI) - 1964

BTI is a nonprofit apprentice-training institute which provides four years of trade training to apprentices who have passed eighth class. The training is given mostly on the premises of cooperating industries and is supported by charges to these industries and by income generated by BTI's assets.



b. Butwal Power Company Pvt., Ltd.(BPC) - 1966

BPC is the oldest of the UMN-related companies and has already constructed, managed and handed over (in 1978) the power generation and distribution system of Butwal to HMG's Nepal Electricity Corporation (NEC). Now the company is engaged in its second project as owner and operator of the Andhikhola power plant and distribution system which will in due time also be turned over to HMG.

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c. Butwal Plywood Factory Pvt., Ltd. (BPF) - 1973

BPF is one of two plywood manufacturers in Nepal. Since its formation in 1973 it has gradually overcome competition from Indian-made plywood and taken over a significant share of the domestic market. Because of problems in the supply of timber, BPF has begun to diversify into related products and is applying to HMG for a lease forest which would be managed by BPF with assistance from UMN foresters. The Nepal Industrial Development Corporation (NIDC) is a major shareholder in BPF.



d. Gobar Gas and Agricultural Implements Development Pvt., Ltd (GG) - 1977

As the name indicates, this company specialises in constructing and maintaining *biogas* plants and selected agricultural implements. It has also taken over the biogas research work from the DCS and is funded from various aid organizations. The Agricultural Development Bank of Nepal (ADB/N) owns a majority of the company's shares and also provides loans to farmers to enable them to buy the company's products.

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e. Butwal Engineering Works Pvt., Ltd. (BEW) - 1978

BEW is a mechanical workshop with facilities for auto and electrical work. At the present time the main products are small suspension bridges, small turbines and penstocks (i.e., tubes/troughs for controlling the flow of water and directing it to a turbine/water wheel). BEW also undertakes a certain amount of product development and provides training opportunities for about half of the BTI apprentices.



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f. Butwal Wood Industries Pvt., Ltd.(BWI) - 1978

BWI produces wooden furniture of all kinds. One of its specialities is a line of stylised "Jiri Furniture" which is especially designed to appeal to tourists and expatriates. It also provides training opportunities for BTI apprentices in woodwork and cabinetwork.

g. Himal Hydro and General Construction Pvt., Ltd. (HH) - 1978

HH is a joint venture of the UMN and HMG's Electricity Department. It is a construction contractor specialising in tunneling work of the kind which is beyond the present capabilities of other local contractors. The aim of HH is to recruit and train Nepali staff so that it can become a fully Nepali company and be capable of replacing foreign contractors in small hydroelectric and irrigation projects.

h. Nepal Hydro and Electric Pvt., Ltd. (NHE) - 1984

This proposed new industrial enterprise has provisionally been named the "Nepal Hydro and Electric Pvt., Ltd." Its objective is to manufacture, install and provide follow-up repair service for water turbines of greater than 100 kw. capacity. It will likewise produce other equipment required for hydroelectric power development in Nepal. Such equipment at present has to be imported from abroad.

4. Rural Development Centre (RDC), Pokhara - 1982

The purpose of the Mission's Rural Development Centre, located at Mahendra Pul in Pokhara, is to improve the effectiveness of the UMN's rural development-related projects by providing expertise in rural development subjects such as animal health, agronomy and horticulture, tree planting and forestry, rural industries, and project studies and evaluations. In addition, the RDC maintains a farm and a library. These programs are described briefly in what follows.

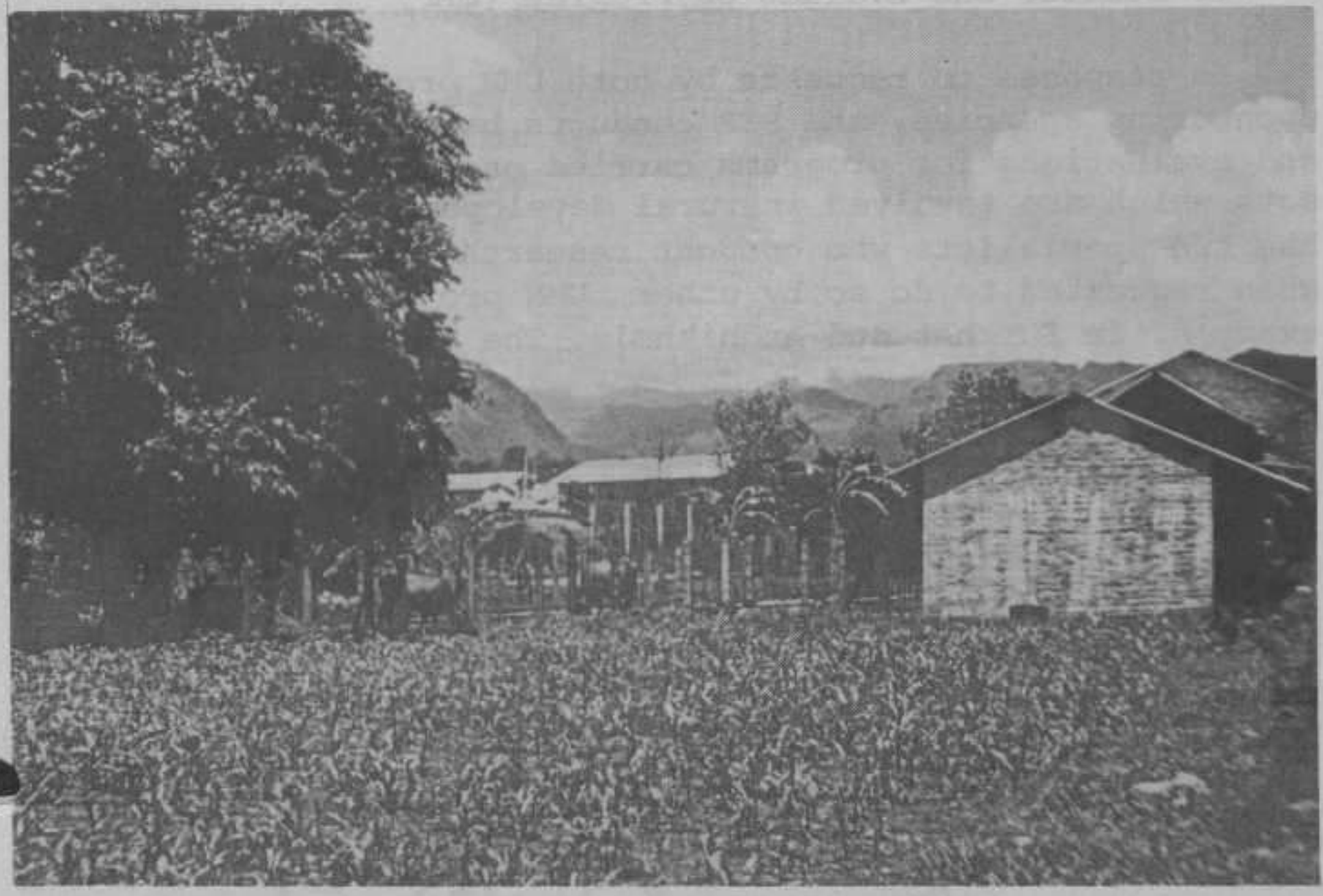
a. Animal Health Improvement Program (AHIP)

Two veterinarians and an animal husbandry specialist are on the staff of this program. The program trains farmers and field workers in the basic techniques of animal health care.

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b. Farm

The RDC operates a farm of two hectares (= 4.94 acres), located adjacent to the Pokhara Boys Boarding School (GAMV, in Nepali). The Farm demonstrates a variety of improved farming techniques and supplies improved maize seeds to the UMN field projects. Besides this, it provides breeding service to the local community and demonstrates improved animal feeding (e.g., silage, hay, urea-treated rice straw)



c. Horticulture/Agronomy Program (HAP)

HAP provides technical assistance for maize seed-multiplication programs and bacterial fertilizer trials in certain UMN projects. Two agriculturalists staff this program which promotes the use of new technologies to increase food production while still staying within the limitations facing poor hill farmers.

d. Library

The RDC Library (at Mahendra Pul in Pokhara) can supply the needs of people from a stock of 1,700 books, periodicals and publications about rural development.

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e. Rural Industries Program (RIP)

This program helps in preparing baseline studies to identify prospective rural industries, feasibility studies to prove their commercial and technical viability, and test marketing. In addition, it gives some financial assistance. It also works at distributing and marketing rural industry products which are produced mainly by groups of people in UMN project areas.

f. Studies and Evaluation Program (SEP)

In response to requests by both UMN projects and their sponsoring agencies, the SEP conducts baseline surveys and evaluations for programs carried on within UMN projects which are involved in rural developement. The program has two specialists who conduct research in rural areas when requested to do so by other UMN projects, as, for example, in Surkhet and Andhikhola. The program was begun in October 1983.



The Rising Nepal, May 30, 1984

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g. Tree Planting / Forestry Program

The RDC's Forestry Program was established in 1981 to provide planning, financial and technical assistance to UMN projects working with local individuals and groups in order to encourage them to plant fruit and fodder trees as well as community-managed forests. In process is a proposed expansion of forestry work to benefit the Nepali people to an even greater extent.

5. Andhikhola Project (AP) - 1981

This is a rural development project encompassing parts of two districts in what is known as the Western Development Region of Nepal. The southern part of Syangja District and the northern part of Palpa District are included. The project is involved in the construction of a 5,000 kw. hydroelectric plant with its distribution network. The site of the project is near Galyang Bazaar, about halfway between Pokhara (on the north) and Butwal (on the south), approximately 80 km. in either direction. At this point the Andhi Khola (river) flows within two kilometers of the Kali Gandaki River, which two rivers at that location have a difference in their levels of 250 meters. Therefore water from the Andhi Khola is to be diverted through a 1,340-meter-long horizontal (headrace or intake) tunnel, will then be



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dropped through a 240-meter vertical shaft to a three-generator powerhouse, and from there will be discharged through a further 1040-meter-long horizontal (tailrace, or outlet) tunnel into the Kali Gandaki River. The site thus presents a classic opportunity for constructing a hydroelectric plant without the necessity of building a dam.

In addition to this work, the AP is doing rural electrification research to find appropriate means for using electricity in rural Nepal, as, for example, in small industry, lift irrigation, and cooking. It is also involved in agricultural and small-scale irrigation development with a view to increasing local food production. It promotes rural industry and cooperatives in order to create local employment, forestry and soil conservation to improve watershed conditions, and village drinking water and sanitation systems to improve the health and well-being of local communities.

In all of this work the Andhikhola Project emphasizes the need for economically self-sustaining activities with maximum local participation and input in planning and implementing the programs.

6. Nawal Parasi Hills Development Project (NPHDP) - 1969

Originally called the Buling-Arkhala Project, the more comprehensive NPHDP is made up of the following programs: drinking water and sanitation; agriculture; reforestation and erosion control; animal health; rural industries; health; irrigation and public works; and education.

Its general objectives may be put simply as: to increase production in agriculture, thus benefiting the underprivileged section of the population; to generate cash income through meaningful employment; to meet basic human needs; to encourage local people to participate in all aspects of development programs; to promote self-reliance and training; to maintain the ecological balance in an area; to use good traditional cultural practices which would be helpful in implementing programs; to integrate development efforts into local institutions; and to support and strengthen government services.

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7. United Mission Surkhet Project (SP) - 1982

The Surkhet Project is the EDB's newest effort, planned since 1980, in an area of Surkhet District about one day's walk (8 hours) northwest of Birendranagar. The purpose of the project is to serve as a catalyst for economic and rural development in Nepal's Mid-Western Development Region. It is being undertaken by the UMN as a cooperative venture with HMG under the Department of Cottage and Village Industries of Government. The UMN is offering to contribute to the implementation of such activities as are need-based and beneficial to groups and individuals of the pilot area. It hopes to serve as a stimulant for peoples organizations and cooperative actions. In this way it will assist the Department in its promotion of cottage industries at village level and in such other ways as may be possible for the project and in harmony with HMG policies.

E. SECONDED PERSONNEL

In addition to the above-mentioned specifically EDB projects, the EDB seconds qualified personnel to UMN-related projects, companies and programs in many scattered and remote areas of Nepal.

1. Karnali Technical School (KTS), Jumla - 1980

Construction supervisors, an electrician, a sawmill supervisor, and a construction coordinator/director have been overseeing a work crew of over one hundred people at the Karnali Technical School site in Jumla in the western part of Nepal (actually HMG's "Mid-Western" Economic Development Region). The EDB has also recruited and made available to KTS the construction trade and agriculture trade instructors as well as the agriculture extension worker and forester.

2. Health Services

Support personnel have been seconded by the EDB to various UMN health services. For example, civil and mechanical engineers to Patan and Tansen Hospitals; maintenance consultants for all four UMN hospitals (Patan, Tansen, Amp Pipal in Gorkha District, and Okhaldhunga); agricultural development workers/community motivators, foresters, horticulturalists, food technologists, water systems and animal health field workers, and home economists/nutritionists to

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the Lalitpur District Community Development Assistance Project (CDAP) and Community Primary Health Care Project (CPHCP) as well as to CHP projects in Tansen (Palpa District), Okhaldhunga and Gorkha District.

3. Engineering / Industrial Development, Butwal

Likewise, EDB engineers and technicians serve at Butwal in the UMN-related companies and institutions such as BTI, BPC, BPF, GG, BEW, BWI, HH and NHE projects. Their activities cover a wide range of expertise and effort in the engineering/industrial development work of the Mission.

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F. THE EDB IN STATISTICS (1984)

A few graphs will illustrate the place of the EDB in the work of the UMN.

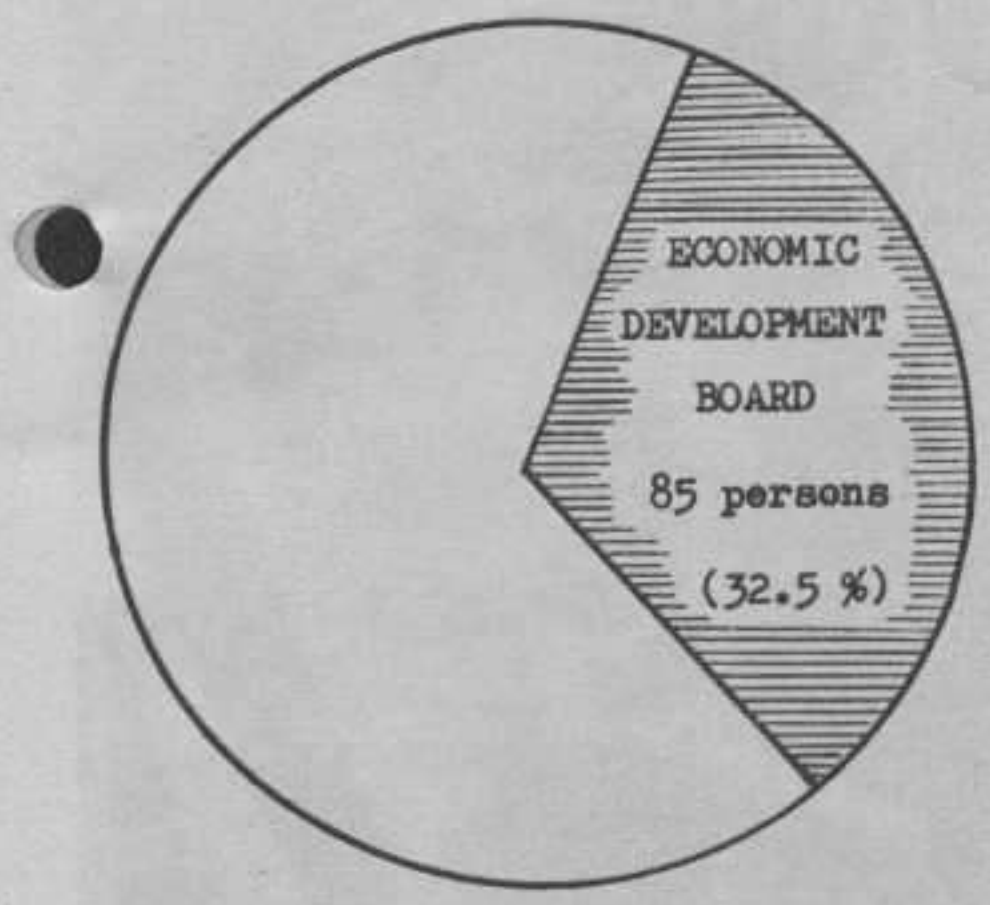
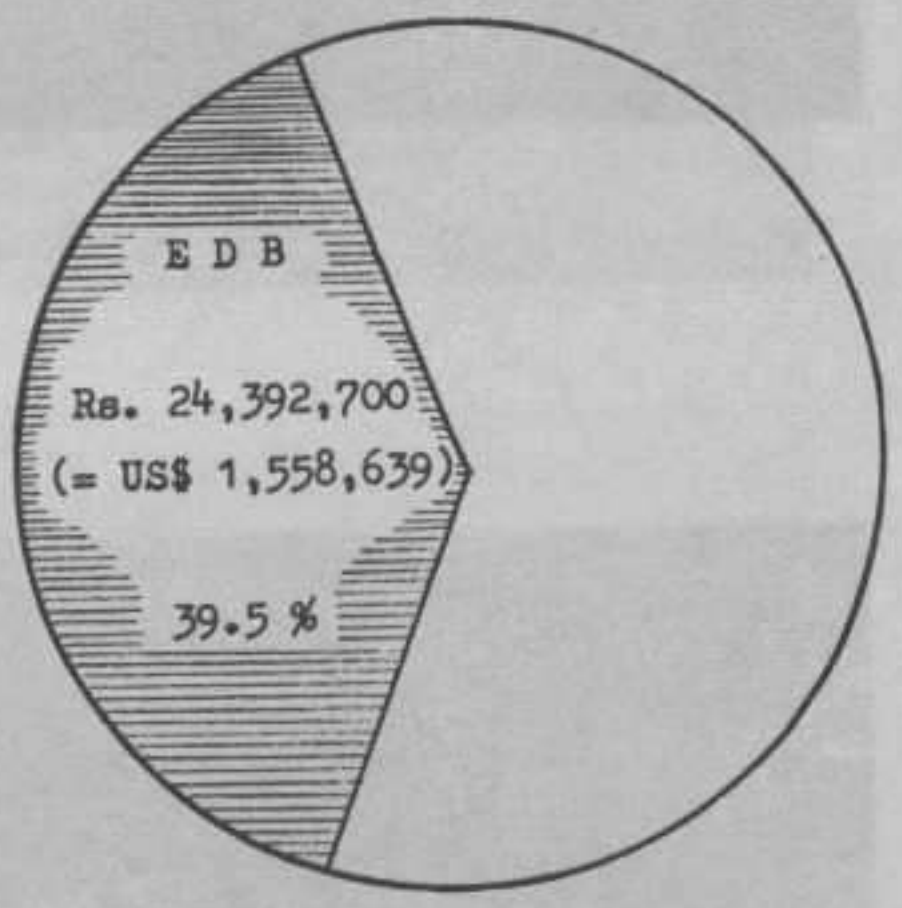


Figure A (Personnel)

There are a total of 261 Board Appointed workers in the UMN (not counting wives who are not usually "assigned"). 85 of these workers.(or 32.5% of the total) are related to the work of the Economic Development Board

Figure B (Budget Share)

The total UMN budget for 1984-85 is Rs. 61,848,133 (= US$ 3,951,957). Of this budget, Rs. 24,392,700 (or US$ 1,558,639) is assigned to the work of the EDB. The EDB will thus spend about 39.5 % of the total UMN budget.



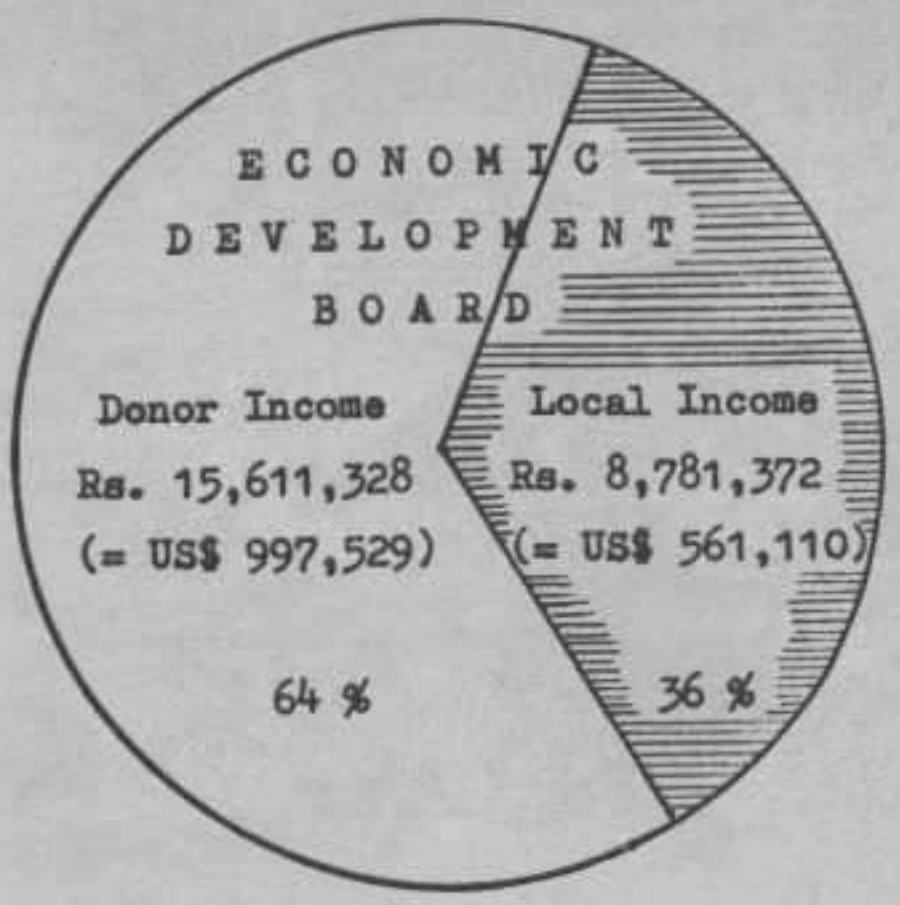
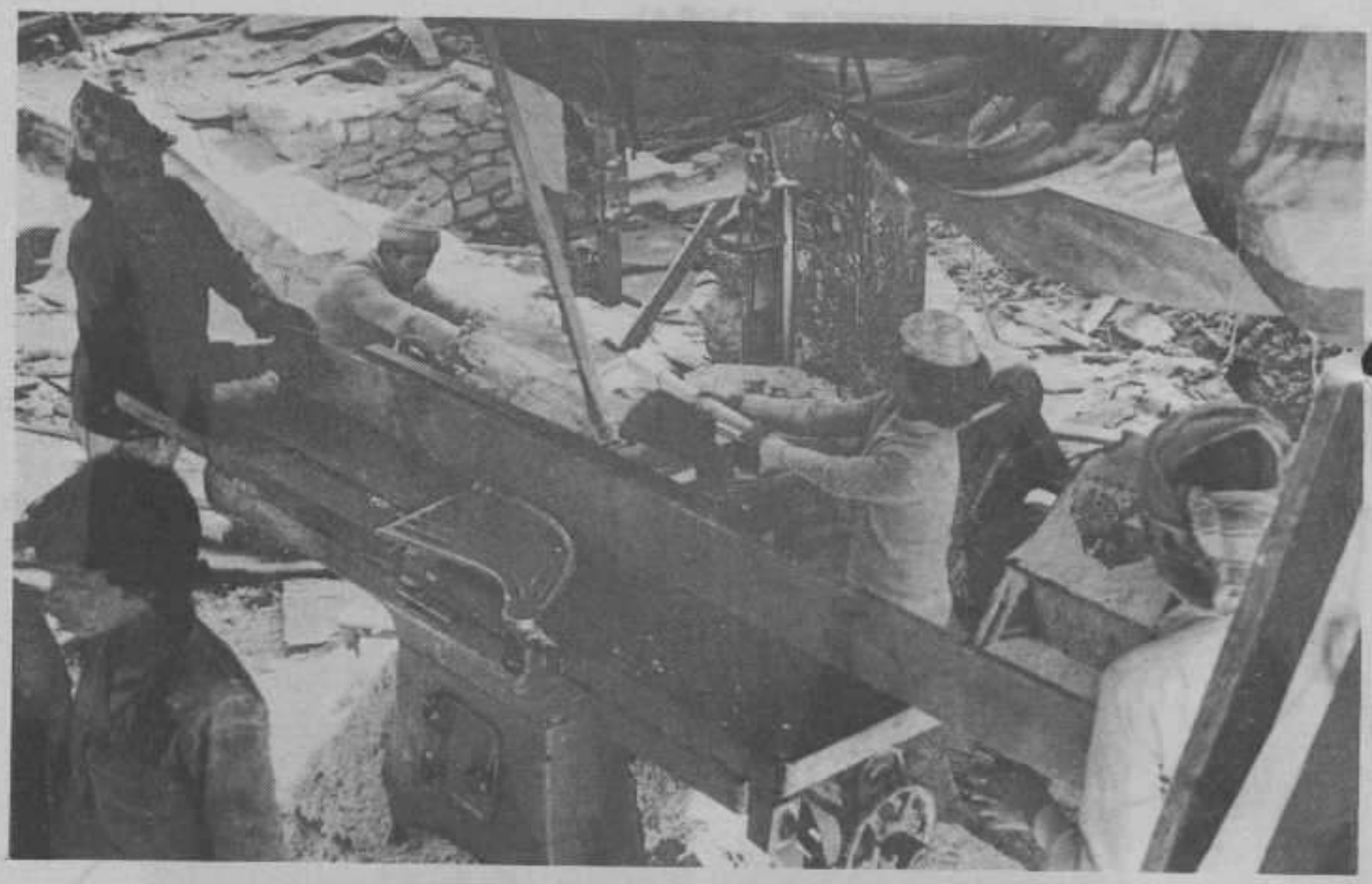


Figure C (Budget Sources)

The UMN budget for 1984-85 assigned to the EDB is Rs. 24,392,700 (or US$ 1,558,639). Of this amount, Rs. 8,781,372 (= US$ 561,110) or 36 % will be met from local sources while Rs. 15,611,328 (=US$ 997,529) or 64 % will come from "donors."

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Sawmill

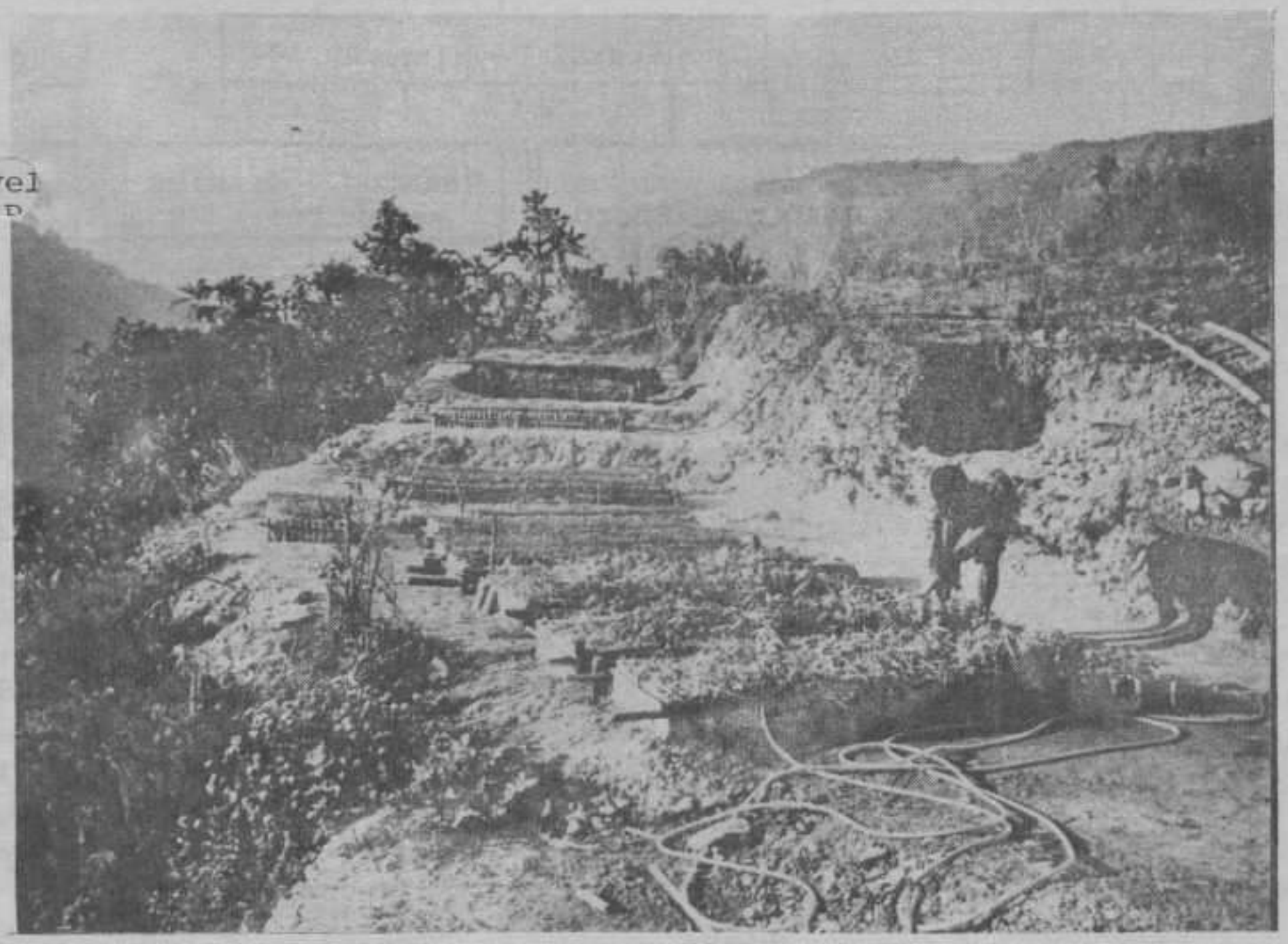


Construction work

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Agriculture



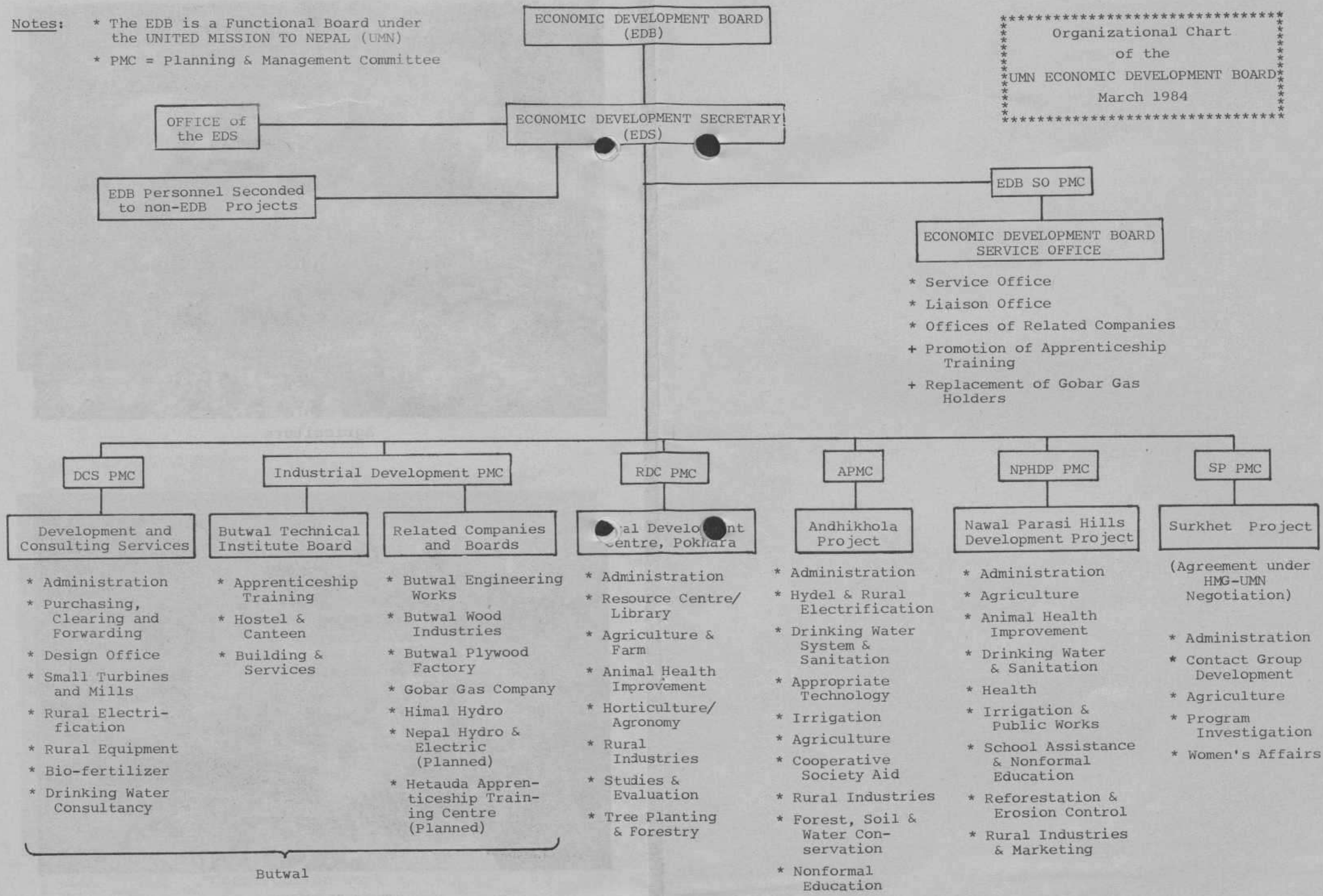
Tree Nursery

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Notes: * The EDB is a Functional Board under the UNITED MISSION TO NEPAL (UMN)

* PMC = Planning & Management Committee

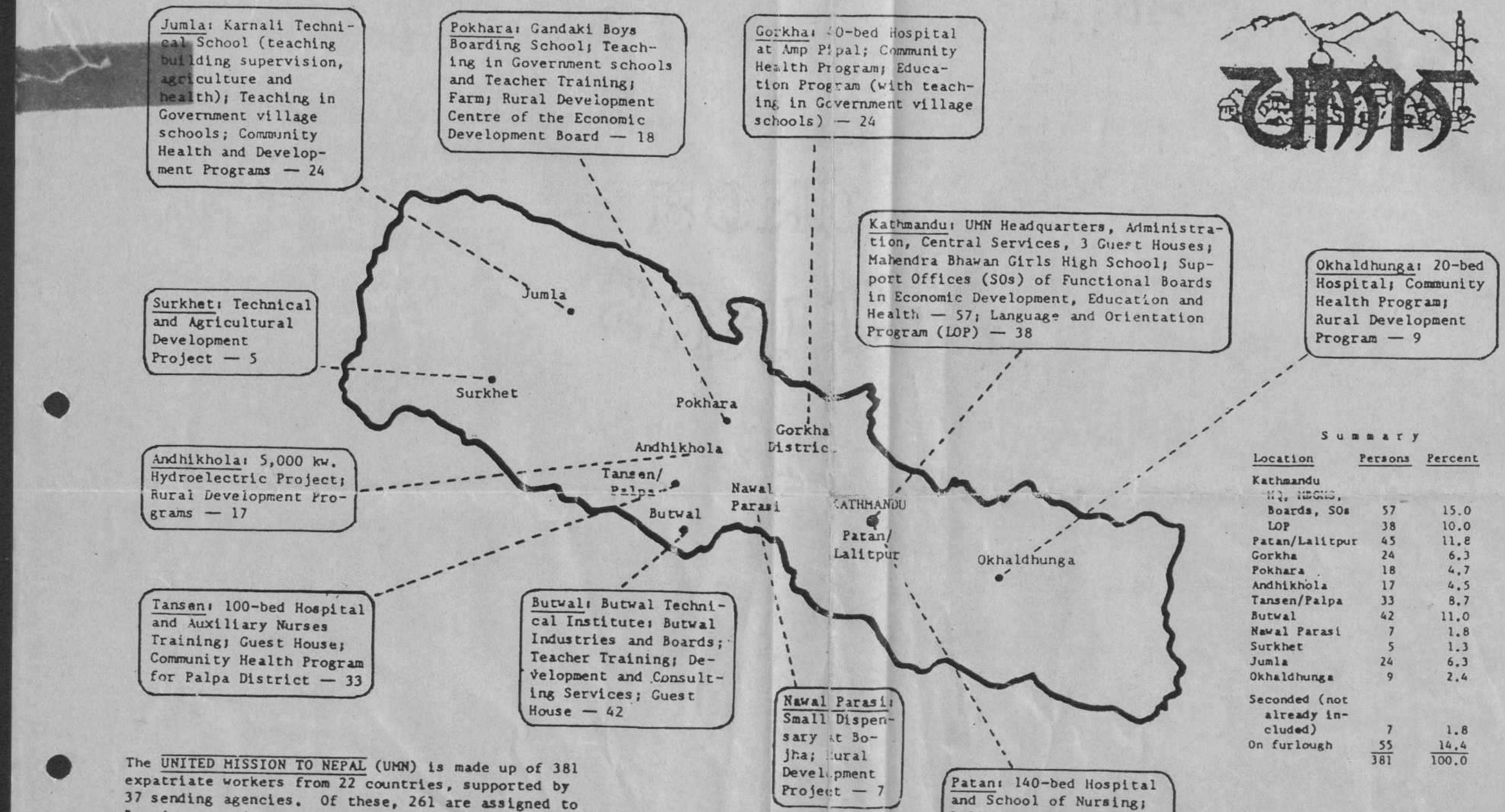
Organizational Chart of the UMN ECONOMIC DEVELOPMENT BOARD March 1984



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Printed in Nepal at
Sahayogi Press,
Tripureshwar, Kathmandu.

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Jumla: Karnali Technical School (teaching building supervision, agriculture and health); Teaching in Government village schools; Community Health and Development Programs — 24

Pokhara: Gandaki Boys Boarding School; Teaching in Government schools and Teacher Training; Farm; Rural Development Centre of the Economic Development Board — 18

Gorkha: 20-bed Hospital at Amp Pipal; Community Health Program; Education Program (with teaching in Government village schools) — 24

Kathmandu: UMN Headquarters, Administration, Central Services, 3 Guest Houses; Mahendra Bhawan Girls High School; Support Offices (SOs) of Functional Boards in Economic Development, Education and Health — 57; Language and Orientation Program (LOP) — 38

Okhaldhunga: 20-bed Hospital; Community Health Program; Rural Development Program — 9

Surkhet: Technical and Agricultural Development Project — 5

Andhikhola: 5,000 kw. Hydroelectric Project; Rural Development Programs — 17

Tansen: 100-bed Hospital and Auxiliary Nurses Training; Guest House; Community Health Program for Palpa District — 33

Butwal: Butwal Technical Institute; Butwal Industries and Boards; Teacher Training; Development and Consulting Services; Guest House — 42

Nawal Parasi: Small Dispensary at Bojha; Rural Development Project — 7

Patan: 140-bed Hospital and School of Nursing; Lalitpur District Community Health and Development Programs — 45

The UNITED MISSION TO NEPAL (UMN) is made up of 381 expatriate workers from 22 countries, supported by 37 sending agencies. Of these, 261 are assigned to Board-approved posts, distributed as follows: 45 % to Health Services, 32.5 % to Economic Development, 15.5 % to Education and 7 % to Administration. Most wives are not officially "assigned" but make their own special contribution to the work of the UMN.

Summary

Location	Persons	Percent
Kathmandu HQ, HBGHS, Boards, SOs	57	15.0
LOP	38	10.0
Patan/Lalitpur	45	11.8
Gorkha	24	6.3
Pokhara	18	4.7
Andhikhola	17	4.5
Tansen/Palpa	33	8.7
Butwal	42	11.0
Nawal Parasi	7	1.8
Surkhet	5	1.3
Jumla	24	6.3
Okhaldhunga	9	2.4
Seconded (not already included)	7	1.8
On furlough	55	14.4
	381	100.0

UMNINFO - April 1984

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M E M O R A N D U M

To: All UMN SUPPORTING AGENCIES and UMN BOARD APPOINTEES

From: Gene Glassman (Information Officer)

Date: 4 December, 1984

Subject: Information Materials

This is to inform you that the following new items are now available.

▒ A 24-page illustrated booklet called "UMN Development Work in Nepal," describing the projects of the Economic Development Board (EDB). Printed in September 1984. For those in Nepal, a copy or two is being sent to area service officers and/or directors who are requested to show it to others in their project/area. We will be glad to furnish whatever number of copies are wanted but we don't want to send them to people who really have no need of them.

▒ A 16-page illustrated brochure entitled "NEPAL (and the UMN) AT A GLANCE" (copy enclosed). Printed in September 1984 but just received in Kathmandu on 3-12-84. We will process small orders for these booklets from Kathmandu; but larger quantities can be ordered from the addresses shown in the back of the booklet, as follows: BMMF International in Upper Darby, PA, U.S.A.; BMMF International in London, England; BMMF International in Victoria, Australia; and Free Church of Finland (Attn. Juhani Kivela) in Hameenlinna, Finland. This should save much on both time and postage for those in the homelands.

▒ Joy Poppe's father has produced an excellent slide/sound program, including 120 colored slides with a 30-minute narration on tape and in manuscript form. It is entitled "People and Mountains--Christian Rural Development in Nepal." It covers the work in Surkhet, Andhikhola and Jumla, similar to what was done in the movie "The Pipal Tree" (which covered the work in Lalitpur, Andhikhola and Jumla). We have three sets for use in Nepal. The complete set sells for about £ 70 and is available from:

Mr. Prescot Stephens
Eastington, Oak Lane
Sevenoaks, Kent TN13 1UH
England, U. K.

I am presently working on a new UMN booklet to describe Nepal and the eleven places in Nepal where the UMN has assigned workers (see the UMN map of April 1984). These are taken up in order of the opening of the work in each place, and will include general information about each area plus details about what UMNers are doing there. Statistics for 1985 and photographs will also be included and the booklet may come to around 64 pages when finished. It is intended to replace the previous "Greetings from NEPAL" which has been around for quite some time. Copies of each section of this booklet are being sent to each area for comment and criticism and then return to me. I hope that all of your suggestions will be back to me by January 1, 1985, as I would like to finalize the text early in the new year. Statistics, of course, will wait until March 1985 to be added to it so as to make it as complete and up to date as possible.

Jane and I will be on holiday in Hong Kong from December 5 to 22, so if you write to this office during that time and do not receive a reply you will understand why.

May you all have a blessed Christmas Season with your families and friends.

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THE UNITED MISSION TO NEPAL

God is here.
He is present in Nepal.
God has called us to be His servants here.
We respond in faith, willing to accept our vulnerability.
The following we therefore declare as our statement of mission.

STATEMENT OF MISSION: PURPOSE

The United Mission to Nepal (UMN) purposes to make a common witness for Christ by:

- ◇ reflecting the values of the Kingdom of God in models of community and in personal relationships in redemptive activity and justice.
- ◇ assisting and learning from the people of Nepal through relevant training in leadership and practical skills.
- ◇ a sensitive and servant relationship within the Body of Christ.

PURPOSE: PERSON

We would participate in the development of persons in the following ways:

- ◇ by our commitment to the development of persons in their skills, character, leadership and in their relationship to Christ.
- ◇ by encouraging responsible participation in personal roles as members in a family and local community, as citizens in a nation, and as seekers after justice and righteousness.
- ◇ by discovering and channeling potential in neglected peoples.

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PURPOSE: COMMUNITY

We would participate in community development in the following ways:

- ◇ by listening, observing and facilitating communication.
- ◇ by stimulating community decision-making processes.
- ◇ by participating in an integrated way, alert to the danger of creating dependency and the need to give priority to the neglected.

PURPOSE: NATION

As under our general agreement with His Majesty's Government of Nepal (HMG/N) we would participate in the development of Nepal, affirming the nation's social and cultural identity, and by focusing on selected issues, including:

- ◇ equity and justice,
- ◇ poverty and its causes,
- ◇ ecology,
- ◇ village and cottage economy.

PURPOSE: CHURCH

We would participate in the life of the church of Nepal in the following ways:

- ◇ by maintaining our identification and integrity as a Christian Mission in all our relationships.
- ◇ by faithfulness to distinctive Christian life styles and priorities in fulfilling the purposes stated above for individuals, community and nation.
- ◇ by our personal participation as individual members of the local congregation for fellowship, worship and mutual encouragement while recognizing our restraints under our general agreement with HMG/N.

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UMN LONG-TERM PLANNING:
STATEMENT OF AIMS FOR THE ADMINISTRATION

PURPOSE: PERSON, COMMUNITY, NATION, CHURCH

Aims:

- The planning process is to be used as a tool for determining future policy and direction. Within the UMN family it will always be a process of consultation in which there is a two-way flow to and from the grass roots and the center where a responsibility for stimulus and initiative still lies. In this process both the church and government have a crucial part.
- Leadership is a servant role in assisting one's fellow workers to achieve potential and possibility in their placement and growth professionally and in relation to the church.
- Relationship to HMG/N is to facilitate and make possible by negotiated agreements our entry into tasks, and also our continuing role of being a positive influence.
- The Central Services Department is to be a lifeline to projects, be our agent for property management and maintenance, as well as the collection and distribution of mail.
- The Treasurer's Office maintains and manages the accounts of the Mission and assists in the budgeting process by adequate interpretation and communication to the Finance Committee, insuring decision-making resulting in consolidated budgets for recurrent, program and capital sections of the total budget.
- The Headquarters staff shall seek to excel in hospitality, including operating guesthouses as well as being the interpreters of the mission of the UMN to Nepali and expatriate visitors.

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◇ Counsellors are to be a supportive resource for staff to relate to for encouragement and counseling.

◇ The Administration shall engage in research and evaluation resulting in a deeper self-understanding of the growth and change of the UMN as a Christian community.

UMN LONG-TERM PLANNING: STATEMENT OF AIMS FOR THE HEALTH SERVICES BOARD (HSB)

◇ Sickness, suffering and injustice are rooted in the brokenness of the relationship between God and man.

◇ Healing is God's act of making whole, with the purpose of restoring man to full relationship with Himself.

◇ Wholeness is not a static presence, but rather reflections of a dynamic process where Christ enters into a living relationship with man and community. We are called to participate in this healing process which enters into all aspects of human life and involves struggle against oppression, meeting the needs of the poor, the suffering and sick, improving environment and making the best possible use of resources.

◇ Realizing our role as participants in this healing ministry, the UMN Health Services Board has set out the following aims in relation to person, community, nation and church.

PURPOSE: PERSON

Aims:

◇ 1. To seek to reflect a concept of health care which incorporates the physical, mental, social and spiritual dimensions of the whole man in the context of Nepal.

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◇ 2. To encourage each person to take an active part in the promotion of his/her own health through seeking with him/her ways of utilizing local resources and modifying environment and practices to prevent disease and strengthen health.

◇ 3. To train village-level volunteers and community members for responsible participation in matters relating to health and development of their own communities.

◇ 4. To train health services staff into positions of leadership, decision-making and competence.

PURPOSE: COMMUNITY

Aims:

◇ 1. To seek a health care that is appropriate in relation to culture, being open to learn from the traditional understanding of health, and seeking ways for meeting health needs that are acceptable to individuals and communities.

◇ 2. To motivate local communities to take increasingly more responsibility for their own health care, stimulating and facilitating community participation at all levels through ongoing dialogue with all concerned and affected, and responding to needs in an integrated way through cooperation with other functional groups.

◇ 3. To work within a cost frame that is controlled and informed by the economic potential of the community, seeking innovative ways of generating income and utilizing local resources.

PURPOSE: NATION

Aims:

◇ 1. To assist the Ministry of Health in planning, managing and providing health care to the people of Nepal, seeking ways for interchanging

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experience with and integrating institutions and programs into the institutional framework of HMG/N health care in Nepal, including a willingness to give over control when time and circumstances seem right and when agreeable to the UMN's purposes.

◇ 2. To seek an appropriate care level for each institution or program, informed by national and local resources, emphasizing functional interaction between care levels so that care can be given at the lowest appropriate level, as close to the homes as possible.

◇ 3. To participate in the development and operation of health manpower training programs.

◇ 4. To initiate new work in unserved areas within the framework of the National Health Plan with a clear priority to the development of primary health care and motivation for community action.

◇ 5. To allocate resources based on an overall understanding of what contributes to people's health, demonstrating a commitment to justice in relation to the poor, the oppressed and the powerless, and with a clear priority to efforts that will meet the needs of the poor.

PURPOSE: CHURCH

Aims:

◇ 1. To seek together with the local church for expressions of the Christian concept of health and wholeness in the context of Nepal.

◇ 2. To seek together with the local church and individual believers for practical ways of participating together as the 'body of Christ' in God's healing ministry.

◇ 3. To seek to encourage and respond to the local church in its efforts to minister to the poor and the powerless of the society of which it is a part.

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UMN LONG-TERM PLANNING: STATEMENT OF AIMS FOR THE EDUCATION BOARD (EB)

PURPOSE: PERSON, COMMUNITY, NATION, CHURCH

Aims:

◇ 1. Formal Education. To work in cooperation with HMG/N at national and local levels in primary, lower secondary, secondary, and teacher-training institutions in defined geographical areas; in vocational, technical, special and general education, seeking to provide education that is appropriate to the culture and society, and consistent with the Christian faith; and to establish models which can be an example to other workers and institutions.

◇ 2. Nonformal Education. To work in cooperation with HMG/N and other UMN projects and programs in developing resources, attitudes and skills in nonformal education techniques to be used in any UMN activity, seeking to make appropriate education available to adults as well as children, with special concern for those who do not have access to formal education institutions.

◇ 3. Materials Development. To work in cooperation with HMG/N in preparing teaching and other educational materials for use in both formal and nonformal education work, seeking to make available texts, teachers guides, and other teaching aids where these are now lacking.

◇ 4. Training. To give or make available training for Nepali residents in professional skills and leadership through on-the-job training and formal education.

◇ 5. Equipment of and Facilities for UMN Personnel. To equip our own UMN workers with the tools of language ability and cultural understanding and other facilities in order that they may more effectively fulfil their personal and work goals.

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UMN LONG-TERM PLANNING: STATEMENT OF AIMS FOR THE ECONOMIC DEVELOPMENT BOARD (EDB)

PURPOSE: PERSON, COMMUNITY, NATION, CHURCH

Aims: We seek—

◇ 1. to enable people, especially the underprivileged, to bring about lasting fulfilment of their basic felt needs in the areas of food, water, fuel/energy and housing (i.e., to fulfil basic felt needs).

◇ 2. to enable people to develop technical, organizational and leadership abilities, together with a commitment to equal opportunity, justice, participation in development, and cooperation with others in furthering the common good (i.e., to develop abilities and commitment).

◇ 3. to develop resources and services, especially in the areas of renewable energy, skilled manpower, trained management, sales marketing, and research and consulting services, for a just economic growth (i.e., to develop resources and services).

◇ 4. to seek, together with the local church and individual believers, for practical ways of participating together as the 'body of Christ' in strengthening the economic base for the building of community.

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

Entire 'Statement' adopted, April 1981
EDB 'Statement' amended, April 1982
Entire 'Statement' reprinted, October 1984

UMNINFO, 10/84

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Das entwicklungspolitisch-missionarische Selbstverständnis der UMN

Leitlinien Reichsdeutsche

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Gossner Mission

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2. **Non-formal Education.** To work in cooperation with HMG/N and other UMN Projects and Programmes in developing resources, attitudes and skills in non-formal education techniques to be used in any UMN activity, seeking to make appropriate education available to adults as well as children, with special concern for those who do not have access to formal education institutions,

3. **Material Development.** To work in cooperation with HMG/N in preparing teaching and other educational materials for use in both formal and non-formal education work, seeking to make available texts, teachers' guides, and other teaching aids where these are now lacking.

4. **Training.** To give or make available training for Nepal residents in professional skills and leadership through on-the-job training and formal education.

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5. Equipment of, and facilities for, UMN Personnel. To equip our own UMN workers with tools of language ability and cultural understanding and other facilities in order that they may more effectively fulfil their personal and work goals.

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UMN LONG-TERM PLANNING : STATEMENT OF AIMS FOR ECONOMIC DEVELOPMENT BOARD

PURPOSE: PERSON, COMMUNITY, NATION, CHURCH

Aims: We seek –

1. To enable people, especially the underprivileged, to bring about lasting fulfilment of their basic felt needs in the areas of food, water, fuel/energy and housing (i.e. to fulfill basic felt needs);

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BRIEFING INFORMATION

UNITED MISSION TO NEPAL

August 1983

I. INFORMATION ABOUT NEPAL AND THE UNITED MISSION

The UMN has prepared two informational booklets entitled "Greetings from Nepal" and "Nepal on the Potter's Wheel" and also an historical book "Nepal and the Gospel of God". They are obtainable from your own mission office or from us. They list source materials, and you should try your local libraries, your mission office and the Nepal Embassy for further materials. The UMN has also produced films entitled "Living Water" & "The Pipal Tree".

II. THE CONSTITUTION OF THE UMN, AND THE AIMS AND PURPOSE OF THE UMN

It is essential that you read these documents. Copies are available from your mission office or from us. There are some distinctive features of the UMN which are important to understand, and we want to mention them here.

In 1954 eight member bodies joined together to form an international body, the United Mission to Nepal. Now there are 37 member bodies. These are Mission boards of denominational church bodies, and also independent mission societies. They come from about 20 countries. There are differences in their national and cultural backgrounds, in their missionary principles and practices, in their theology and church order.

In spite of differences, these member bodies hold much in common, sufficient in basics to make it possible for them to unite in one single organisation for their life and work in Nepal. In their united character they are the same as they are singly: that is, an organised missionary arm of the church to this country. The Mission has taken with it into Nepal the historic and evangelical faith of the church, and expresses it in its "Basis of Faith". It has also taken with it the historic aims of the mission of the church and expresses these in its "Purposes". These features of united organisation, nature, purpose and faith are written into the Constitution.

Each member body has given its written agreement to work according to this Constitution. Member bodies are expected to see that possible candidates to Nepal are fully acquainted with these features of the Mission. And it is expected that candidates will be in full agreement with the UMN and its Constitution and policies, including the Aims and Purposes, when they come here for service.

Member bodies second their own accepted workers to the UMN. These become 'UMN Board Appointees', ie regular working, full members of the UMN and under its administration. Workers are financially supported and take their furloughs according to the rules of their parent bodies, but while in Nepal their status is that of workers of the UMN, under its administration, and engaged in its work. As time passes we "think" UMN almost entirely.

In coming to the UMN you join colleagues of a dozen or more denominations and not only your own "kind"; you work in another mission organisation and not your own from your homeland; you carry forward the purposes and work of another mission; you attach yourself to a local church which is different from your 'home church'. All of this can be quite an adjustment. You will not know all that it means until you get working in it.

III. OUTFIT OR EQUIPMENT TO BRING TO NEPAL

This is a very difficult subject because of great differences in individual tastes. We do not feel that we can give any kind of satisfactory 'equipment list' in the traditional sense. We will try to give some information about conditions and some advice about equipment, and leave the rest to you. If there are specific questions, please do write and ask.

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A person can live and work in Nepal for years and clothe himself, outfit his household living, and eat well from products obtained entirely in Nepal. And these products, on the whole, are cheaper than in western countries. There is much which we can learn about 'living off the land'. Some people feel, as a matter of principle, that missions not only can, but should, live in this way; but few follow the principle.

There are many specialized products, however, which folk may want to bring with them, for the sake of better quality or availability, such as: personal slides, colour films (very expensive in Kathmandu), professional work equipment, camera, typewriter, radio, musical instruments, books, hobby things, hiking equipment, "fix it yourself" tools, play equipment,etc. In Kathmandu there are swimming pools and tennis courts; bring equipment as you desire.

Please be sure to bring a tape recorder, with empty spools for language study, and recorded music,etc for pleasure. It would be helpful if you could also bring ten C60 casette tapes to be used for language study and then sold to the UMN, either for the language program or for the Communications Committee. You may also find it useful to have a head-set (earphones).

In general we would advise you to bring your normal supply of clothing, household living equipment, cooking and dining equipment; then you can set up housekeeping from the beginning with your things, but it is not necessary to buy stocks for years to come. On the other hand, many of these items are also obtainable here, in the shops or from people leaving, if you prefer to bring sufficient funds to buy items in Nepal instead.

Nepal has a lovely, invigorating climate. Heaters are used in winter (kerosene or electric can be purchased here). For much of the year it is warm, increasing to hot in the summer, with the rains coming half way through that season. In winter there is no snow, but the cold can become very damp and penetrating, with frost for some nights. In that season our people wear winter underwear, woollen clothing, sweaters and jackets. Some use wool-lined boots for cement floors. There is need for warm bedding.

In most of our projects people use electricity in their homes (some only available for set hours, and in some village areas not available at all). The power is AC 220 volts, and 50 cycles. Transformers can be bought in Kathmandu.

Housing and furniture.
The UMN provides housing for its workers, and a minimum amount of basic furniture. This varies in different parts of the country. Most folk supplement what is provided with their personnaly-bought furniture made in Nepal. Don't bring furniture from home, except very special small pieces for personal reasons. Foam rubber mattresses are obtainable here, but are expensive.

Refrigerator.
You may want to use one, especially for a family. They are often obtainable from other westerners here, or electric ones can be bought in the city. Dual purpose, for kerosene or electricity, are the most useful but are not obtainable in Nepal. These can be ordered from Hongkong. The refrigerators bought locally are very expensive, but the advantage is that they are here and in working order. If you bring your own in, you run the risk of damage in transit and high customs duty.

Stoves.
Most people use kerosene stoves, bottle gas stoves, or electric stoves. Wood stoves are found in places, but in many areas the wood supply is difficult to obtain.

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Food.
Foods for a good and satisfactory diet are obtainable in Nepal; much of it comes from India, including tinned (canned) goods. As you may want, bring a supply of cinnamon, cocoa, boullion cubes, dried soups, maple and vanilla flavouring, marmite, etc as these are hard to get and very expensive. Bring an initial supply of yeast and then buy locally or order it to be sent to you. Food stuffs may be ordered from Singapore, Hongkong or Europe. Food packages may be sent by friends, of value not more than about $12 or £8 and will be dutiable.

Clothes.
Bring your normal supply of clothes. In general men wear their homeland clothes here, although UMN ladies are wearing saris, long skirts, Tibetan dress or Punjabi dress more and more. In consideration of national custom, viewpoints, propriety and living conditions here, we advise that our ladies wear at least knee-length or full length skirts and dress modestly. Skirts should be wide for travelling conditions. For living in the villages, skirts should be of sufficient length and width to cover the legs when sitting on the floor. You may want to bring patterns. Cloth is available, and tailors make women's clothing.

Our folk feel that the most important kinds of clothing to bring for mostly unheated housing are: underwear, shoes, slippers, heavy clothes.

Many kinds of materials are obtainable, though the choice of pattern will be limited. But bring your own shoes for walking, and a good sleeping bag. This can be used for trekking, or as a blanket if it zips open.

Housekeeping.
Kitchen utensils, eating utensils, toilet articles, bedding, stationery, etc are all available in the town, but some people want to bring their own items of a better quality from home, at least to begin with. Linens and towels are available here. You may want to bring your things to set up your household initially, particularly pressure cookers, meat grinders (mincing machines), food measuring equipment, etc. Also tableware and cutlery, though these are available locally. Bring the necessary items if you desire to bottle food.

Firearms.
There is much red tape and difficulty in bringing in arms, and our strong advice is not to bring guns.

IV. VISAS

For entering Nepal, apply for a one month tourist visa from your local Nepal Embassy. Upon arrival in Nepal, our Headquarters office will get a one year residence visa for you. This is extended year by year. For travelling around Nepal, we can go anywhere on the roads within the time of our residence visas, but must buy trekking permits for journeys off the roads into the mountains, by foot or plane. An extra supply of passport photos is useful, or you can obtain them here easily and cheaply.

V. TRAVEL

Sending bodies should arrange the travel of workers to Nepal. We need to know your schedule so that we can plan to receive you at this end. We require all our new workers to arrive a few days before the beginning of the two language school terms, February 1st and August 1st being the opening dates for these terms. Families with children are strongly advised to come one week before term begins to allow the children time to settle down and get used to their Nepali 'ayahs' before the parents disappear to language sessions. If you come too early it may not be possible to offer you guesthouse accommodation.

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If you are changing planes at Delhi airport, and not stopping off there for any length of time, do not join the queues at the immigration barriers. Find a member of the ground staff and tell him you are in transit for Nepal, then follow his advice and instructions in clearing your luggage, giving your ticket to a member of Royal Nepal Airlines or Indian Airlines, etc. They will do the checking in, take your luggage and guide you to the transit lounge, where you have to stay until called for the on-going flight. If you plan to leave the airport, or spend your time in the international waiting lounge, then you must go through immigration and customs procedures.

Make sure that your travel plans are sent to us, and we will plan to meet you at the airport at Kathmandu. However, mail does go astray and airline schedules do not always operate exactly as they should, so if there is no one at the airport, get a taxi to Thapathali, and the United Mission office. Try to get a metered taxi, or arrange for a fare of not more than Rs.25/- before you start out.

VI. LUGGAGE

a. Sea freight. This is so unsatisfactory that we strongly urge you not to consider it, and cannot guarantee any help with the difficulties entailed in clearance through India and Nepal.

b. Unaccomapnied luggage by air. One of the easiest ways to send luggage is as 'unaccompanied luggage' on your air ticket. The rate from Europe and other parts of the world is lower than on air freight. Goods will come direct to Kathmandu airport, and the owners can clear them personally. Import licences are not generally needed, unless you bring expensive electrical equipment.

Do not send it too early. Booking it a week or so before your own departure is plenty of time. If you book the unaccompanied luggage too early, it attracts demurrage charges until it can be cleared from customs. Just be sure to pack so that you have essential things with you just in case you have to wait a bit for your unaccompanied goods, which can happen too! Do not declare a value on your ordinary personal goods - just mark them NCV (no commercial value). If you declare a value, you may be charged customs accordingly. If you wish to bring expensive electrical goods, get in touch with us first about details of import licences, etc., which must be obtained before shipment, or you may run into trouble at this end.

c. Special rates. Occasionally we hear of Christian agencies here and there who will undertake to ship goods for missionaries at concession rates, to it would be worthwhile making some enquiries locally before you book.

d. Books. Books may be sent seamail bookpost, which is a lot less expensive than by air frieght, or even sea freight. They should be well wrapped and protected, but one end left open or a 'window' cut in the wrapping. If you want them sent by air, there are concessional rates for books packed separately.

e. Air freight. This is sending freight by air, not booked on a travel ticket. This can be done at any time, but normally requires an import licence. If you want to use this method, or your friends to use it at a later date after your arrival here, be sure to get all the instructions from our office first before the goods are shipped off.

f. Accompanied luggage. We strongly recommend that you bring with you as unaccompanied baggage anything like a radio, tape recorder, camera, etc. It is much simpler to clear these through customs as accompanied luggage than when they arrive separately in unaccompanied goods. Electrical goods are also more easily cleared when in accompanied luggage.

When you are travelling, try to keep your hand luggage as concisely packed as possible for the journey, and not have many small bits and pieces to cope with. Some who have not travelled before run into this problem, and the space for hand luggage on the planes is very limited indeed.

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VIII. MONEY

Concerning the transfer of money to Nepal, please arrange to have your personal salary, etc. paid into your own current bank account in your home country, and then when in Nepal just cash foreign currency cheques through the UMN as you need money here. It is complicated and time-consuming to try to transfer money to the local banks in Nepal. People in UK should make sure that they have accounts on which their local banks will honour cheques cashed in Nepal.

IX. COSTS IN NEPAL

The costs for the actual course of the initial 5 months language and orientation term are Rs.6,900. There is also a residence visa necessary for each person with a separate passport, costing Rs.601. per passport annually. Rates in the guesthouses are approximately $3. a day each for adults, and proportionately less for children, at present. The rate of exchange is approx. Rs.14 to the US $1. There will also be costs of ongoing language study in your project after the initial course. These and other similar charges of a personal nature will be made to your account in UMN, and we leave it to you to claim any appropriate refunds from your sending Mission. Please be sure to take this up with them before you come out, and arrange how this will be handled between you and your own office.

X. DRIVERS' LICENCES

It is not necessary to obtain an international driver's licence. You should bring your own national licence, and on the basis of that you can secure a Nepali driver's licence soon after arrival.

XI. MAILING ADDRESS

Initially your mailing address will be: United Mission Headquarters, Post Box 126, Kathmandu, Nepal. Once you have been assigned to a project, you may have your address altered to the appropriate one for that project.

XII. DEATH IN NEPAL

In our 30 years of service in Nepal only three or four of our colleagues have died in this country. But we feel it is wise to be prepared for such emergencies to the extent that after you arrive in Nepal we will ask you for your wishes to be recorded on file concerning disposal of body and goods in the case of a fatal accident or illness. We mention this now only to say that it would be unwise and very difficult to fly a body back to your home country, but there are facilities for burial and cremation out here in Nepal. Somtimes colleagues feel that they would like to know this before they come out so that they can talk it over with families at home and prepare them for this fact.

XIII. FURTHER INFORMATION

Each new worker or family will be 'linked' to UMNers living here in Kathmandu, and it is hoped that these 'links' may be able to help with information, fellowship, etc. before and after you come.

Also we have information on several subjects for families, and we enclose the appropriate ones, on :

Schooling facilities
Equipment for babies and toddlers
Feeding of babies

If we have left out something you need, please let us know.

XIV. ADJUSTMENTS

Workers in the UMN are living in a unique situation, and need to understand the background and circumstances of the country and mission. Attached is a paper called "Adjustments to New Conditions in Nepal", which some new workers may not have seen. We feel it is also important to quote from a report of a meeting with Church leaders held here in Kathmandu:

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"There was frank discussion of the expectation of Nepali Christians concerning the pattern of conduct and life-style of Board Appointees while in Nepal. There was expressed the hope of sensitivity to a moral dilema. One side of the dilema is the truth that ethical conformity does not save a person. The other side is that in Nepal certain habits are considered, in the Christian community, as not to be consistent with Christian profession.

One Pastor told of a situation arising out of the suffering and persecution of Christians. One of the forms it takes is this: Christians are coerced or forced to smoke and to drink alcoholic beverages. This is then seen as recanting or denying their faith.

From the preceding it would appear natural that UMN personnel, while serving the Lord in Nepal, are sensitive to this. We gladly refrain from practices which are generally offensive to the Nepali Christian community. This is certainly a meaning of I. Cor. 8:9-13."

Further information and details are given in the Ready Reference booklet under the heading "Statement for Workers". All workers should be familiar with these materials, and be prepared to share in this wonderful opportunity of serving their Lord and Master, Jesus Christ, in this Kingdom of Nepal.

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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 will be working in languages other than our own. Inability to communicate can be very frustrating, and full participation in many aspects of work and social life will be limited until language difficulties are overcome. English is the language of communication with UMN; Nepali is largely used in other contacts and in our work.

3. We have to adjust to different customs, dress, diet, and living conditions which are sometimes primitive and uncomfortable; and be willing to make adjustments in lifestyle and personal habits which may be offensive to local culture or the local Christians.

4. Opportunities for schooling vary in different places, and often one of the main problems for families in Nepal is that of the education of children at different ages. Special effort and flexibility are needed by parents and children in this area.

5. Assignment to a particular location is made by the UMN after a worker has come to Nepal. Sometimesthe assignment changes as fresh needs develop, and transfer to a different location may become necessary. There must be a readiness to serve where most needed.

6. We often have to work with inadequate equipment where supplies are unobtainable and untrained helpers. Sometimes we work under Nepali leadership. Flexibility and adaptability cannot be too strongly emphasised.

7. In the fellowship of the UMN, fellow workers may be of different nationalities, degrees of education and church background. We may have different viewpoints on religious and social matters, yet can and must share in cooperation and teamwork.

8. Much of the work in the UMN is carried on with Nepali fellow workers. Some may be Christians; many are non Christians. It is the stated purpose of the UMN "to train the people of Nepal in professional skills and leadership". This often means training a Nepali co-worker and then transferring responsibility. It may also mean working in a subordinate position, directly under the authority of Nepalis.

9. Workers in the UMN have the opportunity to join in fellowship and work with members of the Nepali church, but without taking positions of leadership in church life. Encouragement can be given by personal presence and friendship, and by occasional help in meetings and services when invited.

10. 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 believer in your Redeemer".

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Development and Consulting Services

PLANS FOR 1984.

DCS Administration

Project Description:

The administration consisting of Director's office, Business Office, Accounting and Cash Office, mail and Secretary office. Services are offered to its related departments, programmes and EDB related projects and companies.

Objectives:

To give accounting, business, typing, mailing, cash handling services to its related departments, programmes and projects, as well as to Buling Arkhala Project (Nawal Parasi Hill Development Programme) and Butwal Area etc.

Activities:

- Keeping accounting records and preparing financial statements, Cash handling services (which includes personal a/c for UMN expatriate working in Butwal, pay out wages and salaries to Nepali employees etc.)
- Mail Service: Sell postage stamps, look after incoming and outgoing mail for Kathmandu, BAP, Tansen, Andhikhola and Pokhara.
- Typing Service, duplicating.
- Annual evaluation of Nepali staff performance
- Correspondance of letters with suppliers, customers etc.
- Help to negotiate rental contract with the land lords for ASO.

Planned Evaluation

It is planned to give good services on above mentioned points.

Personnel:

Nepali Staff	1	Business Manager
	1	Secretary
	1	Accountant
	1	Accounts Clerk
	1	Cashier
	1	Mailrunner
	1	BTI Trainee
UMN Staff	1	Director
	1	Administrative Secretary

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PROPOSED RECURRING BUDGET FOR 1984 (DCS Administration)

	Actuals for 1982	Approved Budget 1983	Preliminary Budget 1984	Inc/Dec. Over 1983
RECEIPTS:				
UMN Recurring Grant	-	94,500	109,500	15,000
WCF Interest	79,799	-	-	-
Accounting Charges to RED	-	15,000	15,000	-
" " " Butwal Area	9,000	9,500	9,500	-
" " " Others	13,350	9,000	6,000	(3,000)
Rent Income	5,350	7,200	8,000	800
Mailbag charges	5,534	10,000	9,000	(1,000)
Secretarial Charges	7,231	10,000	10,000	-
Minibus Income	-	-	8,000	8,000
Honda Income (Motorcycle)	3,600	-	5,000	5,000
Miscellaneous Income	6,775	6,000	7,000	1,000
P C S	-	30,000	30,000	-
	130,639	191,200	217,000	25,800
PAYMENTS:				
Salaries	76,590	84,000	96,000	12,000
P.C.S.	-	30,000	30,000	-
Maint.of Building & rent	10,240	7,000	12,000	5,000
Mailbag expenses	6,364	10,500	10,000	(500)
Office Supplies	10,725	18,000	16,000	(2,000)
Advertisement Exp.	1,025	1,200	2,000	800
Hospitality	-	1,000	1,000	-
Postage, Telegram, Bank Charges	2,343	2,500	3,000	500
Technical Literature	1,117	2,000	2,500	500
Travel expenses	3,017	4,000	4,000	-
Repair of furniture & Equip.	390	1,500	1,500	-
Employees benefit	2,165	5,500	5,000	(500)
Liaison Service	1,338	2,000	2,000	-
Minibus expenses	59	-	7,000	7,000
Honda Expenses (Motorcycle)	2,116	-	4,500	4,500
Project Investigation	-	16,500	15,000	(1,500)
Depreciation	8,230	-	-	-
Miscellaneous Exp.(incl.donation)	4,920	5,500	5,500	-
	130,639	191,200	217,000	25,800

Gossner Mission

PURCHASING, CLEARING AND FORWARDING DEPARTMENT

PROPOSED PLANS AND BUDGETS FOR 1984.

Description:

DCS maintains a purchasing clearing and forwarding department in Butwal to provide services, to all the EDB related and UMN projects by purchasing and clearing forwarding of goods they needed for production or construction.

Objectives:

1. To offer purchasing, clearing and forwarding of goods on self cost basis.
2. To provide prompt services by purchasing and clearing of goods required for the projects.
3. To obtain the quality goods and right materials in time in reasonable rates to all the EDB related and UMN projects.

Activities:

a) Purchasing of goods in India and Nepal
b) Arranging shipment to overseas countries
c) Clearing of consignments from India and overseas through Indian and Nepali customs.
d) Booking air/bus and train tickets.
e) Registration of vehicles renewal of licence
f) Special assignment as per agreement.

Personnel:

Purchsing Officer	Full time - Nepali
Purchasing Officer's Assistant	Full time - Nepali
BM Service	a small part-time

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Die Vereinigte Nepalmission
(United Mission to Nepal - UMN -)

Nach der erfolgreichen Revolution im Jahre 1951 rief der nepalische König Regierungen, Hilfsorganisationen und Stiftungen aus aller Welt auf, bei der Entwicklung seines Landes zu helfen. Mit vielen anderen kamen auch die Missionare Dr. Robert und Dr. Bethel Fleming sowie Dr. Carl Friedrichs mit seiner Frau Betty-Ann nach Nepal. Im Jahre 1953 nahmen sie ihre Arbeit als Ärzte auf.
Zu ihnen gesellten sich ein Jahr später Missionare der Vereinigten Methodistischen Mission und der Presbyterianer. Andere Missionen kamen hinzu, und so wurde in Nagpur/Indien während einer Missionssitzung die VEREINIGTE NEPALMISSION gegründet. Trotz des Evangelisierungsverbots nahmen die Missionsmitarbeiter einen Vertrag mit der nepalischen Regierung an. Sie vertrauten darauf, den Nepalesen Christus durch Wort und Tat nahezubringen.

Die Vereinigte Nepalmission ist ein Zusammenschluß aus derzeit 37 Entwicklungs- und Missionsgesellschaften mit etwa 600 Mitarbeitern aus aller Welt. In Absprache mit der nepalischen Regierung übernimmt die Vereinigte Nepalmission Entwicklungsarbeiten in den Bereichen Gesundheitsfürsorge, Erziehung, Handwerk, Kleinindustrie und Landwirtschaft. Ihre Arbeit ist eingebettet in die Entwicklungsplanung der nepalischen Regierung. Die Vereinigte Nepalmission verwirklicht Teile der jeweiligen Fünf-Jahres-Pläne.

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June '72

Eingegangen
10. JUL. 1972
Erledigt: ...

BRIEFING INFORMATION

United Mission to Nepal

I. INFORMATION ABOUT NEPAL AND THE UNITED MISSION

The UMN has prepared an information booklet entitled GREETINGS FROM NEPAL. It is obtainable from your own mission office or from us.

At the end of this booklet is a list of "Source Materials" in books, booklets, articles, papers, etc. Try your local and national libraries, the home office of your mission, the Nepalese Embassy; they may have materials to give you. Our latest effort at supplying information is a film on Nepal and the UMN entitled Nepal: On the Potter's Wheel. Ask your mission office, or ask us about it. There is a booklet of the same title.

II. THE CONSTITUTION OF THE UMN

It is essential that you read this document. Copies are obtainable from your mission office or from us. There are some distinctive features of the UMN which are important to understand and we want to mention them here.

In 1954 ten member bodies joined together to form an international body, the United Mission to Nepal. Now there are over 25 member bodies. These are mission boards of denominational church bodies and also independent societies. They come from a dozen countries. There are differences in their national-cultural backgrounds, in their missionary principles and practices, in their theology and church order.

In spite of differences, these member bodies hold much in common, sufficient in basics to make it possible for them to unite in one single organization for their life and work in Nepal. In their united character they are the same as they are singly, that is, an organized missionary arm of the church to this country. The Mission has taken with it into Nepal the historic and evangelical faith of the church, and expresses it in its "Basis of Faith." It has taken also with it the historic aims of the mission of the church, and expresses these in its "Purposes." These features of united organisation, nature, purpose and faith are written into the Constitution.

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Member bodies second their own missionary workers to the UMN; these become, from the time they enter Nepal, "UMN Board Appointees", that is, regular working members of the UMN and under its administration. Workers are supported financially and take their furloughs according to the rules of their parent bodies, but while in Nepal their status is that of workers of the UMN, under its administration, and engaged in its work. As time passes we almost forget that we belong to another board or society in our homeland, and "think" United Mission almost entirely.

In coming to the UMN you join colleagues of a dozen denominations, not only your own "kind"; you work in another mission organization, not your own from your homeland; you carry forward the purposes and work of another mission; you attach yourself to a local church that is not "your church." All of this can be quite an adjustment. You will not know all that it means until you get working in it.

III. OUTFIT or EQUIPMENT TO BRING TO NEPAL

This is a very difficult subject because of great differences in individual tastes. We do not feel that we can give any kind of satisfactory "outfit list" in the traditional sense. We will try to give some information about

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conditions and some advice about equipment, and leave the rest to the candidate. If there are specific questions please do write and ask.

A person can live and work in Nepal for years and clothe himself, outfit his household living, and eat well from products obtained entirely in Nepal. And these products, on the whole, are cheaper than in Western countries. There is much that we can learn about "living off the land." Some people feel, as a matter of principle that missionaries not only can, but should live in this way, but few follow the principle.

There are many specialized products, however, that for personal preference, or for reasons of quality, or because they aren't obtainable in Nepal, folks may want to bring with them, such as: professional work equipment, camera, typewriter, radio, tape recorder (useful for language study), musical instruments, organ, vehicle, books, hobby things, hiking equipment, "fix it yourself" tools, play equipment, etc. In Kathmandu there are swimming pools and tennis courts; bring equipment as you desire.

In general we would advise you to bring your normal supply of clothing, household living equipment, linens, cooking and dining equipment; then you can set up housekeeping from the beginning with your things, but it does not seem necessary to buy stocks for years to come.

Nepal has a lovely, invigorating climate. Some use heaters in the winter, (Kerosene heaters can be purchased here.) For nine months of the year it's warm, increasing to hot in the summer, with the Rains coming in that season too. The heat seldom reaches 32°C (90°F), and is more likely to be 21 to 26°C (70s and 80sF). In the winter there is no snow, but the cold can become very damp and penetrating, with frost for some nights. The house you live in may have a temperature of 5 to 18°C (40 to 65°F) throughout the night and day.

This means that we live for much of the year in clothes for warm weather, and that in the winter we need warm clothes for living in cold houses. In the cold season some of our people wear winter underwear, woollen clothing, sweaters and jackets. Some use wool-lined boots for cold cement floors. There is need for warm bedding.

In 8 of our 10 projects people use electricity in their homes. The power is AC 220 volts, 50 cycles. Electrical fixtures follow the European, rather than the American pattern. Transformers can be bought in Kathmandu.

Houses and Furniture. The UMN provides housing for its workers, The Mission also seeks to provide a minimum amount of basic furniture. This varies in different parts of the country. Some folks supplement what is provided with their personally-bought furniture, made in Nepal. Don't bring furniture from homelands except special pieces for personal reasons. Foam rubber mattresses are obtainable here. Good furniture is made in Nepal.

Refrigerator. Bring one, especially for a family. Folks are using kerosene-burning models, electric models, and dual-purpose kerosene-or-electric models. A kerosene-burning model, on the small side, is the most useful here. If a person is assigned to a place where there is good electricity, then a refrigerator with an electric motor is the most economic to run. Stoves. In places such as Kathmandu and Tansen, where wood is scarce and expensive, people use kerosene-burning stoves of different kinds and sizes. Some have brought with them a 2-3-4 burner Perfection stove, with or without built-in oven. In village places, where wood for fuel is used, our folks like to have a cast-iron stove. It should be light in weight and on the small side. One model from Australia weighs about 100 lbs, has an oven and a fire box, no water reservoir, surface for 4 kettles, is very economical on fuel, is built onto a stand of bricks or stone, and is much appreciated by housewives. A Swedish Optimius 2-burner pressure stove is very economical.

Food. Foods for a good and satisfactory diet are obtainable in Nepal; much of it comes from India, including tinned goods. As you may want, bring a supply of ground spices, cinnamon, cocoa, bouillon cubes, may be some dried soups, maple and vanilla flavouring, etc., because these are hard

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to get here. Some folks bring a supply of dried fruits because they are not always obtainable and are very expensive. Bring an initial supply of yeast. Then later buy local yeast, or subscribe for it to be mailed to you regularly, or order it sent in food parcels. People supplement the food obtained here by food orders from places like Singapore, Hong Kong or Europe (parcel post, air freight, sea freight, from large mail-order firms); such shipments cost twice the catalogue price when finally received. Some receive food packages from homeland friends by parcel post. Duty on food parcels is reasonable and people don't mind paying it. Postal regulations now limit parcels receivable, but import licences can be obtained.

Clothes. Bring along your normal supply of clothes. In general we wear our homeland clothes here; some ladies wear saris occasionally or "Punjabi outfits." In consideration of the national customs, viewpoints, propriety, and living conditions here, we advise that our UMN women wear knee-length skirts and dress modestly. Skirts should be wide for travelling conditions. For living in the villages skirts should be of sufficient length and width to cover the legs when sitting on the floor. You might want to bring patterns. Cloth is obtainable and tailors make women's clothing.

Remember that houses are unheated and we dress accordingly. Folks feel that the most important kinds of clothing to bring are underwear and shoes. Most of our folk bring all their clothes from their homelands and supplement some from here as needed. Many kinds of ready-made clothes are in stores. All kinds of materials are obtainable; cottons, silks, wash-and-wear, nylons, wools; tailors make clothes to order. Stout walking shoes and good sleeping bags are very useful.

Housekeeping. No one has done it entirely, but it is quite possible to go to the Kathmandu bazaar and buy everything needed for living and housekeeping. This means everything in the way of kitchen utensils, eating utensils, curtains and rugs, toilet articles, linens and bedding, stationery and desk supplies, etc. However, most of our people bring out their own supply of these things and set up housholding initially, then buy from the bazaar from time to time as needed. Housewives say: bring pressure cookers, meat grinders (mincing machines), cutlery, food measuring equipment. Bring the necessary items if you desire to bottle food.

Fire arms. The transporting of guns and ammunition through India and into Nepal, and holding the same in Nepal, require very careful attention to the "red tape" rules of both countries concerning permits and licenses. Folks have experienced such unhappy difficulties over this, for the limited value of the same in Nepal, that our advice is not to bring guns. If you bring firearms, bring them as personal luggage with you.

IV. Visas

For entry to Nepal apply for a two-week Tourist Visa from your nearest Nepalese Embassy. Upon arrival, our Mission Office will get a one-year residence visa for the particular places in Nepal where the individual will live and work. This is extended year by year, negotiated by the UMN Office. We cannot move and live freely at will within the country. We are permitted to come in as workers of the United Mission, subject to our General Agreement, to live in places defined in our visas.

For travelling around in Nepal on vacation treks or otherwise, beyond one's place of work, an additional "trekking permit" for a specified time and place is required. An extra supply of passport-size photos is useful for these applications.

V. TRAVEL

Sending bodies should arrange the travel of workers to Nepal. We want to know their schedule so we can plan to receive them at this end. With improved arrangements for language study and orientation, we require all new workers to arrange their arrival times to ensure their participation at the beginning of Language School terms February 1st or August 1st.

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VI. SHIPPING AND LUGGAGE

1. Most of our people, whether they travel by air, ship or overland to Nepal, also send unaccompanied shipments of personal freight. It is all right to do this, but it requires careful following of rules of procedure. This is mainly because Nepal is a land-locked country, and in order to reach it people and freight must first pass through India. India, for its own reasons, needs to check and control all goods passing through the country destined for Nepal. There is a trade treaty controlling this traffic. This treaty has designated Calcutta as a port of entry in India for goods destined for Nepal, and Indian customs officials in Calcutta are set up to handle this traffic. In order for shipments to land in Calcutta, pass through India, and enter Nepal, certain formalities must be followed. If these are not followed carefully there is trouble, delay and expense. The following procedures should be strictly observed in sending unaccompanied shipments of freight to Nepal from overseas:

a) A Nepal Import License must be obtained for transit of luggage through India and for entrance into Nepal. We will get this for new people coming out. Therefore -

b) Send to the UMN Office a luggage list of what you are shipping. This must include (a) the number of pieces in the shipment with description of the kind of pieces (box, drum, crate, trunk, etc.), (b) a complete list of the contents of each piece of luggage (some can be summarized categories), and (c) the value of each item of contents. There should be a total value for each piece of luggage and a grand total for the whole shipment. Make one copy for yourself. Send to us the signed import license application form with three copies, each signed by you, of all the luggage lists and values and totals. Note that we shall send you an official application for your signature. Of course your name is typed at the top of each list. Send by Registered Air Mail. With this in hand we will apply for a Nepal Import License permitting these pieces and contents to be brought into the country. When you have been informed that the Import Licence has been issued then you may

c) Send off your luggage shipment. Instruct your shipping agent to consign the shipment to your name, c/o the United Mission to Nepal, P.O. Box 126, Kathmandu, Nepal. You may use this address on your luggage. We will give you the Import License number which should be on all shipping papers. The shipment must be sent via Calcutta. Goods coming through Bombay and other Indian ports run into complications.

d) As soon after shipping as possible, send all the shipping documents to the UMN Office by Registered Air Mail. This should include the original Bills of Lading and Insurance Certificate particularly. We will then send these documents, together with the Import License, to our Clearing Agent in Calcutta. He will take receipt of the shipment in Calcutta, clear it through Indian customs, and send it on its way to Nepal.

It is highly important that what you actually ship, and what is defined in the Bill of Lading, correspond exactly with what was on the Luggage List and was written into the Import License. If you decide at the last minute to add or subtract a piece of luggage to or from the shipment, or take out a gun that you had packed in it, or you change a box to a drum, then when the consignment reaches Calcutta it will not agree with the Import License and there will be trouble. This can cause delay for months in Calcutta, with dock storage charges, with trips to Calcutta customs, and possibly with getting new Import Licenses. We strongly advise you to follow the above procedures with care and ask the UMN Office to handle it all at this end. It will take from 3-6 months to receive your luggage in Nepal, so the earlier you can ship it off the better, and the closer you follow the rules the better.

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e) You may want to make two different lists of luggage content and value: one of present depreciated value for the Import License and customs purposes, and the other list to be used for the insurance, giving approximate replacement value if goods are lost or damaged.

2. Bringing accompanied luggage by sea. Some persons may travel to an Indian port by sea. In this case it is better to take your heavy luggage with you on the ship as accompanied baggage. In this case there is no need to obtain a Nepal Import License. Such is the case in Bombay. The traveller sees the luggage through customs on the day of arrival with the assistance of an agent. (For example, Cox and Kings, who also have a London office.) The luggage may be put on the same train as the traveller, booked as excess baggage on the train ticket, destined for the railhead town of Raxaul, Bihar, on the border to Nepal. In Raxaul it is best to ask the Duncan Hospital office to take delivery of it and move it on to Kathmandu. In Kathmandu permission can be obtained from the Customs Department for the luggage to pass through the Nepal border customs post at Birganj without inspection and have it sent on up to Kathmandu to pass through Nepal customs there. This is the procedure for accompanied baggage. Again, do not send unaccompanied freight to Bombay.

3. Unaccompanied Luggage by air. The easiest way of sending luggage, and one which we recommend for special consideration, is shipping it as "unaccompanied baggage" on your air ticket. The rate is lower than air freight. The boxes will come direct to Kathmandu airport and will arrive within a few days of the passengers, who can clear them immediately with little difficulty. It is worth considering this method if you are travelling by air, and do not plan to bring a large amount of luggage. For "unaccompanied baggage" by air no import license is needed.

4. Luggage containers. In order to move luggage within Nepal it is advisable to pack goods in 30 or 45 gallon steel drums, or in trunks and boxes that are kept below 125 lbs in weight. Large, crated equipment will have to come the way it is.

VII. BEGINNING IN NEPAL

We certainly will want to receive and welcome new workers when they arrive in Kathmandu. Normally, in most cases, we arrange to house all new workers in our Mission Home at the Headquarters in the Thapathali area of Kathmandu. Here we have a large Home under the care of a Hostess where you can live as a paying guest. This Home is equipped with linens and bedding, some laundry facilities, and communal dining arrangements, so that you can arrive with just a suitcase and live in.

Our normal procedure is for all new workers to give their first four months to full-time language study and orientation at this Headquarters Home. The Language Supervisor will guide you with study materials, teacher, schedule, etc. There are rules about on-going study, with work, leading to the First and Second Language examinations. New workers coming to Nepal are assigned to this Headquarters project for these beginning months and are responsible to the Executive Secretary. While here we want to do all we can to help new folks get oriented to the country and to the Mission, to get on their feet and to get started in their new place and work in the Mission. When the time comes, and after due consultation with the persons concerned, a worker is then assigned to a post of work in one of the Projects of the Mission and moves on out to that place.

VIII. MAILING ADDRESS

Initially you should use the Mission's address in Kathmandu and instruct that all your mail be sent here. Later, if you are living in some place that uses a different address, you may have this changed. Some of our projects use this central office address and from here we send it on to out-stations by our Mission pouches. Thus:

Name. c/o United Mission to Nepal, P.O. Box 126, Kathmandu, Nepal.

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IX. FACTORS IN THE NEPAL SITUATION

You should be aware of certain factors in our situation here which, to some extent, shape our position and work in the country. UMN missionaries must be ready to work in relation to these factors. Note, briefly, some of them:

1. This is an isolated, underdeveloped country, which only recently started on the road to nation-building in the modern sense. Our Mission is relatively young here. This means that in many respects our living is often in "pioneer conditions", calling for adaptability, inventiveness, adjustment. It means "doing the best we can with what we have."

2. Nepal has invited foreign agencies to come in and help serve its people and develop the country. The United Mission has also been invited and permitted to enter and serve in this way. We are subject to a General Agreement made between the UMN and the Government which has a time limit, terms of working, and limitations regarding work stations. This at once shapes our relationship, our planning, and our work in several ways.

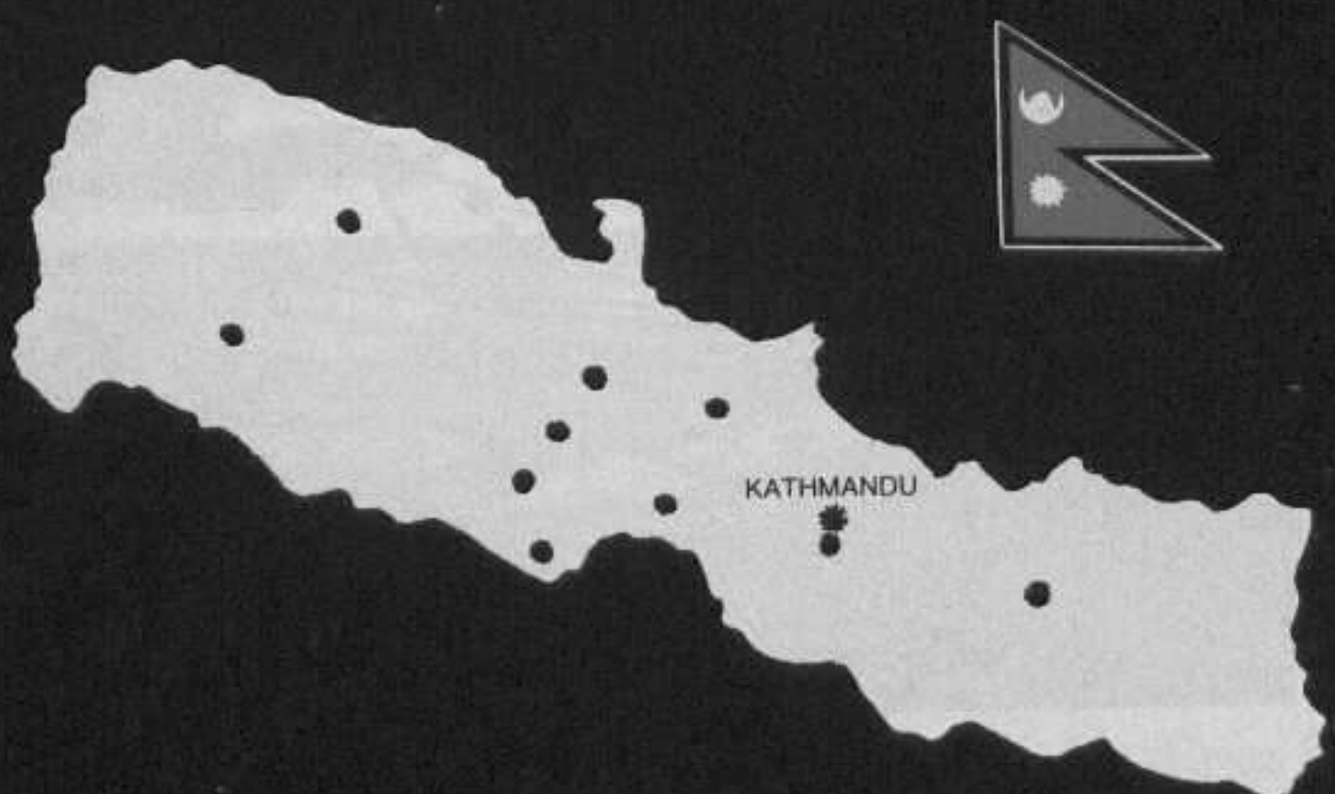
3. There are religious laws of the country which forbid changing religion and certain religious activities. We must relate ourselves to these in terms of evangelism, the nature of the church and our relation to it. See "Statement for Workers".

4. We are a united mission, a get-together of many denominations, nationalities, backgrounds and experiences. We are committed to the idea of working together as one body of Christians in this land, and to be members of one church body as the Lord may raise it up. This commitment, of course, tells us a lot about our relation to each other in the Mission, and to other Christians in the country.

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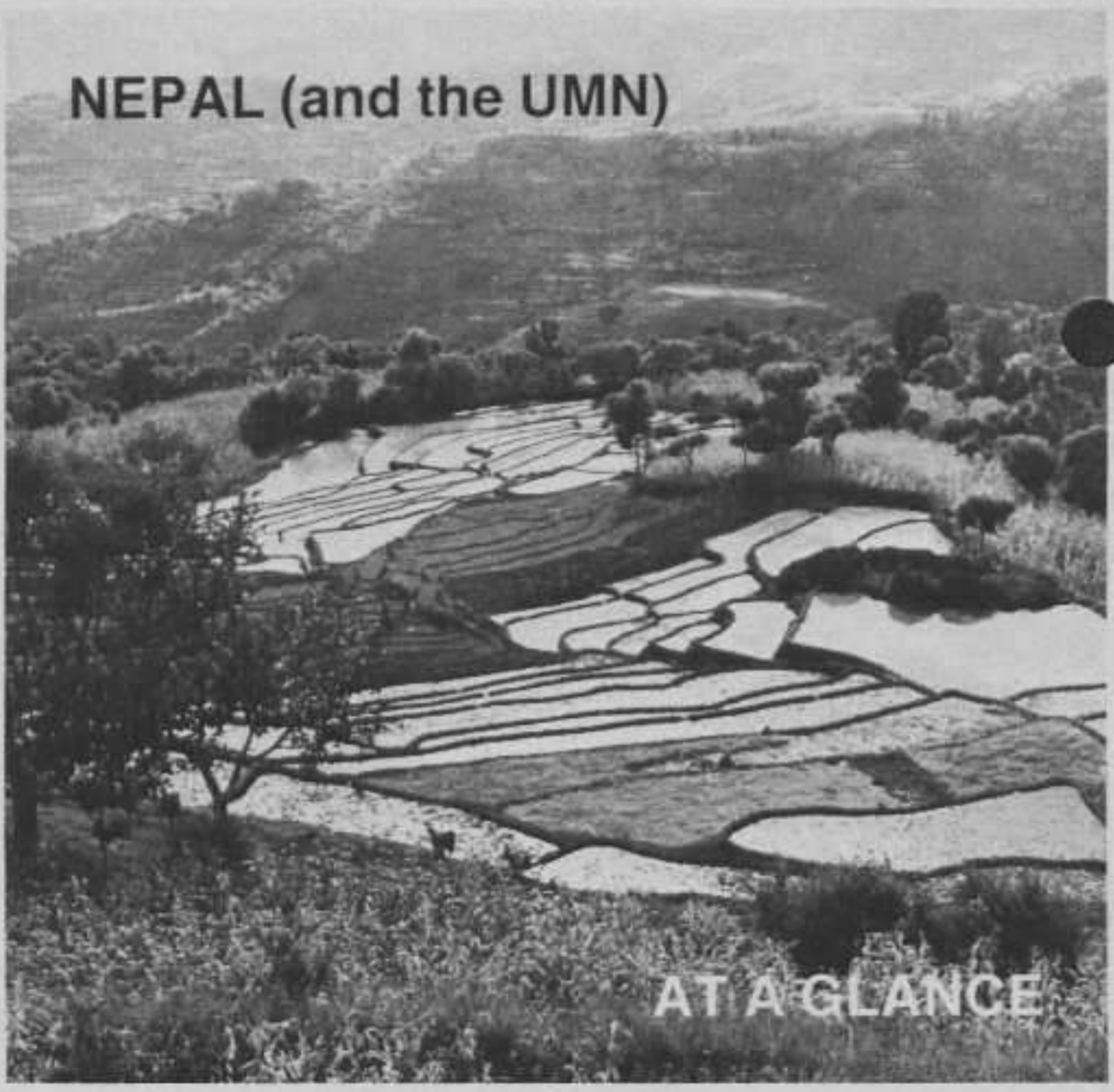
NEPAL

(AND THE UMN)



AT A GLANCE

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THE LAND

Nepal, a country 500 miles (889 km.) long by 120 miles (1[illegible] km.) wide, is sandwiched between China (Tibet) on the north and India on the south. It covers an area of 56,139 sq. mi. (145,391 sq. km.) and is thus about half the size of the British Isles, the same size as the state of Florida or of Illinois, and equivalent to Austria and Switzerland combined. It also lies at the same latitude as Florida, Egypt or Taiwan.

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Perhaps no other geographical feature is as significant for Nepal as its **altitude**; eight of the world's ten highest mountains- – including Everest, the world's tallest at 29,028 ft. (8,848 m.)--are found in its northern border range known as the Himalayas. Through the middle of the country, also from east to west, stretch the central mountains and valleys, ranging in elevation from 1,800 ft. (555 m.) to 15,000 ft. (4,650 m.). Kathmandu, the capital city, is found here at an altitude of approximately 4,500 ft. (1,400 m.). Along the southern edge of the country warm and humid plains called the Terai are to be found. These plains, at an altitude of about 600 ft. (185 m.), are the natural habitat of many of the big-game animals for which Nepal is famous.



THE PEOPLE

The population of Nepal is estimated at just over 15 million. Its people come from many tribes and language groups; more than 36 languages and dialects have been distinguished, perpetuated in part because of the isolation which the rough terrain of the country imposes. However, with the building of new roads, air-strips and radio/telephone communications, the "Nepali" language has become not only the official one (used by about 58 % of the population) but also an ever-increasing factor in unifying the country.

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One-half of the nation's population is estimated to be under the age of 21; 91 % of the people make their living through agriculture; and the annual per capita income is about U. S. $ 140, one of the lowest in the world.







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HISTORY

In the late 1700s King Prithvi Narayan Shah of Gorkha conquered and brought together many small kingdoms and states into what is present-day Nepal. Until 1950 Nepal was tightly closed against all outside influences, with the result that life throughout the country was primitive and medieval. (Anthropologists see the old culture of the capital valley as continuing from late Neolithic times.) Since 1951, however, dramatic changes have taken place. Today, under the personal guidance of His Majesty King Birendra, Nepal is trying to put aside its medievalism and seeking to become a progressive nation in the world family of nations. Nepal has joined the United Nations, become a member of the World Postal Union, made new treaties with its neighbors, opened embassies abroad and received embassies of foreign nations into its capital.

The total resources of the country are focused on the single purpose of developing a new Nepal. This **development** is the chief characteristic of the nation today: new roads and airports are being built, radio and telephone communications are being expanded, schools are multiplying everywhere, as are also hospitals and community health centers. The literacy rate is now estimated to be 23 %. Small industries, factories and hydroelectric schemes are increasing rapidly, and tourists (largely unknown before the 1950s) are flooding the country by the thousands. All of these factors together are helping Nepal to take a giant step into the twentieth century.

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THE U.M.N.

This emphasis on "development" has provided a unique opportunity for the United Mission to Nepal. The UMN began in 1954 by agreement between eight church boards and mission societies who joined hands to form an international and interdenominational Christian organization. It now consists of 37 member bodies and about 365 workers from 22 countries: Australia, Belgium, Canada, Denmark, Finland, Germany, Ghana, Hong Kong, India, S. Ireland, Japan, Malaysia, Netherlands, New Zealand, Nigeria, Norway, Philippines, Singapore, Sweden, Switzerland, the U. K. and the U. S. A.

The activities of the UMN are financed by member bodies, church-related agencies, nongovernmental and governmental development organizations, His Majesty King Birendra's Government (in joint HMG/UMN programs), Nepali citizens and expatriates who make use of UMN services (such as health care), and friends of the UMN. Overall policy and control is exercised by a Board of Directors appointed by member bodies; and the Board or its Executive Committee in turn appoints officers, functional boards and their respective secretaries. Project directorships, committees and other posts are filled as needed.

The UMN or its appointees function in the following major areas of need:

HEALTH SERVICES

UMN workers under the supervision of the Health Services Board (HSB) are helping to manage and staff four hospitals: in Patan (140 beds), Tansen (100 beds), Amp Pipal in Gorkha District (40 beds) and Okhaldhunga (20 beds). They also teach in nursing schools, paramedical training programs and at the Institute of Medicine in Kathmandu. Others are active in community health work as doctors, nurses, nutritionists, agriculturalists, health educators, social workers, veterinarians, foresters and water project technicians. All of them are working together to provide wholistic service to the community, a concept of health care which incorporates the

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physical, mental, social and spiritual needs of the people of Nepal. Besides all of this work which is carried on throughout the country, there is also a Health Services Support Project (HSSP) in Kathmandu. This contains a central office facility (for records and statistics), a resource library, a medical supplies department (to supply outlying bases) and a missionwide equipment maintenance program.

EDUCATION

UMNers at the direction of the Education Board (EB) work in formal education through teachers seconded to government schools on all levels. They teach a variety of subjects although English, Mathematics and Science are the most common. The EB also offers a Cultural Resource Project, a Consultant Librarian, a Materials Development Program and a Nonformal Education Project. In addition, a Language and Orientation Program (LOP) provides new workers with an intensive five-month course of study in the Nepali language and culture before actual assignment to work is begun. After their initial language study, educational workers may be assigned to schools in Pokhara, Gorkha District, Okhaldhunga and Jumla; hostel services in Kathmandu; tutorial groups and nonformal education in various locations; and also to teacher training in Pokhara and Butwal. The Karnali Technical School in Jumla is a new project of HMG; and in the establishment and development of

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the school the UMN has been taking a major role. Students are recruited from that remote northwestern area of Nepal and are trained in health, agriculture and various types of building construction.

Besides all this work, two EB scholarship and training programs give financial aid to Nepali students.





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ECONOMIC DEVELOPMENT

Under the Economic Development Board (EDB) UMN workers contribute their skills in industrial growth centres and rural development work. Others work through the UMN's Development & Consulting Services in such areas as hydroelectric generation (e.g., a 5,000 kw. installation being built at Andhikhola), biogas production, agricultural development, soil and water conservation, reforestation, animal health, agronomy/horticulture, turbine mills, biofertilizer, galvanizing, plywood making, rural electrification, craft and cottage industry development, and technical consulting services and training for leadership. Such projects are widespread throughout Nepal and are often conducted in collaboration with the other Boards of the UMN since health, education and economic developmet go hand in hand in the development of Nepal.



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ADMINISTRATION

The Headquarters of the UMN is located in Kathmandu where the staff consists of the Executive Director, Personnel Secretary, Treasurer, Health Services Secretary, Education Secretary, Economic Development Secretary, Central Services Director, Information Officer, counsellors, auditor and Treasurer's assistants, and office assistants. The facilities include several office buildings, three guesthouses (run by hosts/hostesses) and a supplies warehouse. All UMN personnel live and work in rented quarters since the Mission owns no property in Nepal.

Headquarters serves the Mission in matters of administration, business, finance and supplies. It also keeps in close touch with HMG offices, the projects (medical, educational, economic), the UMN Board, the home offices of member bodies, and a circle of partner-friends throughout the world. All central administration costs and all rents for UMN Board appointees are paid for by a per capita grant from the member bodies; thus, no money given to projects is spent on central administration.

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RELIGION

Nepal, the world's only Hindu Kingdom, is – according to the latest Government statistics – made up of approximately 90 % Hindus, 5.5 % Buddhists, 2.5 % Muslims and 2 % others. Hindus and Buddhists making up the majority have many things in common. They essentially worship the same deities and share many fasts and festivals in common. This religious homogeneity, with both groups observing traditional customs and rites, makes it often very difficult to distinguish between the two.

Nepal contains innumerable shrines, pagodas, stupas and temples, including Pashupatinath, one of the most sacred temples in all of Hinduism. It is said, in fact, that the capital Kathmandu has more Hindu and Buddhist temples and shrines than houses, and more idols than living inhabitants. Nepal is also the birthplace of Buddha.



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Since the relaxation of societal regulations in 1951 some Christians have come into the country and are working with government aid missions, in government posts, schools and projects. Some of these Christians are Indians and a good number of them are Nepali by race and language.

Wherever these Christians are located they naturally form themselves into small groups or congregations for fellowship and encouragement. If the size of the group merits it, they arrange for a pastor, administer the sacraments and in a few cases have put up buildings or "places of worship."

The National Law of 1963 allows people to remain in the religion of their forefathers, protects them from pressures to convert to other religions and defines penalties where this law is broken. With "proselytizing" thus forbidden, the UMN does not pastor congregations or baptize people. It has no organizational connection with congregations which have grown up quite independently of foreign interference or control. Workers in the UMN, however, do enjoy fellowship with other Christians, both expatriate and Nepali, and join in as individuals (not as a Mission) with fellow Christians in the worship, life and witness of the groups and congregations where they live.

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IF YOU ARE INTERESTED

and would like to support financially any of these projects of the UMN, or if you have a skill to contribute and would like to obtain more information about serving in Nepal, contact one of the member bodies listed below, or write to:

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

MEMBER BODIES

American Lutheran Church, 422 S. Fifth St., Minneapolis, MN 55145, USA

Assemblies of God, USA, 1445 Boonville Ave., Springfield, MO 65802, USA

Baptist Missionary Society, UK, 93 Gloucester Place, London W1H 4AA, England, UK

BMMF International

Australia: 7 Ellingworth Parade, Box Hill, Victoria 3128, Australia
Canada: 4028 Sheppard Ave. East, Agincourt, Ontario M1S 1S6, Canada
India: P. O. Box 3568, New Delhi 110 024, India
Netherlands: Alberikpad 12, 3813 KV Amersfoort, Netherlands
New Zealand: 427 Queen Street, Auckland 1, New Zealand
Scotland: 12 Elm Avenue, Lenzie, Glasgow G66 4HJ, Scotland, UK
UK: 186 Kennington Park Road, London SE11 4BT, England, UK
USA: Box 418, 241 Fairfield Ave., Upper Darby, PA 19082, USA

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Christian Church (Disciples of Christ), USA, 16th floor, 475 Riverside Drive, New York, NY 10115, USA

Church Missionary Society, Australia, 93 Bathurst Street, Sydney, N.S.W. 2000, Australia

Church Missionary Society, UK, 157 Waterloo Road, London SE1 8UU, England, UK

Church of North India, 16 Pandit Pant Marg, New Delhi 110 001, India

Church of South India, P. O. Box 4906, Cathedral, Madras 600 086, India

Committee for Service Overseas, Gerokstrasse 17, D 7000 Stuttgart 1, W. Germany

Danish Santal Mission, Købmagergade 67, DK-1150 Copenhagen K, Denmark

Darjeeling Diocesan Council and Church of Scotland, 121 George Street, Edinburg EH2 4YN, Scotland, UK

Finnish Missionary Society, Box 154, SF-00141 Helsinki 14, Finland

Free Church of Finland, P1 198, 13101 Hämeenlinna 10, Finland

Gossner Mission, Gossner Haus, Handjerystrasse 19/20, D 1000 Berlin 41, W. Germany

Japan Antioch Mission, 17–21 Higashi Arai, Omiya, Japan 330

Japan Overseas Christian Medical Cooperative Service, 2-3-18-23 Nishiwaseda, Shinjuku-ku, Tokyo 160, Japan

Lutheran Church in America, Board of World Mission, 231 Madison Ave., 37 th St., New York, NY 10016, USA

Mennonite Board of Missions, Box 370, Elkhart, IN 46515, USA

Mennonite Central Committee, 21 South 12th St., Akron, PA 17501, USA

Methodist Church, UK, 25 Marylebone Road, London NW1 5JR, England, UK

Örebro Mission, Box 1623, S-70116 Örebro, Sweden

Presbyterian Church in Canada, Overseas Operations, B.W.M. 50 Wynford Drive, Don Mills, Ontario M3C 1J7, Canada

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Presbyterian Church in Ireland, Church House, Fisherwick Place, Belfast BT1 6DW, Northern Ireland, UK

Presbyterian Church Synod, Mizoram, Synod Office, P. O. Aizawl 796 001, Mizoram, India

Presbyterian Church, (U.S.A.), Room 1144, 475 Riverside Drive, NY, NY 10115, USA

[illegible]ions Beyond Missionary Union
Australia: P. O. Box 554, Camberwell 3124, Victoria, Australia
UK: Whitefield House, 186 Kennington Park Road, London SE11 4BT, England, UK

Swedish Free Mission, Box 503, 101 26 Stockholm, Sweden

Swiss Friends for Missions in India and Nepal, Leimbachstr. 112, 8041 Zürich, Switzerland

TEAR Fund, UK, 11 Station Road, Teddington, Middx. TW11 9AA, England, UK

United Church of Canada, Board of World Missions, 85 St. Clair Ave. East, Toronto 7, Ontario M4T 1M8, Canada

United Church of Christ in Japan (Kyodan), Room 31, 3–18 Nishiwaseda 2-Chome, Shinjuku-ku, Tokyo 160, Japan

United Methodist Church, USA, Board of Global Ministries, 15th floor, 475 Riverside Drive, NY, NY 10115, USA

Wesleyan Church, Box 2000, Marion, IN 46952, USA

World Concern, Box 3000, 19303 Fremont Ave. N., Seattle, WA 98133, USA

World Mission Prayer League, Norway, P. O. Box 16, 4701 Vennesla, Norway

World Mission Prayer League, USA, 232 Clifton Ave., Minneapolis, MN 55403, USA



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We live in a world unsettled, unsure, and crying out for hope. Nepal, while perhaps more peaceful than most, like all other nations of the world has its share of needs. The UMN cannot hope to meet them all, but it does want to make a contribution and share in lifting burdens and helping toward a better day for the people of this nation.

What can we do? This booklet seeks to outline some of the ways we help. The UMN may not have great financial resources, but we are looking for people who will be servants of God and servants to this nation. We seek those who are not looking for financial or material gain but who in the steps of Jesus Christ will walk these hills and valleys to minister to the needs of our Nepali friends in His Name and Spirit. We want people who will come and stay for 4, 5 and 6 years or more, to learn and identify and give in sacrificial service.

The call is there.

J. Howard Barclay
Executive Director
United Mission to Nepal

Gossner Mission

Service Overseas
Service en Outre-Mer

Dienste in Übersee

7000 Stuttgart 1
Gerokstr. 17
Tel. (0711) 247081

Zur Ablage
Aktenplan-Nr. 227
Datum 5.3.76
Handzeichen D Hue

Eine zusammenfassende Darstellung der Ziele und Tätigkeiten der Vereinigten Missionsgesellschaft in Nepal (UMN)

Herbst 1975

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1. Abkürzungen

HMGN	=	His Majesty's Government of Nepal (die Königl. Regierung des Landes Nepal)
NIDC	=	Nepal Industrial Development Corporation (Nepalesische Industrie Entwicklungsbank)
NCF	=	Nepal Christian Fellowship (eine lose "Vereinigung" der wenigen Christen in Nepal)
INF	=	International Christian Fellowship (Ausländische Evangelikale Missionsgesellschaft in Nepal)
UMN	=	United Mission to Nepal (Vereinigte Missionsgesellschaften von Nepal)
BTI	=	Butwal Technical Institute (Produktions- und Lehrlingsausbildungsstätte)
BPC	=	Butwal (Hydro-)Power Company P.Ltd. (Stromkraftwerk Butwal)
BPF	=	Butwal Plywood Factory P.Ltd. (Sperrholzfabrik Butwal)
DCS	=	Division of Consulting Services (UMEDA/ITID-Abteilung "Consulting")
ITID	=	Institute of Technology and Industrial Development (Institut für Technology und industrielle Entwicklung; z.Zt. gehören ihm an: BTI und DCS, früher auch BPC und BPF)
UMEDA	=	United Missions Economic Development Agency (UMN's Agentur für ökonomische Entwicklung, derzeit nur fungierend als Aufsichtsrat der UMN in den BTI, BPC, BPF und DCS-Aktivitäten)
SBH	=	Shanta Bhawan Hospital
ANM	=	Assistant Nurse Midwife
AHW	=	Auxiliary Health Worker
CHP	=	Community Health Projects
CHT	=	Community Health Team
CHAT	=	Community Health Advisory Team of UMN
HA	=	Health Assistant
HV	=	Home Visitors
MCH	=	Mother and Child Health Clinic
Hq	=	Headquarters (Hauptquartier der UMN)
SLC	=	School Leaving Certificate (Prüfung nach 10-jährigem Schulbesuch, berechtigt zu Besuchen von weiterbildenden Institutionen und zum Eintritt in den unteren Beamtendienst der Regierung, ähnlich dem "Intermediate" in Indien)

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2. Einführung und Auftrag

Ziel und Aufgabenstellung ist es, ein Bild über die vielfältigen Tätigkeitsfelder und Ziele/Zielvorstellungen der UMN zu geben. Der nahezu einmalige Versuch, daß ca. 15 verschiedenartige Missionsgesellschaften sich zu einer Vereinigten Missionsgesellschaft in Nepal zusammenschlossen, war bedingt durch die politische Situation des Landes Nepal, das sich als einziger Staat der Welt die Hindureligion zur Staatsreligion erhob und ein Gesetz gegen das Missionieren (proselytizing) seit etwa 300 Jahren aufrecht erhält, trotzdem aber seinen Staatsbürgern Religionsfreiheit gewährt. Die UMN wurde 1954 in Nepal zugelassen, nachdem sich der Staat dem Westen gegenüber öffnete und viele Missionsgesellschaften, die an den Grenzen des Landes seit Jahren arbeiteten und die Botschaft Gottes den Nepalesen verkündigten - nun versuchten in Nepal Fuß zu fassen. Die Regierung erlaubte jedoch den christlichen Missionen nur die Arbeit, die man heute unter dem Begriff Entwicklungshilfe zusammenfaßt, aufzugreifen. Unter diesem Druck beschlossen die Gründungsmitglieder der UMN gemeinsam einen neuen Weg zu beschreiten.

Die Arbeit beschränkt sich darauf, die Tätigkeiten der UMN zu erfassen und die Mitgliederbewegung und die Zielsetzung der UMN, so wie sie sich heute darstellt, aufzuzeigen.

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3. Kurze Einführung in das Land Nepal

Nepal begann, nach einem Familien-Putsch im Jahre 1950 sich erstmals 1951 dem Westen zu öffnen. Es gehört zu den 10 ärmsten Ländern der Welt mit einem BSP von 80 - 100 US-Dollar pro Kopf der Bevölkerung, ohne direkten Zugang zum Meer, ohne nennenswerte Rohstoffvorkommen und ist politisch ein abhängiger Pufferstaat zwischen den beiden Giganten Indien und China (wobei Indien eine expansive Territorialpolitik nachgesagt wird). Geographisch gesehen läßt sich das Land mit einer Größe von etwa 141.000 qkm (größer als Österreich oder Griechenland) in der Ost-West-Richtung in 3 Zonen einteilen:

Die Ausläufer der Gangestiefebene (1[illegible] der Landfläche), ehemals ein dichter Dschungel (der 1960 noch 60% der Landfläche ausmachte, 1973 aber nur noch 25 %), der das Land vor der Kolonisation schützte, heute die Kornkammer des Landes (1960 lebten etwa 5% der Bevölkerung im Terai, 1972 waren es bereits 15%, vor allem Bauern). Das Terai ist den sommerlichen Monsunregen besonders stark ausgesetzt. Niederschläge von über 2.000 mm während dieser Zeit sind häufig und verursachen starke Überschwemmungen und große Erosionsschäden.

Die Hügelzone (Maharbhat Lekh und Churia Berge), bis auf 4.000 m ü.M. ansteigend, durch steile Hänge und enge Flußtäler geprägt, beherbergt das Gros der Bevölkerung. Die zwei bzw. drei Hochtäler (Kathmandu-, Pokhara-, Surkhet-Tal) gehören zu den dichtest besiedelten Gebieten des Landes (das Kathmandutal wird von ca. 700 Einwohnern/qkm bewohnt).

Die Gebirgszone der Himalayas erlaubt nur einem geringen Teil der Bevölkerung ein karges Leben (entlang den ehemaligen Handels-/Salzstraßen Tibets nach Indien. Diese Handelsstraßen gewinnen neuerdings wieder etwas mehr an Bedeutung, da einerseits der Handel nach China zunimmt und andererseits diese Strecken für den Tourismus entdeckt wurden).

Bevölkerung:

1942 lebten in Nepal ca. 5,6 Mio. Menschen.
1961 ca. 9 Mio.
1971 ca.11 Mio.
1980 geschätzt ca. 14 Mio.,
darüberhinaus arbeiten in Indien etwa 1 Mio. Nepalesen, ebenso arbeiten noch in Burma und anderen Ländern größere Menschengruppen nepalesischen Ursprungs.

Die Bevölkerungsdichte von 80 Einwohnern/qkm muß relativiert werden, da ein Großteil des Landes unbewohnbar ist und überall dort wo Ackerbau oder Ansiedlungen gerade noch menschenmöglich sind, die Einwohnerzahl pro qkm immens hoch ist.

Es leben 24 Volksstämme in Nepal, die entweder indo-arischen Ursprungs sind und dem Hinduismus (Sanatan) zugehören und etwa 2/3 der Bevölkerung ausmachen oder der tibeto-burmesischen Bevölkerungsgruppe zuzurechnen sind und die dem Mahayana-Buddhismus oder dem Shiva-Kult (Newars) zuzurechnen sind und etwa 1/3 der Bevölkerung ausmachen. Es besteht Missions- und Konversionsverbot, der Hinduismus ist die offizielle Staatsreligion. Das Verbot bezieht sich allerdings nicht auf das Konvertieren vom Hinduismus zum Buddhismus oder umgekehrt (soweit

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die überhaupt möglich ist, sondern besonders auf die islamischen und christlichen Bekehrungsversuche).

Politik:

In der Außenpolitik verfolgt Nepal die Politik des Non-alignment. Innenpolitisch wird die Feudalstruktur des Landes durch die besonders starke Position des Gott-Königs Bir Birendra Bikram Shah Dev aus dem Gorkhastamm fest zementiert; politische Parteien sind verboten (und arbeiten in jüngster Zeit verstärkt im Untergrund). Das Panchayatsystem, eine "pseudodemokratische" Struktur und lange Zeit der verlängerte Hebelarm des Königshauses, gewinnt erst langsam ein politisch eigenes Gewicht.

Das wichtigste Reformgesetz (neben dem dahinschlummernden Landreformgesetz) ist der 1972 verabschiedete nationale Erziehungsplan (80 % der Jugendlichen, 90 % der Gesamtbevölkerung sind Analphabeten). In einem Mehrstufensystem und unter Einbeziehung von vocational trades ist die Ausbildung auf das Endziel akademischer Abschluß ausgerichtet. Die Durchführung des Erziehungsplanes wurde der Universität übertragen; eine Koordination zu den anderen Ministerien ist vorgesehen, jedoch noch nicht in Aktion. Seit der Schaffung der National Planning Commission verabschiedeten andere Ministerien ähnliche langfristige Entwicklungspläne (besonders auf dem Gebiet der Touristik, der Wildlifepreservation, der Industrieentwicklung und der Landreform). Jedoch ist auch hier die Koordination zwischen den Plänen bzw. der sie vertretenden Ministerien nicht mit einbezogen (besonders kraß tritt dies hervor auf den Sektoren landwirtschaftliche Entwicklung, Landreform und Forstentwicklung).

Jüngste Entwicklungen im Lande gehen dahin, das Land in vier dezentralisierte Entwicklungszonen mit höherem autonomem Charakter aufzubauen. Auch ist man nicht mehr bereit, auf entwicklungspolitische Vorstellungen oder Entwicklungshilfeangebote von Geldgeberorganisationen alleine zu reagieren, sondern, mit Hilfe der National Planning Commission und dem Ministerrat die Entwicklung des Landes selbständig und in eigener Regie in Angriff zu nehmen.

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4. Mitgliederbewegung in der UMN

4.1 Vollmitglieder im Jahre 1975

1.	Assemblies of God	
2.	Baptist Missionary Society - U.K.	(BMS)
3.	Bible & Medical Missionary Fellowship - (U.K.,CND,AUS,NZ)	(BMMF)
4.	Christian Church (Disciples)	
5.	Church Missionary Society, Australia	(CMS)
6.	Church Missionary Society, U.K.	(CMS)
7.	Church of North India	
8.	Committee for Service Overseas	(DÜ)
9.	Darjeeling Diocesan Council & Church of Scotland	
10.	Free Church of Finland	(FC)
11.	Gossner Mission	
12.	International Christian University Church, Tokyo	(ICUC)
13.	Japan Overseas Christian Service	(JOCS)
14.	Mennonite Board of Missions & Charities	(Mennonite BM)
15.	Mennonite Central Committee	(MCC)
16.	Presbyterian Church in Canada	(PCC)
17.	Regions Beyond Missionary Union	(RBMU)
18.	Swedish Baptist Mission (Orebro)	(SBM)
19.	Swedish Free Mission	(SFM)
20.	Swiss Friends for Missions in India & Nepal	
21.	United Church of Canada	(UCC)
22.	United Fellowship for Christian Service	(UFCS)
23.	United Methodist Church, USA	(UMC)
24.	United Presbyterian Church, USA	(UPC)
25.	The Wesleyan Church, USA	
26.	World Mission Prayer League, Norway	(WMPL)
27.	World Mission Prayer League, USA	(WMPL)
28.	Board of World Mission & Ecumenism of the Lutheran Church in America	
29.	Methodist Missionary Society, U.K.	

Hinzugewählte Mitglieder

30.	Nepal Christian Fellowship	(NCF)

Außerordentliche Mitglieder

31. Leprosy Mission, India and U.K.

Von ursprünglich 10 Mitglieds-Missionsgesellschaften im Jahre 1954 ist die UMN ständig gewachsen auf 29 Gesellschaften im Jahre 1975. Während dieser Zeit traten immer wieder Gesellschaften aus der UMN aus und neue ein.

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4.2 Mitgliedszahlen

Jahr -->	1954	1965		1970		1975	
Evangel.od.Liberale Gruppe		Evan.	Lib.	Evan.	Lib.	Evan.	Lib.
Anzahl der Vollmitglieder		20	1	23	4	18	11
Anzahl der Außerordentlichen Mitglieder		3	2	2	1	1	
Prozentuales Verhältnis Evan. : Lib.		89%	11%	83%	17%	63%	37%
Gesamtanzahl	10	26		30		30	

Alle Mitglieder der UMN haben sich auf gemeinsame Ziele in Nepal geeinigt und diese in der Konstitution der UMN niedergelegt. Verschiedene, vom Board verabschiedete Policy-papers ergänzen oder interpretieren die Konstitution verbindlich.

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4.3 Anzahl der Mitarbeiter der UMN in den Jahren 1970 - 1974

	UMN-Mitarbeiter in Nepal je Organisation +)1																					
		Evangelikal						Mitte u.liberal						nicht gewertete +)1								
		1970	1971	1972	1973	Tendenz 74	+)2	1970	1971	1972	1973	Tendenz 74		1970	1971	1972	1973	Tendenz 74				
1	BMMF (U.K.,AUS., NewZ.)	32	31	32	30	35	g															
2	RBMU(U.K.,USA., AUS.,CND.,New Z.)	21	18	17	14	13	f															
3	WMPL (USA)	17	16	14	14	14	f															
4	WMPL (Norway)	14	14	14	16	17	s															
5	UMC (USA)							14	13	13	10	8	f									
6	DÜ (W.-Germany)							13	14	10	9	10	f									
7	UCC (CND)							12	12	12	12	9	f									
8	F.C. (Finland)	11	11	11	11	13	g															
9	MCC (USA.,CND)							7	5	6	5	5	f									
10	CMS (AUS.)	6	5	6	6	5	g															
11	UPC (USA.)							6	7	7	7	7	gl									
12	Andere kleine Gruppen(USA.,CND., AUS.,U.K.,Sweden, Japan,Switzerl., Germany													34	36	37	38	47	s			
	Zwischensumme	101	95	94	91	98		52	51	48	43	39		34	36	37	38	47				
	Gesamte Mitgliederzahl	187	182	179	172	184																
	Anteil in %	54%	53%	53%	53%	53	gl	28%	28%	27%	25%	21%	f	18%	19%	21%	22%	26%	s			
	Umverteilung der kleineren Gruppen(+3)	+12%	+13%	+14%	+14%	+17%	s	+6%	+6%	+7%	+8%	+9%	s									
		66%	66%	67%	67%	70%		34%	34%	34%	33%	30%										

+ 1 Die Ermittlung beruht nicht auf eigentlichen Mitgliedzahlen (die im Material nicht vorliegen), sondern auf den Kopfgeld-Einnahmen der UMN. Da jedoch einige kleine Gruppen nur Kopfgeld zahlen, um Mitglied zu bleiben ohne Mitarbeiter nach Nepal zu senden und andererseits andere Gruppen (UCC, UMC, UPC) höhere Kopfgeldbeiträge zahlen als es die eigentliche Mitgliederzahl erforderte - erlangt diese Aussage keine absolute Richtigkeit.

+ 2 g = Tendenz gleichbleibend, f = Tendenz fallend, s = Tendenz steigend

+ 3 Die kleinen Gruppen in der UMN sind Missionsgesellschaften, die keine oder nur 1 - 5 Mitarbeiter in Nepal haben. Zahlenmäßig überwiegen hier die liberalen Missionsgesellschaften, doch mitgliedermäßig die Evangelikalen in einem Verhältnis von etwa 2/3 zu 1/3. BMS (6-8), JOCS(5-7) und SBM(5-6) hatten vor Jahren nur 1 - 2 Mitarbeiter im Feld und stiegen erst in den letzten 2 Jahren stärker ein.

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4.4 Die Entscheidungs-Gremien in der UMN im Jahre 1974/75 sind:

Board of Directors of the UMN	(stimmberechtigte Mitglieder: Die Übersee-repräsentanten der verschiedenen Missions-gesellschaften)
Executive Committee	(stimmberechtigt: Die Field Secretaries und einzelne gewählte Personen der Mit-gliedergesellschaften der UMN)
Finance Committee	(stimmberechtigt: wie oben + 1 Mitglied des AAC)
Advisory Administrative Conference (AAC)	(Mitglieder sind: Die Projektleiter und Gebietssuperintendanten; sie stellen die am stärksten meinungsbildende Gruppe der UMN dar)
Funktionale und institutio-nale Aufsichtsräte	(stimmberechtigt: Gewählte Mitarbeiter)
Project Meetings	(stimmberechtigt: alle Missionare eines Projekts)
Worker's Conference	(stimmberechtigt: alle Mitarbeiter der Vollmitglieder der UMN)

Der Executive Secretary und der Schatzmeister (bei allen finanziellen Fragen) sind Kraft ihres Amtes in allen Committees, Aufsichtsräten oder wichtigen Meetings vertreten.

4.5 General Agreement zwischen der Nepalesischen Regierung und der UMN

"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 Agreements 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 und 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 of 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.

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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 c oncerned 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 Institutions 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 of 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 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 caseof violation of this Agreement, HMGN may at any time notify the UMN to wind up its activities.

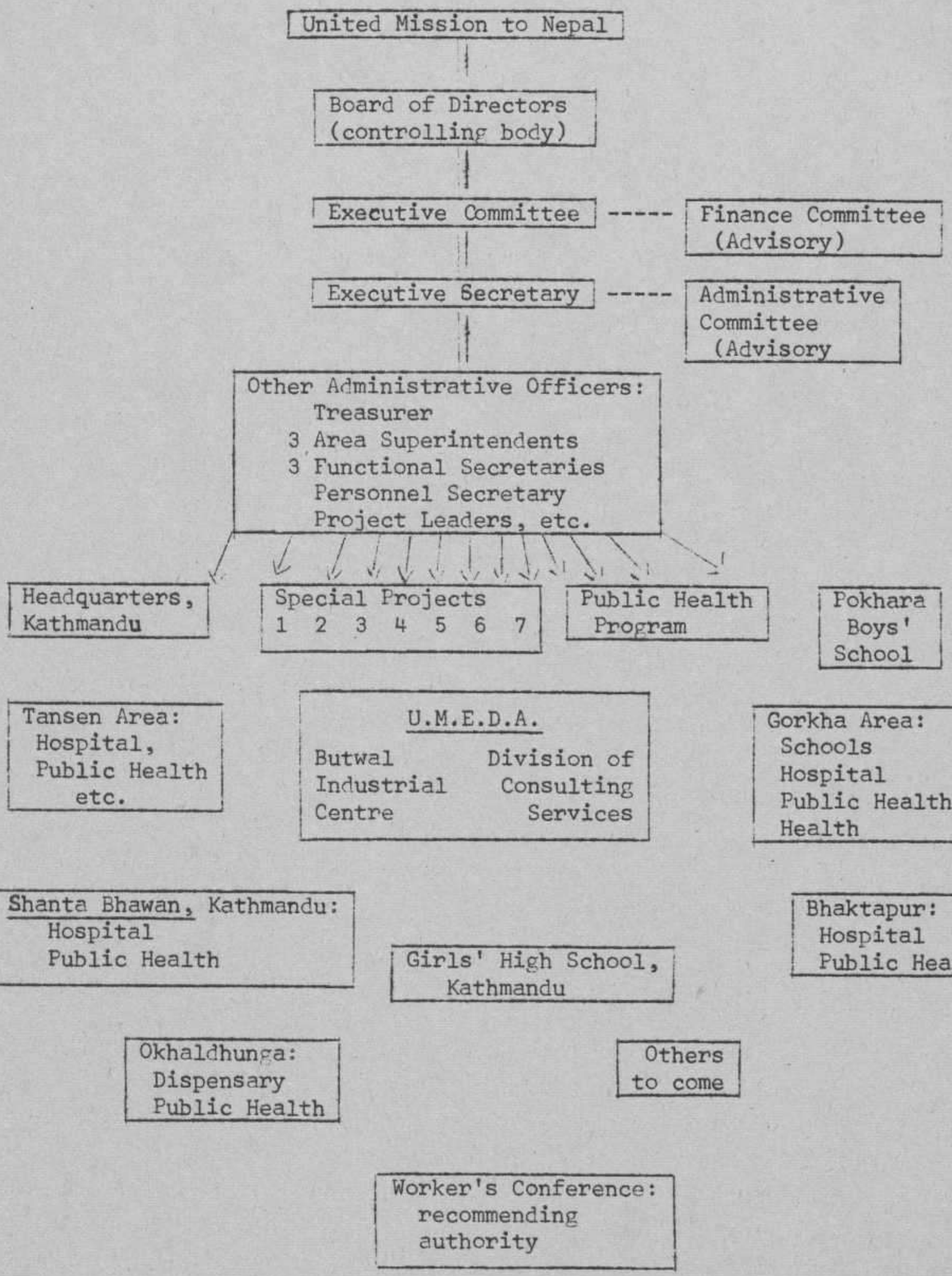
16. This Agreement shall some into force from the date of its signing and shall remain valid for a period of five years unless terminated by HMGN by giving six months notice in writing to the Mission or for such further period as extended by HMGN upon six months prior request of the UMN in writing before 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.

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5. Die Organisationsstruktur der UMN

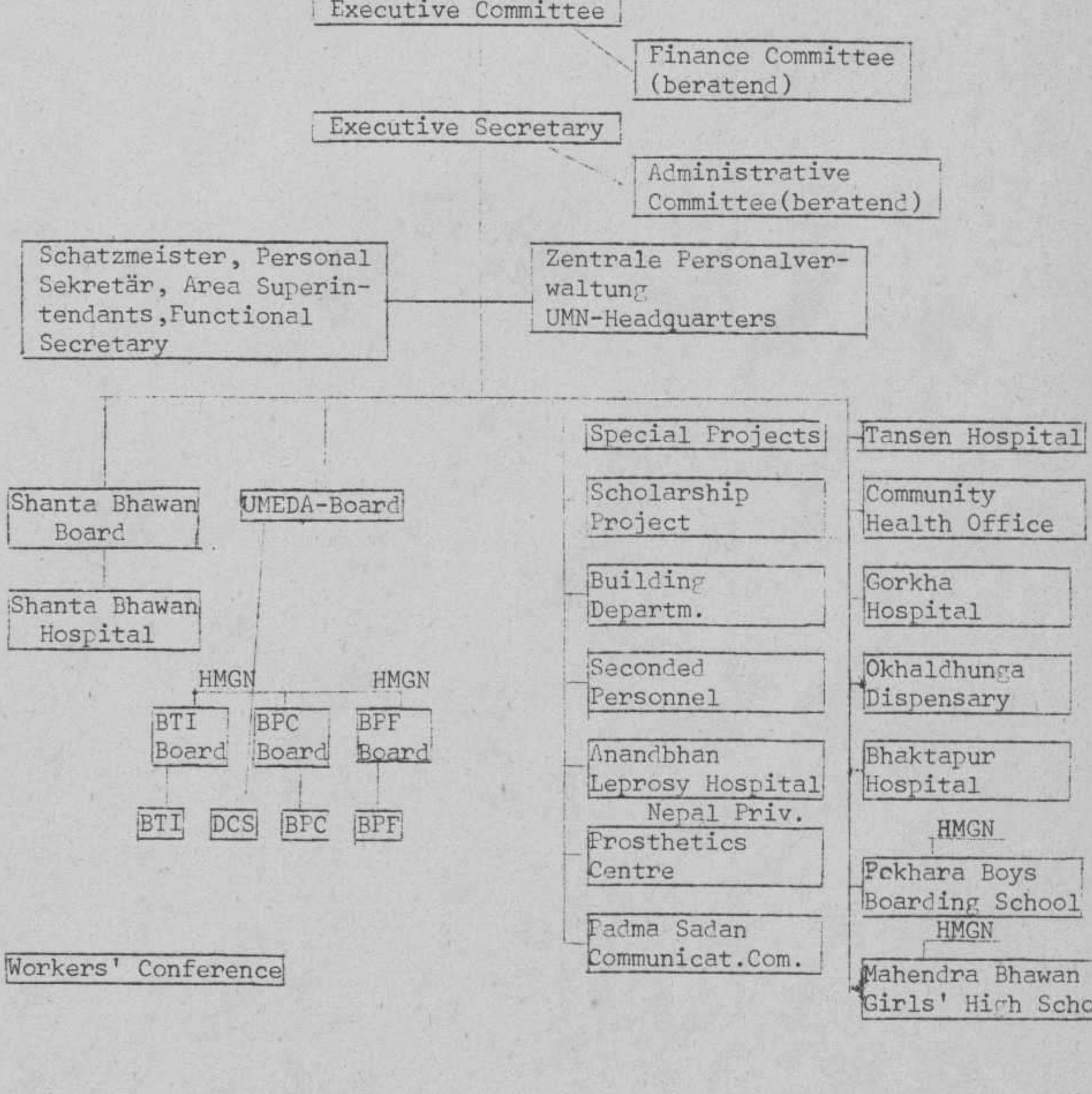
5.1 Die Organisationsstruktur bis zum Jahre 1973



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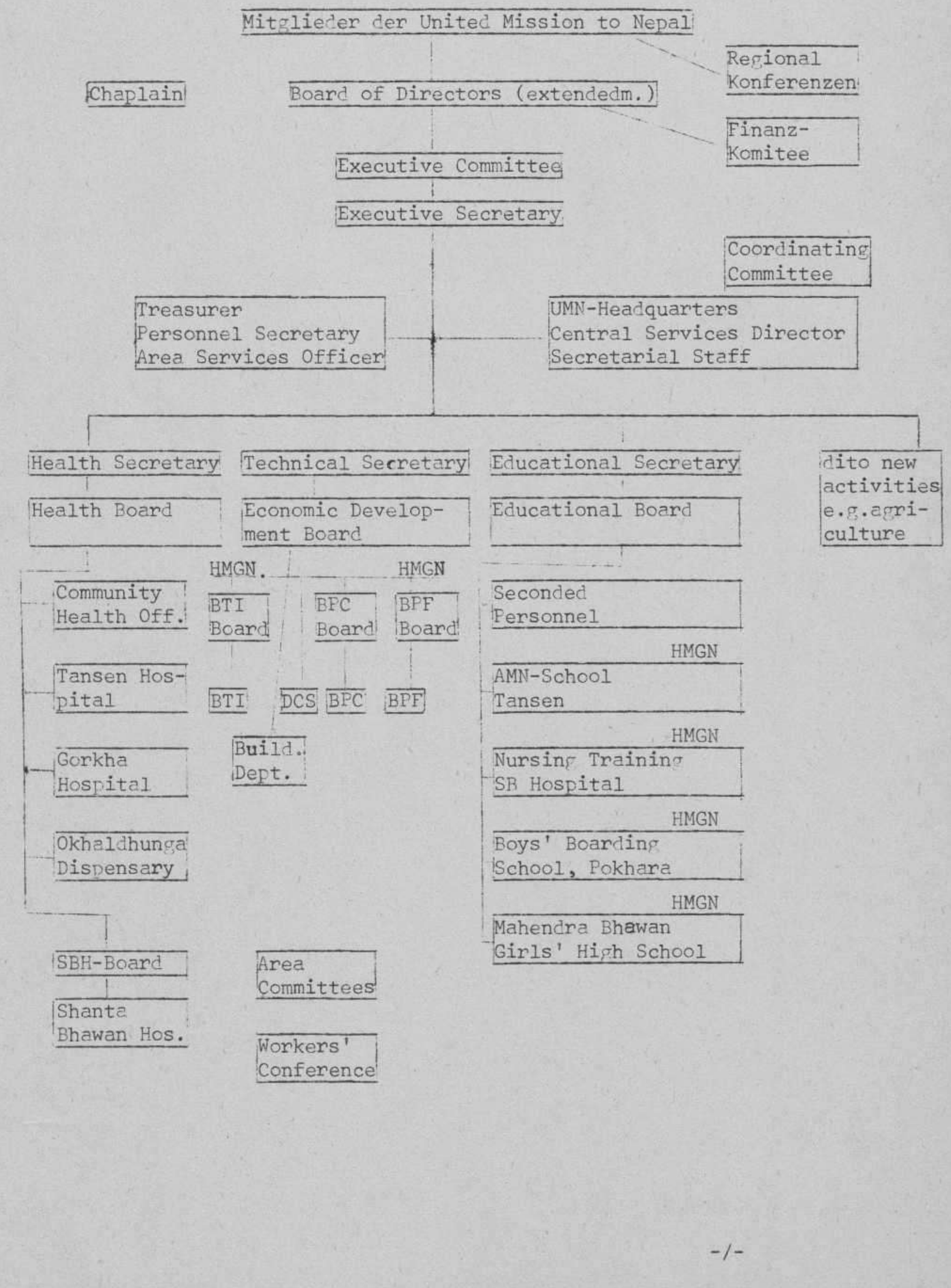
5.2 Die Organisationsstruktur im Jahre 1974/75



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5.3 Die Organisationsstruktur, vorgeschlagene Struktur ab dem Jahre 1976



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6. Auszüge aus der UMN-Verfassung und verbindliche Zielvorstellungen

6.1 Purpose

A. The purpose of the United Mission is to minister to the needs of the people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life, thereby strengthening the universal Church in its total ministry.

B. In doing so, it shall be the purpose of the United Mission to undertake the proper care and treatment of the sick, the prevention of disease, the education of children and adults, the development of agriculture and industry, and such other activities as are conducive to the fulfilment of the purpose of the United Mission.

C. It shall be a fundamental principle of the United Mission to train the people of Nepal in professional skills and in leadership. (3)

Purpose (Ziel und Aufgabe)

A. Die UMN macht es sich zur Aufgabe den Menschen in Nepal in ihren Nöten zu dienen im Namen und Geiste Christi; Christus durch Wort und Leben bekannt zu machen und dadurch die weltumfassende Kirche in ihrem gesamten Dienste zu stärken.

B. Zur Erreichung dieses Zieles macht es sich die UMN zur Aufgabe eine ordentliche Fürsorge und Pflege der Kranken, das Verhüten von Leiden, die Ausbildung von Kindern und Erwachsenen, die Entwicklung von Landwirtschaft und Industrie und solch andere Aktivitäten zu unternehmen, die zur Erfüllung der Aufgaben der UMN förderlich sind.

C. Es ist ein fundamentales Prinzip der UMN, die Menschen in Nepal in professionellem Können und in Führerschaft auszubilden.

(Übersetzung Milcke) (3)

6.2 Glaubensgrundsatz

The United Mission to Nepal:

A. Holds the faith which the Church has ever held in Jesus Christ, the redeemer of the world, in Whom men are saved by grace through faith; and, in accordance with the revelation of God which He made, being Himself God incarnate, worships one God, Father, Son and Holy Spirit.

B. Accepts and Holy Scriptures of the Old Testament and New Testament as the inspired Word of God, as containing all things necessary to salvation, and as the ultimate standard of faith.

C. Accepts the creeds commonly called the Apostles' and the Nicene as witnessing to and guarding that faith, which is continuously confirmed in the spiritual experience of the Church of Christ. (3)

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Note: In adopting the foregoing basis of faith, the United Mission recognises that this does not fully express the doctrinal standards of all the member bodies, nor does it expect the member bodies, in accepting this brief statement of our common faith, the reject any of their doctrinal beliefs. Workers shall be free to observe the sacraments and other ordinances of the church in accordance with their own usages. (3)

6.3 Glaubensverständnis

The Mission is a private, voluntary, service agency in the country. The Mission has taken the attitude that it will press on and develop its work as widely and as strongly as it can in the circumstances, and so long as there is opportunity. (1)

We have a distinct nature and character; we are a certain kind of people; we have particular purposes. These are all defined in our Constitution. But within these terms of reference we propose, by the measure of faith and means which God gives us, to work in all ways and means and places that open to us. (1)

The Mission believes that in these times in which we live the Lord has opened a door of opportunity for His church and mission to be present and active in Nepal. We believe that God has formed the United Mission to work in Nepal at present and into the foreseeable future. (1)

6.4 Mitgliedsorganisationen

A. Member bodies are those Churches, Missions and other Christian groups which agree to work within the Constitution and Bye-laws of the United Mission, and fulfil all the requirements thereof.

B. Membership shall be by the provision of workers, appointed by the Executive Committee, with their full financial support, or by the covenanting of an annual financial grant to the United Mission, or both. (3)

6.5 Nepalesische Kirche und Evangelisation

The Mission will work in terms of the Nepal situation

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

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(g) The limits on the Mission's work in terms of time, kind, place and relation to Government. (h) The present favorable opportunity for Christian missions in the country. (1)

One of UMN's purposes, as given in its Constitution, is to help to "strengthen the universal Church in its total ministry"; this includes the church in Nepal. In the present circumstances the United Mission undertakes this purpose when its members join in the life of the church as individuals. In the changing times in the country, the Mission may continue as it is, or it may modify its forms and undertakings, or it may cease to exist. (1)

It should be clear that traditional evangelism is not permitted under our agreement with His Majesty's Government. This limitation creates problems for those who are zealous in public witness. On the other hand, it challenges every worker to discover the fruitfulness of transparent living of the message of Jesus Christ, which in itself is the most effective form of evangelism. (2)

We are a mission organization of the Christian church in the World. We have brought with us into Nepal the aims and purposes of the historic and evangelical mission of that church and we are trying to fulfil them in such ways as we are able in this situation.

BM-9/69
Appdx. B/II

6.6 Verhältnis zur Regierung und Zukunftsplanung

HMGN (His Majesty's Government of Nepal) prefers that the work of foreign agencies should be applied as cooperative assistance to Government programs, under its officers. (1)

The factors press upon the Mission, through local society and through Government, and speak to the Mission about development. We "roll with the ship" in the "current of the times" in order that we might continue to carry out our aims and purposes as fruitfully as possible. (1)

In the planning of its future course the UMN will seek to benefit from the experience and thinking of the wider missionary movement, but may not necessarily follow policies pursued in other countries. It will try to keep alive to its purposes, and to the factors of its situation, and plan its course accordingly. (1)

We are not bound to traditional expressions and forms of the Christian mission in the world. We want to be open to any spontaneous vision, inspiration and enabling which God's Spirit raises up among us. There are areas of need in society which are not being met in any way, and which Christian compassion may be able to serve through the channels open to us. (1)

The Mission realizes that the position for foreign mission in Nepal is changing and the future unpredictable. This situation calls for flexibility in the planning and execution of the work of the Mission. The Mission must adjust to changing situations. It shall, therefore, be the policy of the Mission to continually review and reconsider the place, nature, content, structure, administration and future of its various activities in Nepal, and plan accordingly. -/- (1)

Gossner Mission

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

A. To continue to conduct its existing Mission-owned projects as it has been doing. It may seek agreements to begin other new similar projects, if this seems desirable and possible. The Mission will continue to manage these projects in close consultation with Government Departments concerned.

B. To undertake projects which from the very beginning or at least the earliest possible stage, have a defined status in relation to Government, and which are developed in response to Government planning, but which for a certain period of time are owned and managed by the Mission.

C. To contribute assistance of different kinds, with differing types of relations, to Government programs or to other Nepali organisations or agencies. (1)

Our view of our present situation and future prospects is that we want to continue to grow and work at our calling, to move on into new places and new work. Our policy is to plan to continue in the country as permitted to do so. (1)

Referenz: UMN-Board-Minutes I/1972:
"Pledge of loyalty to the King".
(WC-26/72)

6.7 UMN-Mitarbeiter

The UMN's purpose is "to minister to the needs of the people in Nepal in the Name and Spirit of Christ, and to make Christ known by word and life". Included in the Constitution, which all appointees of the Board must accept, is a simple Basis of Faith. (2)

Commitment expected from Board Appointees (not from Direct Appointees):

Board Appointees shall be those who
- Have a call from God for work in Nepal -
- Are prepared to cooperate with Christian from other Church denominations -
- Are willing to accept the Constitution of UMN -
- Are prepared to be subject to the laws of Nepal. (3)

All the Missions' members are "subject to the laws and regulations of Nepal", and they "shall confine their activities to the achievement of the objectives of the institution to which they are assigned, and shall not engage in any proselytizing and other activities which are outside the scope of their assigned work." (2)

The U.M.N. Constitution identifies one purpose as "to make Christ known by word and life". It is clarified thus: "This must be by a Christ-filled life, and personal word as opportunity affords. We all, foreigners and nationals, are continually witnesses. Where there is opportunity to witness outside Christian premises, this should take the form of informal discussion. Literature may be distributed in personal contacts."

However, "individuals should consider their responsibility to the whole Mission, that no individual action should jeoparidse the work of the Mission." -/- (2)

Gossner Mission

The Constitution underlines the importance of appointees having "a call from God for work in Nepal" and being "prepared to cooperate with Christians from other Church denominations." Workers must be ready to adjust happily to working. (2)

The ideal worker we seek is the convinced Christian who is conscious of a call from God to Nepal, committed to service in the Spirit of Jesus Christ, and prepared to testify to his faith by life and work. Such an individual, with qualifications and experience fitting the job description of an approved post, can be assured of challenging opportunities. (2)

The replacement of the foreign personnel of the Mission does not necessarily mean their removal from the country. Such replaced personnel, in the policy of the Mission, would be appointed to other places of work in the country. (1)

6.8 Nepalesische Mitarbeiter

C. It shall be a fundamental principle of the United Mission to train the people of Nepal in professional skills and in leadership. (3)

The Mission seeks to minister to needs of people regardless of race, creed, caste od nationality. Christians should not expect preferential treatment in receiving the services of the Mission. This "ministering to the people" should be distinguished from staffing of its projects. Staff are appointed with a concern to fulfilling the purposes of the Mission in its several projects. (1)

Throughout the activities of the Mission it shall be the policy to build up a competent and dedicated Nepali leadership, which will, in a planned way, gradually replace the foreign personnel. (1)

The purpose of this replacement of personnel is to move toward institutions which are entirely indigenous in ownership, management and staff. In the historical perspective the foreign mission has entered the country, and helped to found institutions of Christian character and values which aim to meet needs in society. (1)

It means that each project must seek to decrease its dependence on foreign personnel and on financial subsudy from the United Mission, and to adapt its standards and methods to fit the economy and other conditions of the country. (1)

It is the policy of the Mission to instruct each project in its long-range planning to annually define, review, and in its management seek to reach its goal with regard to indigenous ownership and management of the project. (1)

In order to carry out this policy each project of the Mission shall, as an integral part of its annual Plans and Budgets, present a long-term projection of personnel needs which will show how the project plans to build up a Nepali staff capable of replacing foreign personnel. These personnel projections, as a part of the annual planning material, shall be reviewed each year to note progress made. (1)

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Gossner Mission

6.9 Pflichten des Board of Directors

1. To meet annually.
2. To elect its officers.
3. To elect members of the Executive Committee, including officers of that Committee.
4. To elect an Executive Secretary, Treasurer, Area Superintendents, Functional Secretaries and a Personnel Secretary.
5. To amend the schedule of membership (to accept new members),
6. Establish separate governing bodies for particular projects such as Hospital Boards and Boards for Industrial Projects.
7. To be the controlling body of all institutions.
8. To determine recurring financial grants to the General Fund of the Mission.
9. To receive reports of the projects and the Mission and long term planning submitted by the Executive Committee.
10. To receive the Minutes and recommendations of the Workers' Conference from its representative.
11. To formulate policy for administration of the UMN.
12. To amend the Constitution and Bye-Laws of the Mission

6.10 Pflichten des Executive Committees

1. The Executive Committee shall, through its Executive Secretary, direct the work of the United Mission in accordance with the decisions and policies laid down by the Board, and shall report to the Board.

2. It shall take action concerning the appointment, return, resignation, suspension of dismissal of BOARD APPOINTEES and shall consider and take action concerning appeals made by BOARD APPOINTEES in matters affecting them.

3. It shall make nominations to the Board concerning the appointment of the Executive Secretary and Treasurer, and it shall appoint Functional Secretaries and members of Functional Boards as required.

4. It shall consider and take action in matters related to mission, wide rules concerning employees of the various projects, such as employment policies, salary scales, provident fund, medical insurance, etc.

5. It may initiate long-term planning within the United Mission, review such plans, and present them to the Board for action.

6. It shall receive from the Executive Secretary annual plans and budgets from all the Functional Boards and the Executive Secretary, together with recommendations of the Finance Committee; study, consider, amend and take necessary action.

7. It shall receive from the Executive Secretary annual reports concerning the work of the Functional Boards and other United Mission activities, and present them to the Board for consideration and appropriate action.

8. It shall receive from the Finance Committee the annual financial statements, together with auditor's reports, for all the projects, the United Mission treasury, and the Provident Fund, together with the recommendations from the Finance Committee; study them, take necessary action, and present the statements to the Board for approval.

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9. It shall act as Trustees of the United Mission Provident Fund and properties owned by the United Mission.

10. It shall consider any other matters presented to it by the Executive Secretary, and take such action as it deems necessary within the framework of the Constitution and Bye-laws.

11. The Executive Committee may call an emergency meeting of the Board.

12. It shall on the advice of the Executive Secretary appoint a Personnel Secretary.

13. It shall on the advice of the Executive Secretary appoint a Chaplain for the United Mission, who shall be a spiritual Counsellor, a preacher and teacher and give pastoral care as needed.

14. It shall on the advice of the Executive appoint a Central Services Director, who shall report to and be accountable to the Executive Secretary.

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Fußnote

References

(1) = BM - 9/70 UMN Policy Guidelines, April 1970 "The UMN and the Church in Nepal"
(2) = BD - 33/72 Policy Statement on Witness, March 1972 "A statement for Workers, Present and Prospective"
(3) = UMN Constitution of 1972, amended 1973 and 1974

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Gossner Mission

7. Projektbeschreibungen

7.1 Tätigkeitsübersicht der UMN-Aktivitäten in Nepal

7.2 UMN-Headquarters mit Exekutiv Sekretär, Personal Sekretär, Sprachschule für Mitarbeiter (Nepali-Unterricht), Zentrale Verwaltung der Mitarbeiter und Dienstleistungsabteilung an Mitarbeiter, Gäste und Projekte, Gästehaus, Zentrale Finanzverwaltung (Treasurer's Office).

7.3 UMN-Building-Department (Bau- und Architekturbüro) mit Bauprojekten in Tansen (Krankenhauserweiterung), Pokhara (Bau der Internatsschule), Kathmandu (Bau der Mädchenschule und Building Maintenance-Program an allen UMN (gemieteten) Gebäuden außer SBH.

7.4 UMN-Scholarship Programme (Stipendien-Referat).

7.5 Community Health Office (Büro für öffentliche Gesundheit und Präventivmedizin - Dr. Ivamura).

7.6 Tansen-Hospital und Community Health Work im Palpa-Distrikt mit 100-Betten-Krankenhaus und Schwesternschule.

7.7 UMEDA-Projekt der UMN in Butwal mit BTI, DCS, ITID, BPC und BPF und dem Butwal Project.

7.8 Boys' Boarding School Pokhara (Jungeninternat) mit Internat, Grundschule, Sekundarschule und berufsbezogener höherer Schulausbildung.

7.9 Gorkha-Project, 40-Betten-Krankenhaus und Community Health Work (das landwirtschaftliche Projekt wurde 1970-72 von der Regierung aufgelöst).

7.10 Shanta-Bhawan Hospital, 125-Betten-Krankenhaus, Zahnmedizinische Abteilung, Pathologie, Röntgenologie, Schwesternschule, Distrikt-Kliniken und Community Health Work.

7.11 Mahendra Bhawan Girls' High School (Mädchenschule), Kathmandu.

7.12 Bhaktapur Krankenhaus, 40-Betten-Krankenhaus, das soeben von der Regierung geschlossen wurde.

7.13 Okhaldhunga-Project, 40-Betten-Krankenhaus geplant, Community Health Work und Distrikt-Kliniken. Das landwirtschaftliche Projekt wurde 1970 von der Regierung geschlossen.

7.14 Lepra-Krankenhaus Ananadbhan, Lepra-Krankenhaus und Resozialisierungsprogramm von Lepra-Kranken.

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7.15 Padma Sadan (Studenten-Freizeit-Heim) (Privat-Initiative)

7.16 Kommunikationsprogramm zur Evangelisation (Privat-Initiative)

7.17 Komitee zum Studium der Kultur und Religion Nepals

7.18 Prothesen-Zentrum am SBH-Gelände mit nepal. Trägerschaft und einem DÜ-ler als Leiter und Initiator "am Rande" der UMN.

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Gossner Mission

7.2 UMN-Headquarters

Projektbezeichnung: UMN-Headquarters and Executive Secretary's Office

Ort: Kathmandu, 1/29 Thapathali, P.O.Box 126

Gegründet: 1954/55 zunächst in Badghaon, später nach Kathmandu verlegt

Abteilungen: Executive Secretary's Büro, Personalbüro, Sprachschule, Zentrale Verwaltung der Mitarbeiter und Dienstleistungsabteilung an Mitarbeiter, Gäste und Projekte, Gästehaus, Zentrale Finanzverwaltung.

Kurzbeschreibung:

a) Executive Secretary's Office
Offizielle Kontaktstelle (einschl. Repräsentation) zur Nepalesischen Regierung und allen anderen Gruppen in Nepal und zu den UMN-Mitgliedern in Übersee. Entscheidende Mitwirkung am UMN-Board, Executive Committee und anderen Entscheidungsgremien der UMN; Verwaltungsaufgaben aller UMN-Mitarbeiter (Verträge, Visa, Urlaub etc.), Streit-Schlichtungsstelle.

b) Personalbüro:
Anforderungsstelle für neue Mitarbeiter (keine Entscheidungsgewalt).

c) Sprachschule: (vom Personalsekretär geleitet)
Vorbereitung neuer Mitarbeiter auf ihr Leben und ihre Arbeit in Nepal, Durchführung eines 4 Monate langen Sprach- und Orientierungskurses, weiterführende Sprachkurse mit den Abschlüssen first-year- and second-year-exam.

d) Zentrale Dienstleistungsabteilung:
Einkauf, Import und Verteilung von Waren und Diensten für Missionare und Projekte (Flugkarten, Lebensmittel für entlegene Projekte, Lizenzen von Regierung, Im- und Export des persönlichen Reisegepäcks von Mitarbeitern etc.), Überwachung des Gästehauses, verantwortlich für Wohnungen und Möbel der Mitarbeiter im Headquarter und für das Children's Hostel und deren Omnibus.

e) Gästehaus:
Gästehausbetrieb für Sprachschüler, Missionare und Gäste der UMN mit Übernachtung und Verpflegung.

f) Treasurer's Office: Der Schatzmeister der UMN empfängt und verteilt alle laufenden Gelder für die UMN, einschl. der meisten direkten Projektgelder; er hat die Verfügungsgewalt über die UMN-Bankkonten (Nepal, USA, Schweiz und Deutschland); er kontrolliert die Budgets und Konten (Buchprüfung) der meisten Projekte der UMN.

g) In Zukunft werden auch die funktionalen Sekretäre der UMN Mitarbeiter des Headquarters werden.

Beschäftigte:	Ausländer	Nepali	Nepali in untergeordneten Entscheidungsfunktionen
Büro des Exekutiv Sekretärs	2	-	-
Personalbüro)	1	-	-
Sprachschule)		3-5	1
Zentrales Dienstl.Büro	2	5	1
Gästehaus	1	5	-
Büro d. Schatzmeisters	1	2	1
	7	15-17	3

-/-

Gossner Mission

Finanzaufwand und -umlauf
im Jahre 1974 (Rs-Nc):

	Ausgaben	Einnahmen
Headquarters etc.	261.337	290.310
Kapital-Fonds	77.804	76.510
Bilanz	62.206	62.206
Büro des Schatzmeisters	1.123.913	1.219.395(ca.DM 250.000,-)
Kapital-Fonds	5.433.216	5.229.596(ca.DM1.070.000,-)
Bilanz (Aktiva/Passiva)	6.866.407	5.784.601(ca.DM1.280.000,-)

Ein Grundstück mit 6 Gebäuden, die von einem Eigentümer auf jeweils 5 - 10 Jahre gemietet sind (Vorausbezahlung), die Unterhaltskosten werden von der UMN zusätzlich getragen) sind Teil des Projektes.

Rechtsform: Keine, abgedeckt durch das "General Agreement" mit der Regierung.

Struktur: Direkter Vorgesetzter in allen Bereichen ist der Exekutiv Sekretär. Entscheidungen werden von ihm getroffen oder in verschiedenen Komitees, denen er vorsteht.

Träger: UMN.

Aufgabe: siehe Projektbeschreibung.

Geschichtliche Entwicklung: Entstand durch "natürliches Wachstum".

Finanzierung: Durch Kopfgelder, die pro Jahr und pro Mitarbeiter von der UMN für alle Mitarbeiter in Nepal erhoben wird, und durch zweckgebundene und -ungebundene Spenden.

Zielsetzung: siehe Projektbeschreibung.

-/-

Gossner Mission

7.3 UMN-Building Department

Projektbezeichnung: UMN-Building Department, Kathmandu

Gegründet: etwa im Jahre 1968 - 70

Abteilungen und Aufgaben:
a) Kathmandu: Architektur- und Zeichenbüro, Ausarbeiten der Baupläne für UMN-Bauvorhaben, gelegentlich auch für andere Missionsgesellschaften und ähnliche Gruppen, consulting-Aufgaben. Bauausführung und Überwachung der Mädchenschule Mahendra Bhawan und Bauüberwachung der anderen UMN-Bauprojekte.
b) Tansen: Bau der Krankenhauserweiterung und einer neuen Schwesternschule (AMN).
c) Pokhara: Bau der Internatsschule der UMN/Regierung.

Beschäftigte:		Ausländer	Nepali	Nepali in Entscheidungsfunktion
Tansen		1	85	2
Pokhara		2	164	2
Kathmandu	a)	1	38	
	b)	1	3	

Finanzaufwand und Umlauf:	Ausgaben	Einnahmen
Bauvorhaben Tansen 1974	450.000	450.000
" Pokhara "	450.000	450.000
" Kathmandu 1974	200.000	200.000
Architekturbüro		
laufende Kosten	50.754	53.428
Kapitalinvestitionen	22.195	20.175
Bilanz 1974	62.206	62.206

Bürogebäude werden von den Projekten gestellt oder sind gemietet.

Rechtsform: Keine, abgedeckt durch das "General Agreement" mit der Regierung.

Struktur: Vorgesetzter ist der Leiter des Architekturbüros, der dem Executive Sekretär direkt unterstellt ist. Es bestehen verschiedene Komitees. Bei den Bauvorhaben unterstehen die Baufachleute dem jeweiligen Projektleiter (AC-24/70).

Bezug zur Regierung: keinen.

Aufgabenbeschreibung: siehe Projektbeschreibung, Durchführung der Bauvorhaben der UMN (außer Butwal).

Geschichtliche Entwicklung: Aus einem projektbezogenen Building-Committee entwickelte sich 1968 diese Abteilung (BM-9/69, AppX. B)

Zielvorstellungen: siehe Projektbeschreibung und Aufgabenbeschreibung.

Finanzierung: Aus Projektbewilligungen, consulting-Aufgaben werden gegen Bezahlung ausgeführt.

-/-

Gossner Mission

7.4 UMN-Scholarship Program

Projektbezeichnung: Scholarship Program

Ort: Kathmandu

Gegründet: 1966 (BM-51/66)

Kurzbeschreibung: Aufgabe ist es, Geldmittel zu beschaffen und zu verteilen für Stipendien, die an Nepalesen vergeben werden.

Beschäftigte: Das Programm hat keine hauptamtlichen Mitarbeiter, sondern eine Sekretärin, die den Schriftverkehr und die Geldmittelverwaltung erledigt und ein Komitee, welches über Anträge entscheidet. Im Jahre 1974 wurden 23 Stipendien vergeben und 52 Schüler an verschiedenen Schulen in Nepal finanziert.

Finanzaufwand und Umlauf 1974 in nepal. Rupees:

	Ausgaben	Einnahmen
laufende Kosten	169.330	206.764
Jahresbilanz	202.436	202.436

Rechtsform: Keine, abgedeckt durch das "General Agreement" mit der Regierung.

Struktur: Ein von Nepalesen und von UMN-Mitarbeitern besetztes Komitee trifft alle Entscheidungen.

Träger: UMN

Bezug zur Regierung: keinen.

Aufgabenbeschreibung: Junge Nepalesen und Nepalesinnen zu einer weiterführenden Ausbildung oder zu einem Studium zu verhelfen.

Geschichtliche Entwicklung: Obwohl dieses Komitee schon über Jahre hinweg existierte, begann es erst etwa 1970 aktiv zu werden.

Zielvorstellungen: Ziel ist es, nepalesische Führungskräfte in ihrer Ausbildung zu unterstützen und sie hauptsächlich in Nepal (18) und Indien (5) auszubilden. Außerdem werden 52 Schüler an verschiedenen Schulen Nepals finanziell unterstützt mit dem sogenannten "General Scholarship Program", mit dem Ziel, förderungswürdigen Schülern eine Schulausbildung zu ermöglichen.

Finanzierung: Durch Stipendienprogramme (vor allem das Deutsche Ökumenische Stipendienprogramm, der Sherpa-Scholarship Fund und der Action in Distress Society Fund), durch Zuschüsse verschiedener Mitglieder der UMN auf privater Basis.

-/-

Gossner Mission

7.5 Community Health Office

Projektbezeichnung: Community Health Office

Ort: Hauptbüro in Kathmandu, jedem UMN-Krankenhaus ist ein CH-Dienst angegliedert, ortsunabhängige Programme in verschiedenen Distrikten.

Gegründet: 1970 (AC-8/70)

Kurzbeschreibung: Koordination der verschiedenen CH-Aktivitäten der einzelnen UMN-Krankenhäuser mit dem Ziel, diese in das Regierungsprogramm hineinzuintegrieren. Durchführung von Ausbildungskursen, Auffrischungskursen u.ä. von HA, AHW's, AMN's etc. Koordination mit der Regierung bezüglich des CH-Programmes, Entwickeln und Verteilen von Plakaten, Unterrichtsbüchern, Anleitungen zum Toilettenbau u.ä.

Beschäftigte:

Ausländer	Nepali	Nepali i.untergeord. Entscheid.Funktionen
2	1-2	-

Finanzaufwand und Umlauf 1974 in nepal. Rupees:

	Ausgaben	Einnahmen
laufende Kosten	27.955	34.530
Kapitalinvestitionen	56.112	77.190
Jahresbilanz	39.312	39.312

Rechtsform: Keine, abgedeckt durch das "General Agreement" mit der Regierung.

Struktur: Vorgesetzter ist ein Arzt, der dem Executive Sekretär direkt untersteht.

Träger: UMN, die Nepal. Regierung stellt Mittel zur Verfügung.

Bezug zur Regierung: Durch persönliche Kontakte des Direktors der Abteilung mit der Regierung ist die Zusammenarbeit mit der Regierung sehr eng; die Regierungskonzeption bezüglich CH-Work und die Regierungsprogramme (HMGN-Community Health Program as an integrated part of HMGN's Comprehensive Community Development Programmes) wurde akzeptiert und für die eigene Programmgestaltung zugrunde gelegt.

Aufgabenbeschreibung: Aufgabe ist es, der Regierung zu helfen, ein das ganze Land überziehendes aktives Community Health System aufzubauen und zu betreiben - in allen Distrikten, in denen die UMN Krankenhäuser unterhält und auch diese Kliniken oder Teile davon als Basiskliniken für CH-Work umzumodellieren.

Geschichtliche Entwicklung: Verzögerungen beim Programmvorhaben liegen in Kommunikations- und Kompetenzschwierigkeiten zwischen den verschiedenen UMN-Krankenhäusern und dem CHO.

-/-

Gossner Mission

Zielvorstellungen: Eine 5-Jahres-Konzeption liegt vor (EC (2)-57/74 und deren Appendixes E, O, P, Q):
Alle UMN-Community-Health-Projekte umzuorganisieren in koordinierte Projekte zusammen mit der Regierung innerhalb der nächsten 5 Jahre, mit dem Ziel der Regierung diese zu nationalisieren. Gleichzeitige UMN-Ziele:
To make Christ known by word and life;
To undertake the proper care and treatment of the sick, the prevention of disease; and to train the people of Nepal in professional skills and leadership.

Finanzierung: Durch normale UMN-Gelder, durch Brot für die Welt und EZE.

-/-

Gossner Mission

7.6 Tansen Hospital

Projektbezeichnung: UMN-Tansen-Hospital and Tansen Area Work.

Ort: Tansen/Palpa-District/Lumbini-Zone.
Der Ort war bis 1968 nur durch einen 2 Tage langen Fußmarsch von Indien her zu erreichen, seit dieser Zeit besteht eine Straße.

Gegründet: ca. 1955, ca. 1962 wurde das jetzige Krankenhaus fertiggestellt.

Abteilungen: Krankenhaus und Community-Health-Program

Kurzbeschreibung: a) Krankenhaus: 85-Betten-Krankenhaus (+ 15 weitere Betten in Gängen und Fluren des Krankenhauses), das auf 100 Betten erweitert werden soll.

Anzahl der Patienten:

	1965	1970	1974
Stationäre Patienten	1.000	1.700	2.000
Ambulante Patienten	12.500	24.000	32.000

Angeschlossen ist eine Schwesternschule, eine Hebammenschule, ein Rehabilitationsabteilung, eine Prothesenabteilung und eine langsam auslaufende Lepra-Klinik.

b) Community-Health-Program: In Gebieten von West- und Ost-Palpa: Tb-Kontrollprogramm, Hausbesuchsprogramm, Public-Health-Ausbildungsprogramm, MCH-Klinikprogramm, Familienplanungsprogramm, Hygiene-Unterricht in Schulen, TABC/BCG-Impfkampagnen, Wasserversorgungsprogramme.

Beschäftigte:	Ausländer	Nepali	Nepali i.untergeordn. Entscheid.Funktionen
Beschäftigte	23 (5)	ca.60	15
(davon Ärzte)			
Lehrlinge		48 + 3	

Finanzaufwand und Umlauf 1974 in nepal.Rupees:	Ausgaben	Einnahmen
laufende Kosten	1.138.927	1.153.163
Kapitalinvestitionen	1.564.737	
Bilanz	1.955.722	1.955.722

Rechtsform: Keine, vom "General Agreement" mit der Regierung abgedeckt. Ein Kooperationsvertrag mit der Regierung wird im Moment erwägt.

Struktur: Der Area Superintendant ist dem Executive Sekretär der UMN verantwortlich. Ihm gegenüber sind der Direktor des Krankenhauses, der Direktor der Schwesternausbildung, der Verwaltungsbeamte, der AMN-School-Direktor und der Community-Health-Doktor direkt verantwortlich.
Wöchentliche Komitees, die nur beratende Funktion haben, helfen dem Area Superintendant Entscheidungen zu treffen. Nepalesen nehmen an diesen Treffen nur selten teil.

-/-

Gossner Mission

Träger: UMN

Bezug zur Regierung: Kein direkter Bezug, siehe auch Rechtsform.

Aufgabenbeschreibung: a) Krankenhaus: Ambulante und stationäre Behandlung von Patienten, Basis-Krankenhaus für CH-Work, Ausbildungsstätte für Schwesternlehrlinge.
b) AMN-School: Durch den neuen Erziehungsplan der Regierung wurde das Krankenhaus gedrängt eine Hebammenassistentinnenausbildung aufzubauen. Jeweils ca. 40 Lehrlinge pro Jahr werden in einem 2-Jahres-Kurs nach einem Regierungscurriculum im Tansen-Krankenhaus und dem Regierungskrankenhaus in Pokhara auf die Prüfungen vorbereitet.
c) Community Health Program: Die einzelnen Community-Health-Programme, mobile Kliniken, Gesundheitsaußenposten etc. im Palpa-Distrikt (Lumbini-Zone) durchzuführen.

Geschichtliche Entwicklung: Eines der ältesten Projekte der UMN, das vor Jahren in einem gemieteten Haus in Tansen begann, seit 1960 - 63 im eigenen neuen Krankenhaus (mit akutem Wassermangel) langsam und stetig sich vergrößerte. Es ist eines der geschlossensten und homogensten Projekte der UMN. Im Moment werden ein Anbau mit weiteren 20 Betten und Regenwassertanks gebaut. Seit dem Bau der Straße nach Tansen hat der Zustrom an indischen Patienten ein Ausmaß erreicht, das bis zu 40 % der gesamten Patienten an verschiedenen Monaten ausmacht.

Zielvorstellungen: a) Krankenhaus: s. UMN-Konstitution, Ziele und Aufgaben.
b) AMN-Schule: Den Regierungsplan zu erfüllen und jährlich 40 Hebammenassistentinnen auszubilden, mit hoher ethischer und moralischer Auffassung und qualitativ hochstehendem Niveau.
c) Community Health Program: s. Bericht 7.5 Community Health Office.

Finanzierung: a) Krankenhaus: Hauptsächlich durch ärztliche Gebühren (45 %) und dem Verkauf von Medizin (33 %) und dem Einkommen aus dem Verkauf von geschenkter Medizin(16,5), der Rest wird von UMN-Budgets finanziert.
b) AMN-School: Durch Regierungszahlungen (75 %) und UMN-Budgets (25 %).
c) Community-Health-Program: Durch Gebühren (32 %) und durch UMN-Budgets (68 %).

Finanzierung der Kapitalkosten:
Durch UMN-Spenden und Budgets.

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7.7 UMEDA-Projekte Butwal

Projektbeschreibung: UMEDA ist das Instrument der UMN für Aktivitäten auf dem Sektor der industriellen und ökonomischen Entwicklung. Derzeit sind es die Projekte BTI, DCS, BPC und BPF in Butwal, die unter einem Zusatz-Agreement mit der Regierung, dem Ministerium für Industrie und Handel, und der Abteilung für Cottage Industries und der UMN im Rahmen des ITID-Konzeptes begonnen wurden und durchgeführt werden.

Ort: Butwal/Lumbini Zone für die Projekte.
UMEDA als solches ist bisher noch keine Institution mit einem festen Sitz.

Gegründet:

ITID und BTI	1963
BPC	1970
BPF	1972
DCS	1972
UMEDA	1972

Die Laufzeit des ITID-Agreements mit der Regierung beträgt 15 Jahre und ist im November 1978 beendet.

Abteilungen: a) UMEDA: Es existiert derzeit als Aufsichtsrat und ist zuständig für alle UMN-Interessen an den Butwal-Projekten und für neue Projekte, die in Zukunft entstehen können. Ab 1976 soll auch das UMN-Building-Department (7.3) dem UMEDA-Board unterstellt werden.
b) ITID: Das Institut für Technologie und industrielle Entwicklung ist der offizielle Name für die Gruppe der Projekte, die von der UMN aufgebaut wurden auf der Basis des o.g. Agreements mit der Regierung, der Abteilung der Cottage Industries und der UMN, und umfaßt die Projekte BTI, DCS, BPC, BPF und das UMN-Butwal-Project.
c) BTI: Das Butwal Technical Institute verbindet die Lehrlingsausbildung mit Produktion bzw. ist ein Produktionsbetrieb, der mit Lehrlingen arbeitet auf den Gebieten kaufmännische Verwaltung, Schreinerei, Mechaniker, Schweißerei, Automechaniker, Elektriker und technische Zeichner; Jede Abteilung des BTI arbeitet unabhängig voneinander auf dem technischen Sektor mit einer zentralen kaufmännischen und finanziellen Verwaltung und zentralem Einkauf. Für die Lehrlingsgrundausbildung besteht seit etwa 1 Jahr ein extra Komplex, in dem die Lehrlinge 6 Monate auf ihre Lehrzeit in den Produktionsbetrieben vorbereitet werden.
d) DCS: Die Division of Consulting Services ist ein noch im Aufbau begriffenes Beratungs- und Bauausführungsprojekt, das derzeit sich hauptsächlich mit der Bauplanung und -durchführung des Aufbaus der Butwal Power Company beschäftigt, Dieselgeneratoren an die BPC vermietet und ähnliche Einrichtungen und sich neuerdings mit der Entwicklung von Gobar-Gas-plants (Methanolgasanlagen, die mit Kuhdung gespeist werden), Übersee-Ein- und -Verkäufen für andere UMEDA-Projekte, Public Relations Arbeiten mit der Regierung und anderen Nepalistellen für alle UMEDA-Projekte befaßt.

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e) Butwal Power Company Priv. Ltd.: Eine GmbH., die das erste Tunnelwasserkraftwerk zur Enzeugung von Strom in Nepal errichtet und die Elektrifizierung der Stadt Butwal betreibt. Derzeit sind etwa 200 KW installiert, das Endziel sind 1000 KW. Aktienträger dieser Gesellschaft sind die UMN mit 70 % und die Regierung (Electricity Department) mit 30 %.
f) Butwal Plywood Factory Priv. Ltd.: Eine GmbH., die ein Sperrholzwerk (das erste im Lande) und ein Sägewerk für subtropische Harthölzer und Hartholzplatten betreibt. Die Produkte sind für den nationalen Gebrauch bestimmt. Aktienträger sind die UMN (~7 %) und die NIDC (33 %).

Beschäftigte:

	Ausländer	Nepalesen	Nepalesen in untergeord. Entsch. Funkt.	Lehrlinge
BTI	6	100	10	40
DCS	6	100 + 5 +1)	4	
BPC	1	25	4	
BPF	4	125 + 100 +3)	10 + 1 +2)	

+1) Hierbei handelt es sich um sog. daily wages workers, Hilfsarbeiter mit täglicher Bezahlung.
+2) Die BPF ist das erste Projekt der UMN, das an oberster Entscheidungsstelle einen nepalesischen Direktor (General-Manger) angestellt hat.
+3) Hierbei handelt es sich um Saison-Waldarbeiter.

Rechtsform: BTI: keine, durch das Zusatzagreement mit dem Ministerium für Industrie und Handel (Cottage-Industries-Department) abgedeckt.
DCS: dto.
BPC: Private Limited Sharecompany, Registered in Nepal
BPF: Private Limited Sharecompany, Registered in Nepal

Strukturen: UMEDA: UMEDA-Managing-Board der UMN ist zuständig für alle UMN-Interessen bei den Butwal-Projekten.
BTI: Der Direktor des BTI ist einem Aufsichtsrat verantwortlich. Der Aufsichtsrat besteht aus den UMEDA-Repräsentanten, dem Direktor of Cottage-Industries-Department der nepalesischen Regierung und einem Vertreter der Tribhuwan-Universität (zuständig für Lehrlingsausbildung) und einem Mitarbeitervertreter. Seit Anfang 1975 wurde ein nepalesischer Ingenieur zum Direktor des BTI ernannt.
DCS: UMEDA-Board, Direktor, Abteilungsleiter, keine Nepali-Repräsentation in Entscheidungsfunktionen.
BPC: Firmenaufsichtsrat und Vorstand, nepalesischer Direktor mit ausländischem Berater im Rahmen des nepalesischen Industrierechts.
BPF: ebenso aufgebaut wie BPC.

Träger: UMEDA: UMN
BTI: UMN bis 1978
DCS: UMN (evtl. bis 1978?)
BPC: Aktienträger (UMN bis 1978)
BPF: Aktienträger (UMN bis 1978)

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Bezug zur Regierung: UMEDA: über UMN, sonst kein Bezug
BTI: direkter Bezug durch den Aufsichtsrat und Beteiligung der Regierung im Aufsichtsrat
DCS: kein Bezug, da DCS derzeit als eine Art Abteilung des BTI läuft.
BPC: direkter Bezug durch Aktienbeteiligung.
BPF: direkter Bezug durch Aktienbeteiligung und durch Stellung eines Regierungsbeamten, der als Direktor der Fabrik fungiert.

Aufgaben:

a) UMEDA: Im Rahmen der UMN-Konstitution und des "Manual of Policies and Proceedures" die UMN-Interessen in den bestehenden Projekten zu vertreten und neue Projekte und Programme zu initiieren und zu verabschieden.

b) ITID: Keine direkten Aufgaben. Alle ITID-Projekte sollen 1978 der Regierung übergeben werden. Eine reibungslose Übergabe wird angestrengt.

c) BTI: Die verschiedenen Produktionsbetriebe, den Lehrlingsgrundkurs und die theoretische Ausbildung zu betreiben unter der Voraussetzung, daß das gesamte BTI finanziell sich selbst trägt und im Rahmen des ITID-Agreements und des "Manuals of Objectives and Principles of the BTI" fungiert.

d) DCS: Die verschiedenen Projekte zu betreiben wie z. B. die Bauarbeiten des Flußkraftwerkes, neue Projekte zu suchen und zu planen, wie beschrieben unter "Aims and Purposes" und "Longterm plans" of DCS (s. Ziele).

e) BPC: Die Stadt Butwal zu elektrifizieren auf ökonomisch-privatwirtschaftlicher Basis.

f) BPF: Die wirtschaftliche Herstellung und Vertrieb von Sperrholzprodukten im Rahmen der Industrial Development Politik der Regierung - Importsubstitution.

Geschichtliche Entwicklung:

BTI: Ursprünglich geplant als kleine Lehrwerkstätte in der Hügelzone des Landes, entstand auf Wunsch der Regierung (Infrastruktur-Veränderungen durch Bau von 2 Hauptverkehrsstraßen, die sich in Butwal kreuzen) 1963/64 das BTI in Butwal. 1967 legten die ersten Lehrlinge ihre Prüfung ab, 1974 sind es insgesamt 67 Ausgebildete. Das Projekt hat sich langsam aber stetig vergrößert, 1973 wirft es erstmals Gewinn ab; 1975 werden die ersten Klassenräume für den theoretischen Unterricht und ein Werkraum für die Grundausbildung eingeweiht.

BPC: 1966 wurde mit dem Sprengen des Tunnels für das Kraftwerkprojekt begonnen, im gleichen Jahr wird das Projekt in eine GmbH. umgewandelt und 1970 der erste 50-KW-Generator installiert, und Strom verkauft, im April 1975 standen 200 KW Stromkraft zur Verfügung.

BPF: 1967 wurde die Furnierschälmaschine auf ihr Fundament gesetzt und ein Jahr später überdacht. 1973 wird eine GmbH. gegründet und Mitte 1974 mit der Produktion begonnen. Anfang 1975 werden 40 % der Produktionskapazität erreicht.

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DCS: Um Zielkonflikte zu vermeiden, wird 1972 die DCS gegründet, die sich seither hauptsächlich auf den Bau des Kraftwerkes konzentriert. 1975 wird die erste "gobar-gas-plant" installiert unter dem Programm "Entwicklung landwirtschaftlicher Ausrüstungsgegenstände".

Zielvorstellungen: Die grundsätzlichen Aufgaben und Zielvorstellungen sind in dem Agreement zwischen HMGN Department of Cottage Industries und der United Mission beschrieben (s. Appendix I):
Ziel und Aufgabe der ITID Butwal Projekte ist es, der Regierung und den Menschen in der Umgebung von Butwal zu helfen/zu dienen durch das Anbieten von technischer Hilfe und industrieller Entwicklung.
BTI: s. Purpose des Statements of Objectives and Working Rules for Butwal Technical Institute, Appendix II.
DCS: Aims and Purposes s. Appendix III und long term plans s. Appendix IV.
Für BTI und DCS und zum Teil auch für die UMN-Interessen in BPC und BPF gilt auch folgender Auftrag, der in Appendix V beschrieben wird.

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Appendix I

A G R E E M E N T

between

His Majesty's Government of Nepal

und

United Mission to Nepal
Concerning the Institute of Technology and
Industrial Development

IV. AIM AND PURPOSE

The aim and purpose of the project shall be to serve HMGN and the people of the area by offering technical assistance and industrial development in the following ways:

a. by running the Institute of Technology (hereinafter referred to as "the Institute") which shall, for example, training work and advise, encourage the growth of industry and stimulate industrial leadership in the area.

b. by undertaking study in the area and research in the laboratory of the Institute, by taking up production of saleable articles in the workshop of the Institute and when such production is proved worth while, encourage and help individuals and firms in the area to take up similar production.

c. by provide "on the job" training of Industrial workers and technicians in the workshops, laboratories, and office of the Institute.

d. by offering the professional assistance of technical experts and the services of the workshops and laboratories of the Institute when requested by the local authorities of HMGN.

e. by providing technical assistance to private persons and firms wishing to undertake small scale industrial production in the area as mentioned in section II above.

V. FINANCE

a. All the expenses required for building, equiping, and operation of the project shall be provided by the UMN.

b. The Institute shall charge for its services und sell its manufactured goods and thus receive income. It is the aim that this source of income will grow sufficiently to make the Institute self-supporting. Any income will belong strictly to the Institute and shall be used to meet the operating expenses of the Institute and to improve its facilities so that it may more effectively fulfill its aims. ...

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Appendix II

Statement of Objectives and Working Rules for Butwal Technical Institute

I. Objectives and Principles

2.0 Purpose:

2.1 BTI shall be a non-profit organisation which through the various activities in its Training and its Industrial Section shall contribute to the industrial and economic development in the Butwal area.

2.2 The Training Section shall provide technical and mercantile training in the following ways:-

2.21 By maintaining a program of apprenticeship or "on the job" training.

2.22 By offering compulsory theoretical teaching outside working hours for those participating in the apprenticeship training program.

2.23 By arranging pre-apprenticeship training courses for candidates interested in taking apprenticeship training at BTI.

2.24 By offering advanced training programs on full time or part time basis for tradesmen who wish to qualify themselves for supervisory positions in industry.

2.25 By offering short term courses in various technical fields for specialized training of skilled workers from BTI's own or from outside industries.

2.26 By endeavouring to plan its various training programs to meet the future needs of skilled manpower in local industry, and to operate a job-placement service for those who have completed their training at BTI.

2.27 By attempting to promote high ethical standards and good human relationships in the developing, industries of the area.

2.30 The BTI Industrial Section shall support the BTI Training Section and serve the industrial development of the Butwal area in the following ways:-

2.31 By establishing production workshops which shall be operated in accordance with sound business principles, aiming at surplus which will be used to subsidize the training activities etc. These production units shall provide opportunities for "on the job" training programs. They shall also as far as possible contribute to the industrial development of the area by offering needed services.

2.32 By owning and managing land, buildings and installations which are made available against payment of rent for use by the various enterprises located on the BTI Compound.

2.33 By offering on a selfcost basis various services needed by BTI related enterprises, such as maintenance of buildings and grounds; water supply; internal distribution of electric power and supply of standby diesel power; transport; clearing; purchasing, sales and office services, etc.

2.34 By offering management assistance to BTI related enterprises, and coordinating activities for mutual benefit.

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2.35 By offering office accommodation and use of other facilities to ITID Consulting Service on a selfcost basis when this is possible without hampering BTI's own operations, with the understanding that these facilities and services will be used by the Consulting Services in its non-profit promotional and advisory work for industrial development in the area.

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Appendix III

III. Division of Consulting Services

1. Aims and Policies.
As approved last year by the UMN Executive Committee:

   a. To seek to undertake services of consultation, survey, project planning and implementation related to economic development.

   b. To undertake such work also in places outside Butwal, and preferably in the West Central Development Region.

   c. Such services would be undertaken within the framework of and related to HMG's Regional Development Plans.

   d. They would be undertaken on the basis of cooperative assistance and mutual agreement with the parties concerned which may be HMG, local authorities, assisting organisations and private parties, depending on the type of work to be undertaken. Such service may originate from the Division's studies and offers, or by request of other parties.

   e. To build up a team of qualified short and long term workers who are able to undertake these services.

   f. To seek to provide the money and facilities (housing, offices, transport, equipment, trained Nepali staff, etc.) necessary to undertake services approved by the UMEDA Board and by HMG.

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Appendix IV

4. Long Term Plans

These remain as approved by the UMN Executive Committee in November 1970:

a) To engage a cooperative assistance program of Regional Planning Development in the area served by the Senauli-Pokhara Road.

b) To develop the Division of Consulting Services (in addition to the Power development program in which it is currently engaged) in the following ways:

i) To establish a team of consultants covering a wide area of professional fields, such as Economic Development Planning and Agricultural Economics; Finance, Management and Company Law; Industrial Engineering (mainly small scale and agro-based industries); Civil Engineering and Power Development.

ii) To provide the necessary facilities for this team to function efficiently (housing, office space, equipment and Nepali staff).

iii) Through this team of experts to undertake Regional Development Planning as the first step towards establishing a program for Regional Development.

iv) Also to make available consulting services to BTI and ITID related companies and other parties in the Butwal area; to assist in the manangement of ITID related companies and other private firms when requested, to initiate and sponsor new enterprises (for instance within an Industrial District), and to offer on the job management training to selected Nepali persons at a higher level than the existing BTI training program.

Obviously the Regional Planning and Development program would timewise follow after the establishment of a comprehensive Consulting Service program. However, if there shall be any hope of a Regional Development Program ever getting going, it is essential that recruitment of personnel for this is started soon. New personnel for Regional Development should have a couple of years with language study, orientation and practical experience before being assigned to any regional development project.

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Appendix V

We continue to aim at the same double goal which was set for the BTI in the beginning:

To contribute to the industrial development in the Butwal area, and to plant the Christian Church in the emerging industrial work of Nepal.

BM-39/68 Appx. C

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BPC: siehe UMN-Konstitution, Articles and Memorandum of the Company.

BPF: siehe UMN-Konstitution, Articles and Memorandum of the Company.

UMEDA: The UMN establishes the UMEDA in order to carry out the purposes of the UMN as defined in the UMN-Constitution and Bye-laws in the field of economic development through commercial enterprises and other organisations for the benefit of the people of Nepal. Methods for implementing these purposes are stated in the Manual of Policies and Proceedures as adopted by UMEDA (Anmerkung: dieses manual ist noch nicht veröffentlichtworden) (UMEDA-Konstitution BD-22/72 und BD- 28/73).

Finanzierung:

BTI: Hauptsächlich aus Spenden von Brot für die Welt (ca. 800.000 DM). Inzwischen gewinnabwerfend, die Lehrlingsausbildung wird von den Produktionsgewinnen finanziert.

BPC: Aktienkapital von Regierung und UMN (Spenden von NORAD). Langfristiger Kredit von NIDC. Das Projekt soll sich in 20 Jahren (nach Fertigstellung) amortisiert haben.

BPF: Aktienkapital von UMN (Spenden von Brot für die Welt ca. 850.000,-- DM) und NIDC. Das Projekt soll sich nach 15 Jahren (nach Produktionsbeginn) amortisiert haben.

DCS: Hauptsächlich durch Einkünfte beim Bau des Kraftwerkes; durch Spenden von UMN.

UMEDA: Durch UMN-Budgets.

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7.8 Boys' Boarding School Pokhara

Projektbezeichnung: Nepali Aadarsha Vidyalaya (EC-3/69/10)

Ort: Pokhara

Gegründet: 1966

Abteilungen: Internatsschule mit den Klassen 1 - 9, die nach dem neuen Educationplan der Regierung ausgerichtet sind mit "vocational orientation" in den Klassen 7 - 9. Die Klasse 10 soll im kommenden Jahr eingerichtet werden (SLC-Abschluß).

Beschäftigte:

Ausländer	Nepali	Nepali in Entscheid.Funkt.	Schüler Internat	Schüler Tagesschule
10	?	16	125	125

Rechtsform: Die Schule untersteht der Nepali-Regierung; durch ein spezielles Agreement mit dem Erziehungsministerium ist die Mitarbeit der UMN und der INF geregelt.

Struktur: Normale Schulstruktur mit englisch/amerikanisch und nepalesischer Ausrichtung. Nach Übernahme der Schule durch die Regierung wird ausschließlich den nepalesischen Curricula gefolgt werden.

Träger: Nepalesische Regierung, Erziehungsministerium; Aufsichtsbehörde des Ministeriums ist das Distrikt-Büro in Pokhara.

Bezug zur Regierung: Die ausländischen Mitarbeiter der Schule unterstehen der Regierung, beziehen jedoch keine Gehälter von der Regierung. Zur Zeit ist Mr. Lindell, der Gründer der Schule auch noch Direktor.

Aufgabenbeschreibung: Die schulische Ausbildung Jugendlicher im Rahmen des staatlichen Schulbildungswesens. Schulsprache ist Nepali, Englisch wird als Fremdsprache besonders gefördert. Etwa 10 % der Schüler aus ärmeren Familienkreisen werden durch Stipendien gefördert.

In den Vocational Abteilungen werden zur Zeit handwerkliche Schulausbildung (Schreinerei) und landwirtschaftliche (Gemüsebau, Hühnerzucht u.ä.) Ausbildung betrieben. Es wird versucht, auch Lehrer oder Peace-Corps-Volunteers auf diesen Sektoren in Sonderkursen auszubilden.

Geschichtliche Entwicklung: 1964 - 66 formierte sich in Pokhara eine private Gruppe von Mitgliedern der INF, der UMN und einigen wohlhabenden Nepalesen zur Gründung eines Aufsichtsrats für die Boys' High School mit dem Ziel eine qualitativ hochstehende Ausbildung zu vermitteln. Um finanzielle Zuschüsse aus Übersee zu bekommen, wurde die Schule auf mehr als die doppelte Größe vergrößert. Mit der Einführung des staatlichen Erziehungsprogramms im Jahre 1972 wurde die Schule verstaatlicht. Die UMN darf weiterhin Lehrpersonal, Schuldirektor und vor allem die Leitung des Internats stellen, (Es werden jedoch nur kurzfristige Aussagen und Vereinbarungen getroffen) und die Finanzierung und Durchführung der Baumaßnahmen der Schulgebäude leisten.

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Zielsetzung: Die Zielsetzung ist in der Konstitution der Schule beschrieben und unterliegt dem staatlichen Ministerium für Erziehung.

Finanzierung: Die laufenden Kosten werden a) durch Staatsgelder, b) durch Schulgelder, die alle Schüler zu entrichten haben, und c) durch geringe Zuschüsse der UMN und INF bestritten.
Die Gelder zum Bau der Schule kommen via UMN von der holländischen Regierung.

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7.9 Gorkha Project

Projektbezeichnung: UMN-Gorkha-Project

Ort: Ampipal, Luitel, Jhaubari, im Gorkha-Distrikt, ca. 5 Stunden Gehzeit vom nächsten Flughafen entfernt oder ca. 7 Stunden zur Prithwi Rajmarg, der Straße zwischen Kathmandu und Pokhara, entfernt.

Gegründet: Um 1955, das neue Krankenhaus wurde 1974 fertiggestellt.

Abteilungen: Ein 40-Betten-Krankenhaus, Community Health Program, Schulen.

Kurzbeschreibung: a) Krankenhaus:

	1965	1970	1974
Stationäre Patienten	-	761	956
ambulante Patienten	20.414	17.583	13.082

b) Community Health Program:
In Gebieten nördlich, westlich und östlich des Krankenhauses, Tb-Kontrollprogramm, M.C.H.-Kliniken, Familienplanung, Ausbildung von Community-Health-Workers.

c) Schulen:
Zwei UMN-Lehrer unterrichten an Regierungsschulen im Distrikt.
Die Luitel-High-School wird von der UMN noch fertiggebaut.

Beschäftigte:

	Ausländer	Nepali	Nepali in untergeordn. Entscheidungsfunktionen
Krankenhaus	10	25	5
Community Health	4	5	2
Schulen	2		

Finanzaufwand und Umlauf im Jahre 1974 in nepal.Rupees:

	Ausgaben	Einnahmen
Laufende Kosten	+ 64.331 238.983	+ 72.733 256.799
Kapitalinvestment	+ 40.588 250.049	
Bilanz	398.525	398.525

Rechtsform: Keine, vom "General Agreement" mit der Regierung abgedeckt. Die Schulen wurden im Rahmen des neuen Erziehungsplanes der Regierung von der Regierung übernommen.

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Struktur: Der Area Superintendant ist dem Executive Sekretär verantwortlich. Ihm gegenüber sind der Direktor des Krankenhauses und der Direktor des Community Health Programs und die beiden Lehrer verantwortlich. Wöchentliche Besprechungen in beratender Funktion helfen dem Area Superintendant Entscheidungen zu treffen. Nepalesen nehmen an diesen Treffen selten teil.

Träger: UMN

Bezug zur Regierung: kein direkter Bezug, außer das Community Health Program auf Panchayat-Ebene. Die Luitel High School untersteht inzwischen der nepalesischen Regierung.

Aufgabenbeschreibung:

a) Krankenhaus: Ambulante und stationäre Behandlung von Patienten. Basishospital für das Community Health Program.
b) Community Health Program: Die einzelnen Community Health Programme im Distrikt durchzuführen.

Geschichtliche Entwicklung: Eines der ganz alten UMN-Projekte, das bis 1970 sich stetig vergrößerte und bis 1974 seinen Schwerpunkt im Grundschul- und Sekundarschulwesen hatte. 1970 wurde das landwirtschaftliche Projekt von der Regierung geschlossen (s. hierzu die Bemerkungen am Ende der Finanzierungsbeschreibung. 1974 wurden die 16 Schulen von der Regierung übernommen und gleichzeitig der UMN nahegelegt, das Krankenhaus nicht zu vergrößern (Standortfrage, da die Schule etwa 6 Fußstunden von der Distrikthauptstadt entfernt ist. Die Zukunft des Krankenhauses ist bis 1975 noch nicht geklärt worden mit der Regierung).

Die rückläufige Zahl der Patienten im Krankenhaus wird durch die Armut der Bevölkerung im Verhältnis zu den steigenden Gebühren erklärt (UMN-Board-Minutes Appendix I, Gorkha Project Report for 1974, 2a) Hospital).

Bemerkungen von DÜ-lern, die im Gorkha Projekt gearbeitet haben, zur Schließung des landwirtschaftlichen Projektes:

"... Gemeinsam mit Adolf Leue habe ich die United Mission seit Jahren darauf hingewiesen, daß die Zusammenarbeit mit den Regierungsstellen auf dem landwirtschaftlichen Sektor verbessert werden müsse. Dieses Ansinnen ist immer wieder als unwichtig abgetan worden, da unser Projekt zu klein sei."
Arbeitsbericht von Peter Schmiediche, Ampipal, UMN-Gorkha-project, Januar - August 1969.

"... Sowohl die GAWI als auch eine englische Organisation, die sich für eine Mitarbeit meinerseits sehr interessiert hatten, haben von der Regierung keine Ermutigung dazu bekommen."
Brief von A. Leue, Ampipal UMN Gorkha Projekt an DÜ vom 7.9.70

"... Back to the reasons, given by the Secretary of Agriculture, Dr. Pant:
A. independance of our work
B. lack of information given to HMG
C. danger of importing seeds, livestock etc."
Auszug aus einem Brief von Dr. A. Leue an UMN Executive Sekretär.

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Zielvorstellungen: a) Krankenhaus: siehe UMN-Constitution, II purpose.
b) Community Health: s. Bericht UMN Community Health Office Zielsetzung.

Finanzierung der laufenden Kosten:
a) Krankenhaus: Durch ärztliche Gebühren und Verkauf von Medizin (83 %), Geschenken (1 %), von UMN-Budgets (16 %).
b) Community Health: UMN-Budget (82 %), Verkauf von Medizin (18 %).
Finanzierung der Kapitalkosten:
durch UMN-Budgets.

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7.10 Shanta Bhawan Hospital

Projektbezeichnung: Shanta Bhawan Hospital

Ort: Kathmandu-Patan Außenbezirk

Gegründet: etwa 1956 - 1957

Abteilungen: 125-Betten-Krankenhaus, Schwesternschule und Community Health Programme mit Distriktkliniken.
Ein neues Krankenhaus ist in der Planungsphase.

Kurzbeschreibung:

a) Krankenhaus: Mit 125 Betten, Privatstationen, zahnärztl. Praxis und Pathologie.

	1965	1970	1974
stationäre Patienten	2.380	2.600	4.400
ambulante Patienten	33.300	40.500	75.400

b) School of Nursing: Im Rahmen des neuen Erziehungsplanes Ausbildung von Schwestern und Schwesternhebammen; die Umstellung auf den neuen Education-Plan ist noch nicht abgeschlossen. Gegenwärtig sind noch 4 Jahre Ausbildung bei niedrigerer Schulvorbildung Bedingung; zukünftig sollen 3-jährige Ausbildung nach abgeschlossenem SLC erforderlich werden.

c) Community Health: In dem Distrikt Panchayats von Kathmandu und Lalitpur wird mit einem beratenden mobilen Team gearbeitet (Beratung im sanitären Bereich, Ernährung und Trinkwasser), mit Beratung und Ausbildung von Krankenpflegern (compounders), Sputum-Untersuchungen, MCH-clinics, Gesundheitserziehung, Tb-Kontrollprogramm, Familienplanung und Impfaktionen.

d) New Patan Hospital: 1964 beantragte das SBH die Genehmigung zum Bau eines neuen Krankenhauses auf dem selben Platz. Später stimmte die EZE, Bad Godesberg, zu, den Krankenhausbau zu finanzieren. Im April 1974 wurde ein Agreement zwischen der nepalesischen Regierung, Department of Health Services, und der UMN unterzeichnet, und ein neues Krankenhaus im Zentrum Patans geplant, das bis 1980 der nepalesischen Regierung übergeben werden soll. Gegenwärtig ist man dabei, das Land zu erwerben. (Dies wird von der UMN durchgeführt).

Beschäftigte: (1974)

	Ausländer	Nepali	Nepali in untergeordn. Entscheid.Funktionen
Krankenhaus	27 + 7	ca.150	ca. 50
ANM-School Lehrer	6	ca. 20	ca. 5
dto.Lehrlinge	-	67	-
Community Health	7	ca. 10	ca. 4
Patan Hospital	2	-	-

-/-

Gossner Mission

Finanzaufwand und Umlauf
1974 in nepal. Rupees:

		Ausgaben	Einnahmen
laufende Kosten	Hospital	2.430.991	2.447.555
	School of Nursing	223.118	195.318
	Community Health	254.225	190.562
	New Patan Hospital		
Kapital-investitionen	Hospital	898.400	
	School of Nursing	25.550	
	Community Health	31.830	
	New Patan Hospital	634.733	
Bilanz		1.850.373	1.850.373

Rechtsform: SBH: keine, vom "General Agreement" mit der Regierung abgedeckt.
School of Nursing: Untersteht dem Institute of Education/ Tribhuwan-Universität, die exakte Rechtsform ist noch nicht abgeklärt.
Community Health: keine, vom "General Agreement " mit der Regierung abgedeckt.
New Patan Hospital: Wird das neue Regierungskrankenhaus in Patan. Ein extra Agreement mit der Regierung beschreibt die Beteiligung der UMN an dem Projekt.

Struktur: Der Executive Direktor des Krankenhauses, der Superintendant der Schwesternschule, der Direktor des Community Health Programs und der Projektdirektor des neuen Patan Krankenhauses unterstehen dem Shanta Bhawan Board of Directors. Dieser Aufsichtsrat setzt sich zusammen aus 6 UMN-Mitgliedern und 2 Nepalesen und 1 anderen Ausländer. Es besteht ein Verein der Freunde des SBH in Nepal und Übersee, der Spenden eintreibt und Interesse am Krankenhaus aufrechtzuerhalten versucht.

Träger:
a) SBH: UMN
b) School of Nursing: UMN und HMGN/Institute of Education
c) Community Health: UMN
d) New Patan Hosp.: HMGN/Department of Health Services und UMN

Bezug zur Regierung:
SBH: kein direkter Bezug
School of Nursing: durch Institute of Education
Community Health: kein direkter Bezug, siehe Projektbeschreibung, Community Health Office 7.5.
New Patan Hospital: direkter Bezug durch spezielles Agreement.

Aufgabenbeschreibung:
a) Hospital: Konstitution des SBH, § 3 Aufgaben und Ziele: Ziel und Zweck des SBH ist es im Namen und Geiste Jesu Christi folgende Dienste zu liefern:
a) hochqualifizierte Sorge für Kranke und Verletzte
b) hochqualifizierte Ausbildung von Ärzten, Schwestern

-/-

Gossner Mission

und anderem Personal
c) Verhinderung von Seuchen und Förderung von Gesundheit
d) Förderung von wissenschaftlicher Forschung.

School of Nursing: siehe Aufgabenbeschreibung SBH

Community Health: siehe Community Health Office (7.5) Aufgabenbeschreibung.

New Patan Hospital: Noch nicht ausdrücklich definiert.

Geschichtliche Entwicklung: Ein altes Projekt, das lange Jahre von den berühmten Flemings (Begründer der UMN) geleitet wurde. Stetig wachsender Zustrom von Patienten - mit dem Beginn des Tourismus und dem Zustrom der Hippies in Nepal seit ca. 1970 ein groß anwachsender Strom von ausländischen Patienten. In der zahnärztlichen Abteilung überwiegend Behandlung von Ausländern (gute Geldbringer). Durch Land- und Wasserschwierigkeiten, durch Regierungsvorbehalte und verschiedene unbekannte Gründe wurde der Bau des längst überfällig gewordenen neuen Krankenhauses über 10 Jahre verzögert. Aus ehemaligen Distrikt-Kliniken des SBH im Kathmandu-Tal entwickelte sich im Laufe der letzten 5 Jahre das Community Health Program des SBH.

Zielvorstellungen:

Krankenhaus: s. UMN-Konstitution, Aufgaben und Ziele, s. Shanta Bhawan Hospital Konstutition Aufgaben und Ziele und Community Health Office 7.5 Zielsetzung.

Finanzierung:

a) Finanzierung der laufenden Kosten:

Hospital	Einnahmen aus ärztl. Gebühren (besonders hohe Gebühren von Ausländern)	95,4 %
	Spezielle Spenden	0,8 %
	Generelle Spenden	3,8 %
School of Nursing		
	Spenden UMN	37 %
	Spezielle Spenden	27 %
	Beigetragene Leistungen des SBH	36 %
Community Health		
	UMN Budget	78 %
	HMGN Panchayat	22 %

New Patan Hospital
(bisher im SBH-Budget verrechnet)

b) Finanzierung der Kapitalkosten:
Durch UMN-Budgets und Spenden (z.B. EZE).

-/-

Gossner Mission

7.11 Girls' High School, Kathmandu

Projektbeschreibung: Mahendra Bhawan Girls' High School

Ort: Kathmandu

Gegründet: 1956

Kurzbeschreibung: Eine von der UMN gegründete Mädchenschule mit 2 Vorschulklassen und den Klassen 1 - 10 (SLC-Abschluß), mit vocational lines in den Klassen 7 - 10, seit 1974. Mit Internat. Es ist das Ziel der Schule, eine Eliteschule im Lande zu sein. Inzwischen wurde sie von der Regierung im Rahmen des neuen Erziehungsplanes übernommen. Die UMN hat die Erlaubnis, die Schule (Finanzierung EZE, Bauüberwachung durch DÜ-ler) fertigzubauen und kurzfristig 2 Lehrer zu stellen und das Internat zu leiten.

Rechtsform: Nepalesische Regierungsschule seit dem Jahre 1974.

Aufgabenbeschreibung:

Für die verbleibende Zeit - solange die UMN noch Mitarbeiter in das Projekt senden kann, ist es das Ziel der UMN:
Einen verbesserten Unterrichtsstil zu entwickeln, um die Schülerinnen darauf vorzubereiten, Verantwortung als gebildete Bürgerinnen ihres Landes zu übernehmen.
"Vorbereitung von guten Bürgern in Gottes Königsreich ist ein stetiges Bestreben".

Zielvorstellungen: Ob die UMN-Zielsetzung einer Elite-Mädchenschule in Kathmandu von der Regierung beibehalten wird, ist noch nicht entschieden.

Finanzierung: Laufende Kosten durch die Regierung und hohe Schulgebühren. Stipendien und spezielle Spenden werden zum Teil durch die UMN noch gewährt.
Die Finanzierung der Kapitalkosten erfolgte durch die UMN (EZE), sowie einigen speziellen Spenden durch die UMN. Ebenso hat die nepalesische Regierung verschiedene Beiträge schon gewährt.

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Gossner Mission

7.12 United Mission Bhaktapur Hospital

Projektbezeichnung: United Mission Bhaktapur Hospital

Ort: Bhaktapur (Bhatgaon) im Kathmandu-Tal

Gegründet: 1959, geschlossen: 1974

Kurzbeschreibung: Ein ca. 30-Betten-Krankenhaus außerhalb der Stadt Bhaktapur mit ca. 22.000 ambulanten und ca. 1.000 stationären Patienten/Jahr. Eine Bazarklinik in der Stadt mit einer Public Health Schwester und ein Kindergarten waren angeschlossen.

Das Krankenhaus wurde 1974 aufgelöst und das Gebäude der Regierung übergeben. Offizielle Begründung zur Auflösungsforderung von Seiten der Regierung war, daß lt. Regierungsbeschluß in jedem Distrikt nur ein allgemeines Krankenhaus sein dürfe und daß dieses eine Krankenhaus von der Regierung in zentraler Stadtlage und erheblich größer (100 Betten) im Bau sei. (siehe Projektbericht Bhaktapur Hospital for 1973, Minutes of the Board of Directors Meeting April 1974).

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Gossner Mission

7.13 Okhaldhunga Project

Projektbezeichnung: UMN Okhaldhunga Project

Ort: Okhaldhunga, Sagarmatha Zone, Entfernung von Kathmandu ca. 6 Tagesmärsche, von Janakpur ca. 4 Tagesmärsche. In Rumjatar (ca. 4 Stunden Fußmarsch) ist eine Landepiste vor kurzem gebaut worden mit einem sehr unregelmäßigen Flugverkehr während der trockenen Jahreszeit (erlaubtes Reisegepäck einschl. Handgepäck 8 kg).

Gegründet: 1962

Abteilungen: Shanti Sur Dispensary
und ein Community Health Program

Kurzbeschreibung:

Shanti Sur Dispensary (Grundstein des Friedens) mit ca. 15 Betten:

	1965	1970	1974
Stationäre Patienten	8.800	7.000	6.700
ambulante Patienten	350	300	500

Community Health Program (1973 ca. 9500 Kontakte und ambulante Patienten); im Okhaldhunga Panchayat mit Tb-Programm, Hebammenarbeit, MCH-Kliniken einschl. Familienplanung, Public Health Training, Village Health Workers Training, Kindergarten.

Beschäftigte: (1974)

	Ausländer	Nepali	Nepali in untergeordn. Entscheid.Funktionen
Dispensary	2	8	2
Community Health	1	2	2

Finanzaufwand und Umlauf
1974 in nepal.Rupees:

	Ausgaben	Einnahmen
laufende Kosten	154.000	100.000
Kapitalinvestitionen	1.500	-
Bilanz	16.200	16.200

Rechtsform: keine, vom "General Agreement" mit der Regierung abgedeckt.

Struktur: Der Direktor des Community Health Offices, Kathmandu, ist gleichzeitig Projektdirektor und besucht das Projekt regelmäßig jeden Monat. Enge Zusammenarbeit mit nepalesischen Behörden im Distrikt.

Träger: UMN

Bezug zur Regierung: Bisher kein direkter Bezug, jedoch enge Zusammenarbeit mit lokalen Behörden. Das geplante neue Krankenhaus soll mit einem speziellen Agreement zu einem gemeinsamen HMGN-UMN-Projekt werden und zugleich das Distrikt-Krankenhaus und Basis-Krankenhaus für Community Health Work werden.

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Aufgabenbeschreibung: Ambulante und stationäre Behandlung von Patienten integriert in ein Regierungs-Community-Health-Program und konzipiert als Basis-Hospital für das Community Health Program. Community Health Service zusammen mit der Regierung.

Geschichtliche Entwicklung:

Erschwert durch die geographische Lage, Überbevölkerung und Mangelerscheinungen und tiefverwurzelte religiöse Vorstellungen der Gebirgsbevölkerung entwickelte sich das Projekt zahlenmäßig recht langsam. Es ist inzwischen ein bei der Bevölkerung anerkanntes und von der Regierung befürwortetes Projekt.

Das bereits 1972 mit der Regierung geplante Krankenhaus ist noch nicht in Angriff genommen worden, da die Regierung ihren langfristigen Public Health Plan noch nicht abgeschlossen hat und vor allem der Standort noch nicht geklärt ist (das Krankenhaus sollte dann nicht in Okhaldhunga, sondern in der Distrikthauptstadt Namche-Bazaar gebaut werden; im Solokhumbu-Tal plant aber Sir E. Hillary (der Besteiger des Mount Everest) ein weiteres 25-Betten-Krankenhaus).

Eine konstante Entwicklung wurde auch durch die Abgeschiedenheit des Projektes und der deshalb mangelnden Bereitschaft von UMN-Mitarbeitern dort zu arbeiten erschwert.

Das 1968 begonnene landwirtschaftliche Projekt mußte 1970 (neues "General Agreement" zwischen HMGN und UMN) geschlossen werden.

Zielvorstellungen: s. UMN-Constitution, Punkt 2. Aufgaben und Ziele und Community-Health-Office-Zielsetzung 7.5.

Finanzierung: a) laufende Kosten:
durch Gebühren (50 %) und UMN Budgets (50 %).
b) Kapitalinvestitionen:
durch UMN-Budgets.

-/-

Gossner Mission

7.14 Anandabhan Leprosy Hospital

Dieses Lepra-Krankenhaus und Rehabilitationszentrum wird von der Leprosy Mission geführt und die UMN stellt je nach Bedarf und Möglichkeiten eine Krankenschwester oder Landwirt oder ähnliches Personal zur Verfügung.
Die Zusammenarbeit zwischen UMN und der Leprosy Mission ist sehr eng.

Drei weitere Projekte der UMN bedürfen noch der Erwähnung, obwohl sie nicht zum offiziellen Programm der United Mission gehören:

1. Das National Prosthetics Centre
   Das ursprünglich von der UMN initiierte Projekt untersteht inzwischen einem privaten nepalesischen Verein und die UMN ist nur durch Bereitstellung von Personal (1 DÜ-ler) und der Werkstatt auf dem Shanta Bhawan Hospital Compound daran beteiligt. Es erscheint nicht mehr in UMN-Berichten.

2. Communication Programm für Evangelisation
   Evangelisationstonbänder, Kassetten, Literatur zur Verteilung an Nepalesen und UMN-Projekte (besonders Krankenhäuser). Das Projekt erscheint seit 1973 nicht mehr in UMN-Berichten (Minutes of the Board of Directors Meeting, März 1973 Appx. D, V).

3. Padma Sadan
   Ein Studenten-Treffpunkt in Kathmandu im Wohnhaus von einigen UMN-Mitarbeitern mit verschiedenen Aktivitäten wie Spiele, Sport, Musikunterricht, Singen, Englisch-Nachhilfeunterricht, Filmvorführungen, Diskussionsgruppen, Bücherei u.ä.. Das Projekt erscheint seit 1973 nicht mehr in UMN-Berichten (Minutes of the Board of Directors Meetings, März 1973, Appx. D, VI).

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8. Schlußbetrachtung

Die zum Teil unvollständigen Unterlagen im AGKED-Bereich über die UMN einerseits, und der Ansatz zu bedeutenden organisatorischen und inhaltlichen Änderungen andererseits in der jüngsten Geschichte der UMN, erschwerten es dem Autor, eine umfassende und verbindliche Darstellung der UMN zu geben. Er hofft jedoch, dem Leser einen Überblick über die zunächst etwas verwirrenden Konstellationen innerhalb der UMN erleichtert zu haben.

Im Gegensatz zu den normalen Vermittlungspraktiken von DÜ, nimmt die Mitarbeit von DÜ in der UMN eine Sonderstellung ein, da DÜ als Organisation seit 1968 Vollmitglied der UMN ist und daher für alle Entscheidungen und Geschehen der UMN in Nepal voll mitverantwortlich ist. Es ist die Meinung des Autors, daß DÜ in der Vergangenheit diese Verantwortung nicht voll wahrgenommen hat.

Einzelaktivitäten von DÜ-lern oder von AGKED-Stäben außerhalb der UMN wurden in diesem Rahmen nicht berücksichtigt.

In einem Lande wie Nepal, in dem - z.B. im Gegensatz zu Indien - entscheidende Strukturen noch im Aufbau sind, wirkt eine ausländische (weiße) Organisation, die sehr eigenständig und determiniert handelt (handeln muß?) wie ein Fremdkörper und übt - fast immer gleichzeitig - eine Innovations- und eine Abschreckfunktion aus.

Der UMN-intern permanent ausgetragene und äußerst unterschiedlich praktizierte Konflikt im Missions- und Verkündigungsverständnis zeigt wahrhaft ökumenischen Charakter, zeitigt aber auch (da nicht immer offen ausgetragen) relativ große Negativerscheinung.
Hierein gehört z. B. auch das Verständnis zur Bevölkerung des Landes: "Heiden oder Partner", oder?

Dem Autor erscheint deshalb primär das Erarbeiten folgender Aufgaben als unumgänglich und notwendig:

a) Persönliche Einstellungsveränderungen (Konsens) zu der gastgebenden Bevölkerung (partnerschaftliches Verhalten zu nicht-christlichen Bürgern).
b) Ein aktives Arbeiten an den zwischenmenschlichen Beziehungen zwischen Mitarbeitern der UMN und der UMN-Projekte - unabhängig von Hautfarbe, Konfession und Glaubensstärke, evtl. unter Zuhilfenahme von theologisch begründeten kommunikationstechnischen und gruppendynamischen Techniken.

18. November 1975 Helmut Milcke

Gossner Mission

9. Literatur-Verzeichnis

A. UMN-Dokumentation

- Minutes of the Board of Directors' Meetings und der Executive Committee Meetings 1956 bis 1975
- UMN-Constitution and Bye-Laws
- UMN-Policy Papers (vom Board verabschiedet)
- Agreements zwischen der HMGN und UMN und HMGN und ITID
- Korrespondenz von DÜ mit UMN und DÜ-lern in Nepal
- Gespräche mit Ex-UMN-DÜ'lern
- Gespräche mit Mitarbeitern von BfdW

B. Generell

- Nepal 2031, von Heiner Seemann
- Allgemeine Statistik des Auslandes/Länderkurzberichte Nepal 1973, Verlag W. Kohlhammer, Mainz, Best.Nr. 130300-730047
- The Panchayat Democracy, Department of Information, HMGN
- Gelenkte Demokratie in Nepal, von Ulrich Lins
- The Politics of Nepal, Persistance and Change in an Asian Monarchy by Leo E. Rose and Margaret W. Fisher, Cornell University Press
- Far Eastern Economic Review, Asia 1975 Yearbook.
- Nepal's Fourth Plan - A critique, by Pashupati Shumshere J. B. Rana

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LEITZ Trennblätter chamois
250 Lochung hinterklebt
1854 Lochung mit Ösen
Gossner Mission

0	9	8	7	6	5	4	3	2	1
	UMN	00	Rundschreiben Umläufe, Bekanntmachungen, etc.						

UMN

EXPATRIATE

PERSONNEL

PROFILE

November 1988

Gossner Mission

U.M.N. EXPATRIATE PERSONNEL:

Sending Agencies

MEMBER BODIES:	PERSONS:
Assemblies of God, USA	-
Baptist Missionary Society, UK	22
Christian Church (Disciples), USA	4
Church Missionary Society, Australia	16
Church Missionary Society, UK	11
Church of North India	-
Church of Scotland	3
Church of South India	-
Committee for Service Overseas, Germany (DU)	7
Danish Santal Mission	6
Evangelical Free Church of Finland	4
Evangelical Lutheran Church in America	8
Finnish Evangelical Lutheran Mission	12
Gossner Mission, Germany	2
Interserve, (eight countries)	97
Japan Antioch Mission	2
Japan Overseas Christian Medical Coop. Service	2
Korea Christian Medico-Evangelical Association	1
Mennonite Board of Missions, USA	14
Mennonite Central Committee, USA	9
Methodist Church (MCOD), UK	7
Norwegian Himal-Asian Mission	10
Orebro Mission, Sweden	24
Presbyterian Church in Canada	2
Presbyterian Church in Ireland	8
Presbyterian Church Synod, Mizoram, India	4
Presbyterian Church, USA	19
Regions Beyond Missionary Union, UK	12
Swedish Free Mission	4
Swiss Friends for Missions in India & Nepal	-
TEAR Fund, UK	13
United Church of Canada	8
United Church of Christ in Japan (Kyodan)	2
United Methodist Church, USA	7
Wesleyan Church, USA/Canada	1
World Concern, USA	13
World Mission Prayer League, USA	15
NON-MEMBER-BODY AGENCIES	30
	399

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U.M.N. EXPATRIATE PERSONNEL:

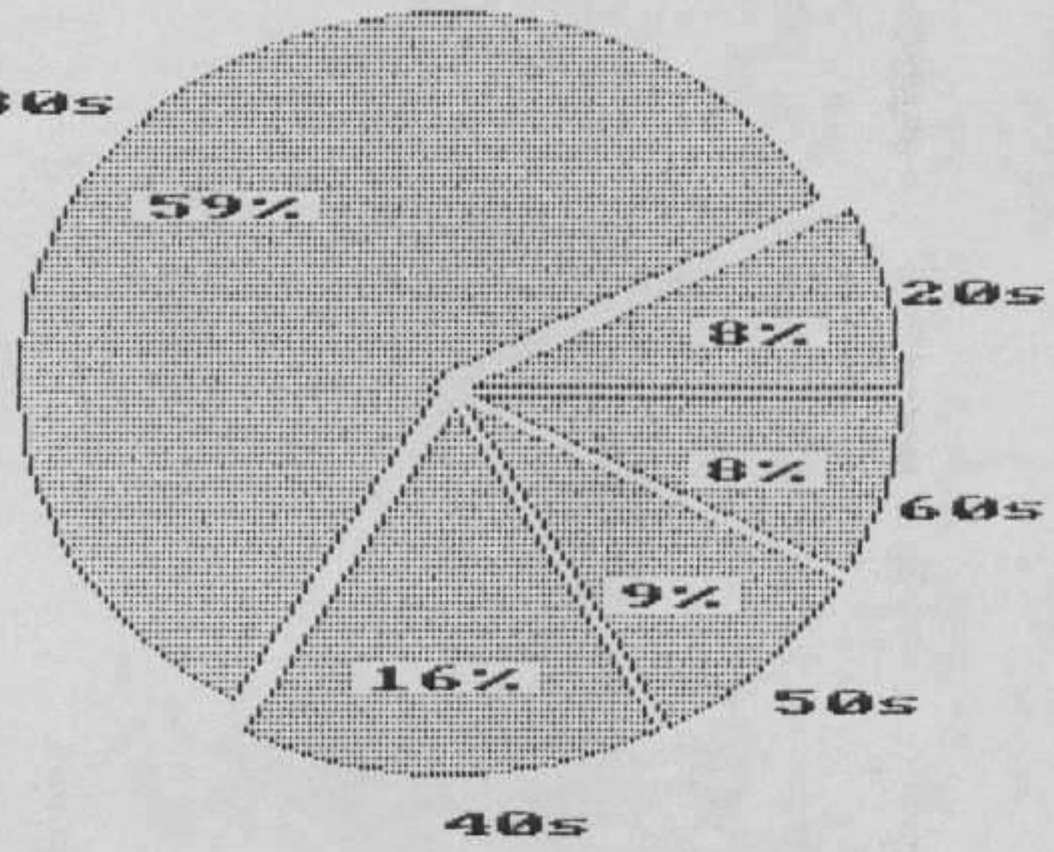
Home Countries

COUNTRIES:	PERSONS:
Australia	42
Canada	21
Denmark	5
Finland	19
W. Germany	9
Hong Kong	3
India	4
S. Ireland	4
Japan	6
S. Korea	1
Netherlands	32
New Zealand	3
Norway	11
Philippines	2
Singapore	1
Sweden	29
United Kingdom	112
United States	95
	399

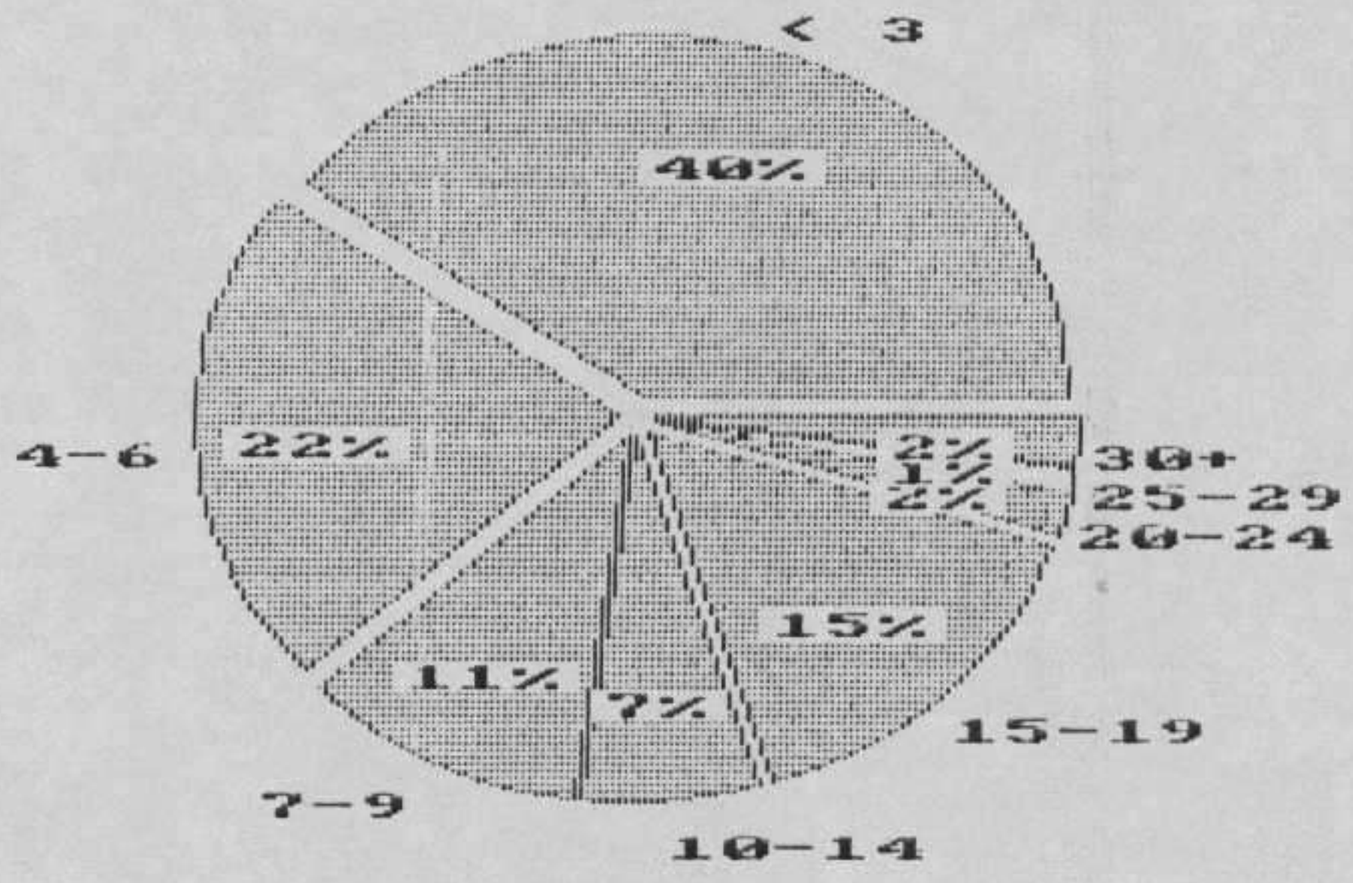
-- 399 expatriates from 18 countries

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AGES of UMN EXPATRIATES



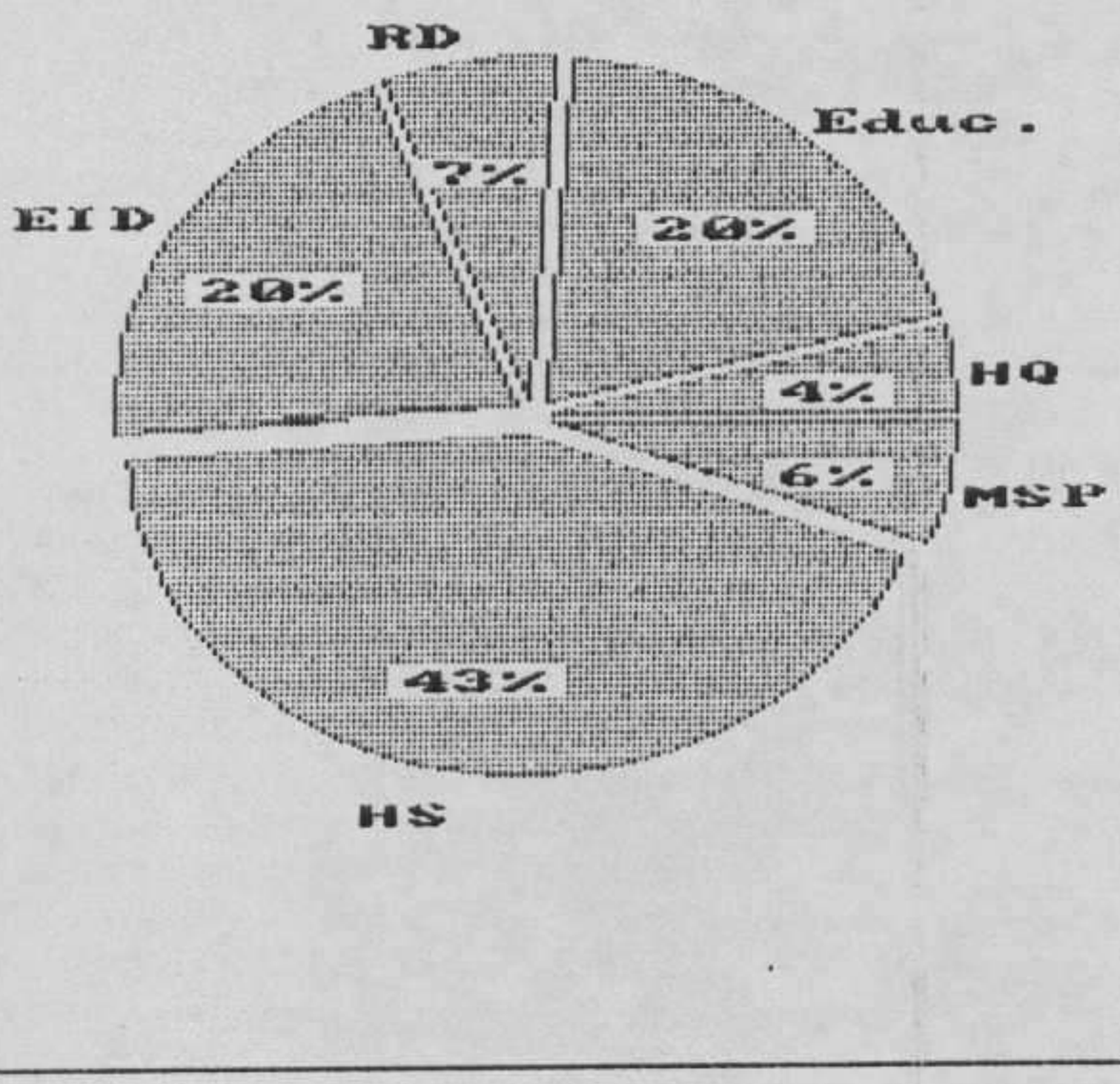
YEARS of UMN SERVICE



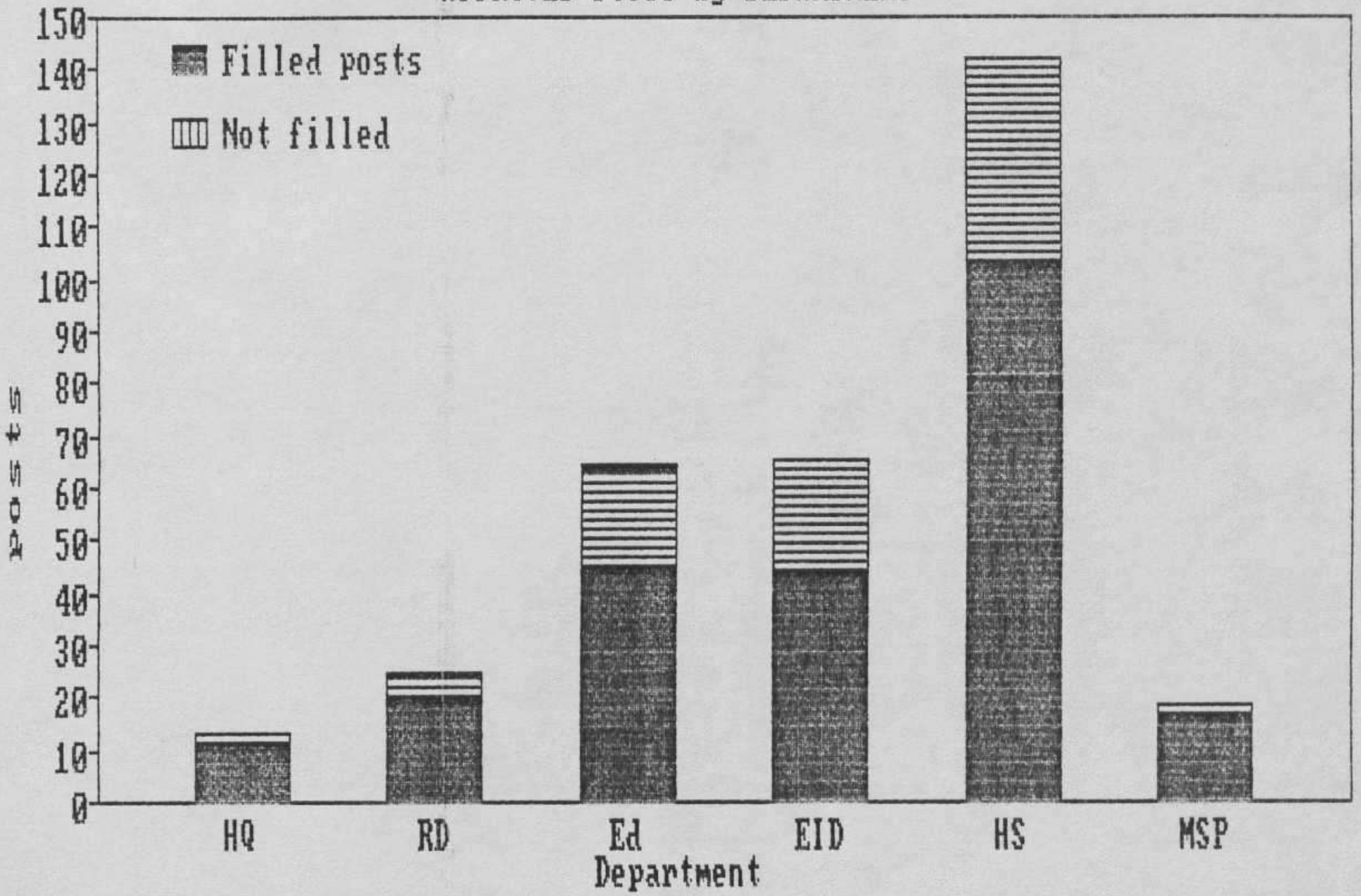
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TOTAL POSTS = 327	Not Filled	Filled	Sub-Totals
Headquarters	3	10.5	13.5
Rural Development	5	19	24
Education	19.5	44.5	64
Engineering/Industrial	21	44	65
Health Services	40	102	142
Missionwide Support	2.5	16	18.5

APPROVED POSTS by DEPARTMENTS



Gossner Mission



Gossner Mission

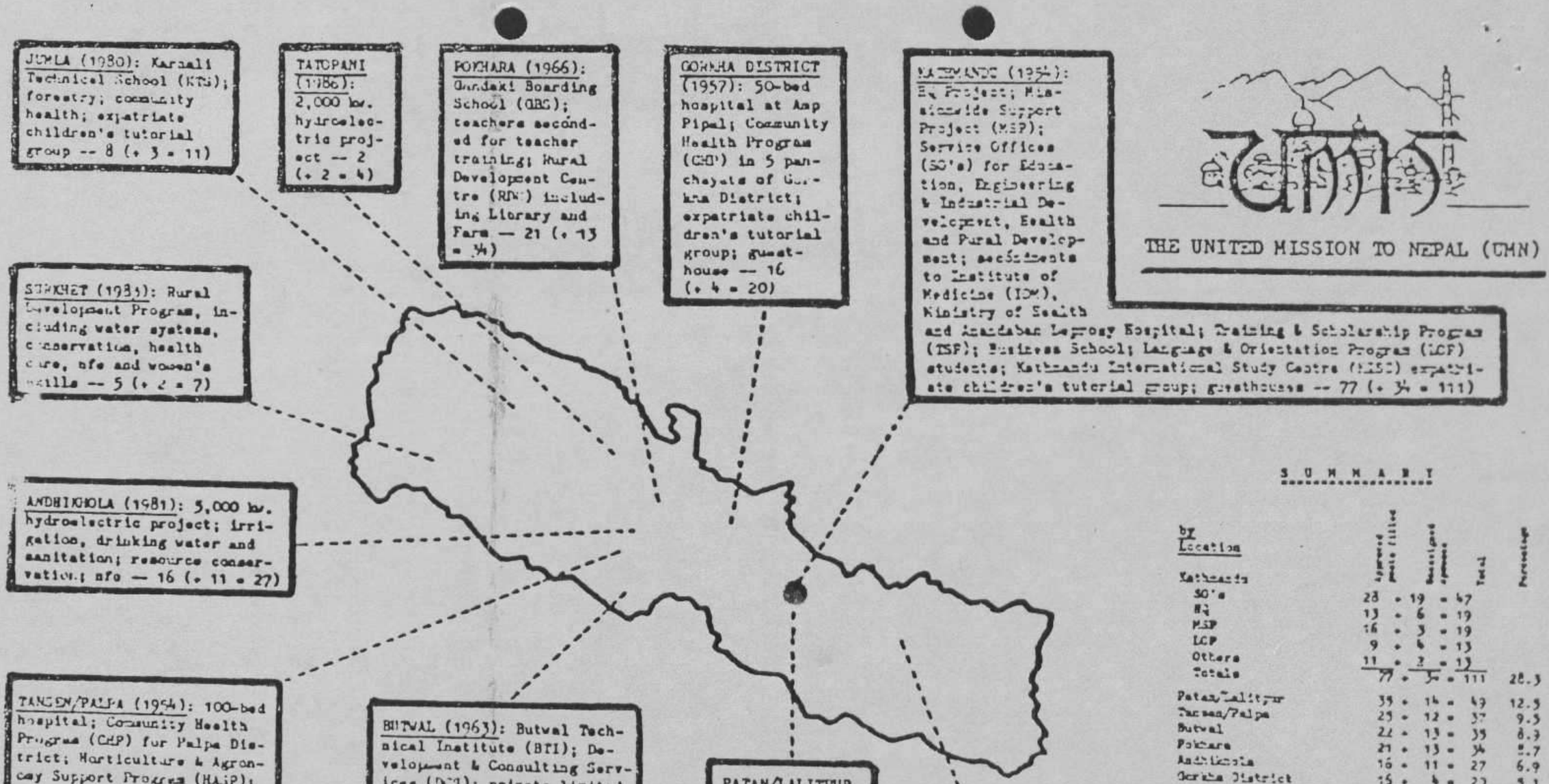
U.M.N. EXPATRIATE PERSONNEL:

Comparative Figures for 1983-1988

	'83	'84	'85	'86	'87	'88
TOTAL APPROVED EXPATRIATE POSTS	278	291	319	335	316	327
Total Filled Posts	200	201	221	268	223	236
Percentage of posts filled	85%	69%	69%	80%	71%	72%
Total Board Appointees	318	364	370	394	375	382
Total Direct Appointees	17	17	17	24	23	17
TOTAL EXPATRIATE PERSONNEL	335	381	387	418	398	399
** GENDER & MARITAL STATUS						
Married Women	111	131	134	147	139	144
Married Men	111	131	134	147	139	144
Single Women	98	102	103	108	101	87
Single Men	15	17	16	16	19	24
** AGE RANGES						
20s	51	56	50	55	43	33
30s	151	178	196	217	239	235
40s	56	68	58	59	49	65
50s	41	41	35	37	34	36
60s	19	21	31	26	28	30
** YEARS of UMN SERVICE						
In first 3 years	165	195	191	198	171	185
(4 - 9 years)	97	105	115	(134)	(164)	(155)
4 - 6 years	-	-	-	95	112	103
7 - 9 years	-	-	-	39	52	52
10 - 14 years	27	26	24	21	32	30
15 - 19 years	11	20	21	21	10	7
20 - 24 years	11	8	8	7	5	10
25 - 29 years	7	10	11	9	10	5
30 or more years	-	-	-	4	6	7

** NOTE: Year-to-year trends are not directly comparable, sin
data for these categories are not always complete for each y

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THE UNITED MISSION TO NEPAL (UMN)

UMN EXPATRIATE WORKERS DEPLOYMENT MAP

Updated to October 1988

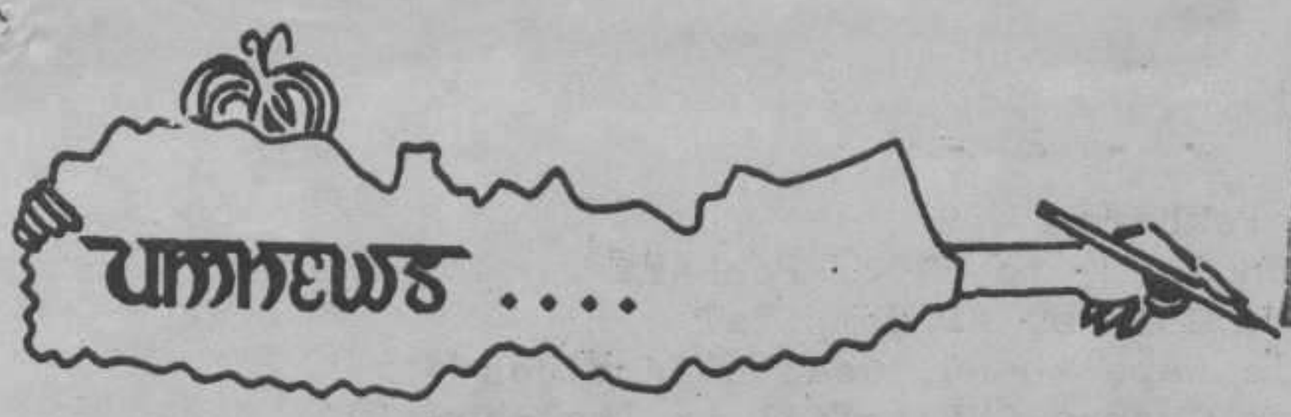
UMN Publications Office

S U M M A R I

by Location	Approved Positions	Associate Positions	Total	Percentage
Kathmandu				
SO's	28	+ 19	= 47	
EQ	13	+ 6	= 19	
MSP	16	+ 3	= 19	
LOP	9	+ 4	= 13	
Others	11	+ 2	= 13	
Totals	77	+ 34	= 111	28.3
Patan/Lalitpur	35	+ 14	= 49	12.5
Tansen/Palpa	25	+ 12	= 37	9.5
Butwal	22	+ 13	= 35	8.9
Pokhara	21	+ 13	= 34	8.7
Andhikhola	16	+ 11	= 27	6.9
Gorkha District	15	+ 4	= 20	5.1
Okhaldhunga	9	+ 6	= 15	3.8
Jumla	8	+ 3	= 11	2.8
Surkhet	5	+ 2	= 7	1.8
Tatopani	2	+ 2	= 4	1.0
On furlough	26	+ 16	= 42	10.7
Totals	252	+ 140	= 392	100.0

by Department		
Health Services	154	39.3
Engineering & Industrial Development	92	23.5
Education	60	15.3
Central Administration (SO, MSP)	38	9.7
Rural Development	35	8.9
Language Students	13	3.3
Total	392	100.0

Gossner Mission



Eingegangen
- 6. Jun 1988
Erledigt:.....

15th May, 1988

TWO IMPORTANT ANNOUNCEMENTS

HEALTH SERVICES AGREEMENT: Praise God! It is signed! - after many years of negotiation, with expectations rising and falling from time to time. The signing took place on 11th May, 24 hours before the deadline when our Health Services Secretary, Trevor Strong, left the country for two months! Two documents were signed: the general, overall health services agreement, and the Patan Hospital agreement. Now subsidiary agreements for the other health services projects need to be negotiated, so please pray on about these, and the other agreements pending across the mission.

EXECUTIVE DIRECTOR. Howard and Betty Barclay will be on furlough from mid-June to mid-September, and we pray for a very refreshing time for them. Al Schlorholtz will be Acting Executive Director during Howard's absence at that time.

COMINGS AND GOINGS

WELCOME - to those who have returned to Nepal:
Graeme Gugeri, to HQ
Ruth Judd, to Patan Hospital
Marianne Puder, to Gorkha CHP
Graham and Sue Toohill, to CDHP, Lalitpur
Steve and Becky Thorson, to Patan Hospital.

- to those who are new:
Joan Barker, to MSP
Graham and Eileen Cooper, to AP Hospital
James and Helen Nixon, to BPC/HH, Kathmandu
David Painter, to RDC
Arjen and Marjo van Essen, to BPC, Kathmandu (transfer from TMF).

- to the March/April new babies: (It's the girls' turn!)
Rachel Chevassut, daughter of Cleve and Alison, March 1988
Kiwa Takatsu, daughter of Ryohei and Taeko, April 1988
Ester van Wijhe, daughter of Ben and Coby, April 1988.

FAREWELL - those who have left Nepal:
Ludvig and Dagmar Bakkevig, to Norway
Valerie Collett, to UK
Berit Hansen, to Denmark
Erling Karstaad, to Norway
Tove Madsen, to Denmark
Mabel McLean, to UK
Peter Plooy, to Netherlands
Ingeborg Skjervheim, to Norway, after 32½ years in UMN, in Tansen!
Ginger Stokely, to Canada
Chris Wright, to UK, etc.

CONGRATULATIONS - to:

Ginger Stokely, on her recent marriage
Carol Nerge, who will be married to Kris Gurung on 22 May
Helen Matthews, on her engagement to John Burslem.

HAPPY MOVING - to folk who have transferred:
Ken Afful, to Kathmandu
Jean Baird, to Kathmandu, awaiting further developments

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Mary Cundy, to Pokhara
Kevin and Sharon Gill, to BGBS, Pokhara
Mies Kooiman, to Gorkha, AP Hospital
Tjerk and Corrie Nap, to HQ, Health Services
Robert Judge, to Gorkha CHP (still in Thalejung!)
Paul and Marlene Roche, to Anandaban and IOM.
Kate Skinner, to Surkhet with INF
Pirjo Tornroos, to Nursing Campus (not reported earlier)
Kima Tochhawng, to CDHP
Tom and Moira Wilson, to Jumla
Mark Zimmerman, to Patan Hospital.

VISITING ISOLATED PROJECTS

Visitors to Jumla: If you plan to go to Jumla for work or recreation, please make your plans for arrival and duration of stay known to Mary Quesenberry, the hospitality hostess, well in advance. It is difficult for the project to accommodate surprise visitors. Non-residence visa holders must be sure to carry enough US dollars to purchase their return tickets. Don't plan too tight a schedule, as often the weather or RNAC throws in a change of plans. Don't forget to include in your luggage: 15 kg. of fresh cheese, onion or eggs, and mail for the team.

Visitors to Okhaldhunga: The Okhaldhunga team has enjoyed many visitors since RNAC started having four flights to Rumjatar per week. Our guest-house facilities are limited, and only a small number of people can be put up at a time. Therefore please send a note well in advance if you plan to visit us out here. See you all at Annual Conference!

WANTED

Old "Reader's Digests", for PN Campus English Resource Centre, in Pokhara. Please send to Mark Keller.

Games and study materials for KISC: Any old board games for the boarders; and study materials which would be useful in the resource library.

Children's books for Tatopani: We are interested in borrowing or buying a few very simple children's books (suitable for 1-3 years of age), especially a child's Bible and other Christian books. Leiv and Mary Boyum.

Jam for Tatopani: Is anyone willing to make us jam (e.g. peach, apricot, plum, rosella, etc.) in season, if we provide finance, preservative and thickener, and if necessary the containers? Alternatively, would anyone dry the above fruit for us, which we could use here to make the jam ourselves? Mary Boyum. (Betty Young can offer some local type glass jam jars, or small plastic containers, for this.)

AVAILABLE

Gramaphone records: A collection of 33 mph (and some 78 mph) records of mostly classical music, with some Christian music included. Condition varies, but some could be used, or transferred to cassettes. See Cathie Barlow, Salyan House.

New Books in Nepali (Comm. Comm.): These will be available at the Conference bookstall. They include:
"Kristko Sharir - Mandali" (Christ's Body - the Church). Valuable material for Church leaders, written by David Bambach. Rs.3/-.
"Babukaji ko katha" (Babukaji's story). A small testimony booklet. Rs.0.50

MISCELLANEOUS

Maintenance/Repairs: Jim Pettibone will be leaving Nepal in June, and requests:
1. Official hospital items sent in from projects for repair should be addressed to: Biomedical Maintenance, Patan Hospital, Kathmandu.

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2. Personal items for repair should be addressed to: Bishnu Basyal, Patan Hospital. Bishnu will be happy to repair them on his own time and at a reasonable cost.

Orientation Tapes: The following two recent lectures are recommended:
1. "Ministry in a Religiously Plural Society", by Dr. Calvin Shenk (Mennonite Board of Missions).
2. "Growth of a National Identity in Nepal", by Martin Hoftun.

Any project wanting either of these, please send a blank tape to Nora Vickers for a copy to be made. Individual requests cannot be dealt with.

Fellowship of Prayer: This has been tried for four months, with varied response. A couple of places, and some individuals, sent regular information for praise and prayer; some requested to receive news but didn't supply any. For this to really "work", input is essential. Do we need/want this sharing of specific matters?

I'll be on leave until mid-September. Could this be considered in your locations and individually? Please respond to "Fellowship of Prayer" as soon as possible, and we'll take it from there. Betty Barclay.

KISC Calculations:

Question: Continue the sequence - 12, 18, 23, 28 ...?
Answer: We don't know!

This is not a mathematical problem; it is actually an indication of how rapidly student numbers are growing at KISC! 28 students enrolled this term; how many next term? If you are thinking of sending your child to KISC some time in the next 18 months, please let Alan McIlhenny know at once. This notification will not be binding, but will help the Management Committee to plan for the future. We want to ensure that every UMN child who needs a place at KISC can be admitted; already we have a waiting list for non-mission children. Remember KISC is for 11-16 year olds of any nationality. Application forms will be available at Annual Conference.

Communications Committee Membership: Elections for new Committee members will be held at Annual Conference. Our greatest need at present is for the right personnel - those with a vision for the great potential of this work, and a willingness to give time to it. Could this mean YOU? Please give this matter your prayerful consideration before the elections are held. If you are interested, please give your name to the Nominating Committee at Conf.

More Congratulations: to all who did it!

"Did what?"
"Took a Language Proficiency Interview."
"Who did?"
"44 UMNers in Butwal, Tansen, Andhikhola and Pokhara."
"When?"
"In April, when Krishna Rana visited these projects to test anyone who was interested."
"What scores did they get?"
"I'm not telling you because LPI results are always confidential. However, I can tell you that most people had made very good progress in language."
"All new and keen, I suppose?"
"All keen,but not all new. Some were 'old-timers' who hadn't taken an LPI for years, if at all. In Tansen, 41% of the team took a test, and in Andhikhola it was 59%."
"Wow! Will there be another chance like this?"
"Definitely, and in other projects too. Why don't you take the test next time?"

From Australia: "I would like to greet all my friends in UMN. My new address is: 3/18 Delwood Drive, Lutana, Tasmania 7009, Australia. Next week I will be moving in and able to unpack all my boxes at last. Thank you all who have prayed for me, my health and my future. I have begun at University on the long job of research into "Health education in leprosy control in Nepal", so will be back later to pursue this goal. Meanwhile I am well, and just now hunting for a job. With love and prayers,
Jeanette Hyland. 6 April, 1988."

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PROJECT NEWS

GBS, POKHARA

In April the first western regional Christian Youth Conference was held in Pokhara, with young people from 31 different church fellowships. The organiser was an ex-GBS student.

On Wednesday, April 27th, Joshua (Christine's collie) died peacefully by injection, and is laid to rest in the RDC farm. He has been a part of the UMN family for more than six years, and was known throughout Gorkha District, and even in more distant parts. Thanks to God for the 15 years of companionship, fun and trust which he gave.

TT, POKHARA

The Pokhara Teacher Training team, Roger Bradley and Mark Keller, who are based at the Prithwi Narayan Multiple Campus, have been busy observing students doing teaching practice in local primary and high schools. In the middle of this period, Mark was suddenly sent to the Ministry of Education in Kathmandu to help write the Refresher Workshop course for the Women and Girls' Education Project in Nepal. Roger continues to settle into his new role by teaching several courses on campus in addition to observation duties.

BUTWAL

1. Coby van Wijhe said, "I like boys and we will be happy with whichever comes, but it would be nice to have a girl." Ester was born on April 24.
2. DCS is now ready to handle your problems with extra speed and efficiency. Our computer has finally arrived. All we need now is to figure out how it works, and get the printer.
3. That road to the top of the hill is now finished, and includes a pukka bridge, so now it is easier than ever to enjoy your stay at "Heather Hunt's Heavenly Hostel", formerly Butwal Guesthouse.
4. While Heather recovers in New Zealand for six months, please contact Su Irvine for guesthouse matters.

PAIMEY

Val Collett, Mary Cundy and Kate Skinner give thanks for all the answers to prayer they experienced in the handing over of Paimey dispensary to Prabhu Dan and Jyoti. Please remember Prabhu Dan and Jyoti, the Christian group and the local community as they all together adjust to the changes. Val has gone home on furlough, Kate hopes to go to Surkhet with INF after Conference, and Mary is now living in Pokhara.

JUMLA

Bye-Bye to Alie Bulten, Wim and Margreet Korstanje and family: Happy furlough.
Bye-bye to Roel and Jill Dekker: Happy home-going.
Welcome to a tutorial teacher. Our need is NOW. Please can you help?..or do you know anyone who can come now?
Thanks to Tom and Moira Wilson, John Studley, Nancy McGaughey and David McConkey for keeping the project running at Conference time.

GORKHA

A number of longer-term people have come or left in recent months, and in between there have been the temporary absences of Mark Zimmerman and Ray Reeves (in search of the yeti), Cleve and Alison Chevassut (to gain a daughter), Edie Broschat (to go trekking), and the Youngs (on a trip to Thailand). Many projects seem to have suffered changes recently. It is confusing and unsettling for all, but we trust that under it all lies God's loving purpose for the individuals and for the 'body'. We especially pray for and remember Asbjorn and Anne-Therese Ness in the changes and farewells they face as they leave Thalejung soon for furlough.

HQ, HEALTH SERVICES OFFICE

We thank God that Trevor Strong was able to sign our General Health Agreement, and we wish him and Patricia well as they are on their way on a well-earned holiday. We welcome Ken Snider, who has made a quick start as our

Gossner Mission

new Assistant Health Services Secretary. It is great to have him here! Chris Wright has left on furlough, and Kima Tochhawng has moved to CDHP. Tjerk Nap, after several attempts, has arrived in Kathmandu, and is enjoying a period of orientation in the HSO prior to going on leave. Otherwise there are more or less the same familiar faces in HSO!

FROM THE EDITORS

Thank you for the news sent in. Some of our "regulars" do not appear this time, but we hope they will be in print again in July. There are a few projects whose news we rarely, if ever, read in this circular. Please let us have your reports, so that other colleagues can keep up to date, just as you enjoy reading their news. We would encourage more reports of work happenings rather than a repetition of personnel news automatically reported elsewhere in the paper.

Please write in, in good time, remembering that the Editors will cut your report is it is too long, and will delete references or wording which will not be understood by everyone.

The next deadline is Wednesday, 13th July, in the MSP Office. Thank you in anticipation!

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UMN

EXPATRIATE

PERSONNEL

PROFILE

November 1987

Gossner Mission

U.M.N. EXPATRIATE PERSONNEL:

Sending Agencies

MEMBER BODIES:	PERSONS:
American Lutheran Church	1
Assemblies of God, USA	-
Baptist Missionary Society, UK	19
Church Missionary Society, Australia	18
Church Missionary Society, UK	13
Church of North India	-
Church of Scotland	6
Church of South India	-
Committee for Service Overseas, Germany (DU)	5
Danish Santal Mission	7
Evangelical Free Church of Finland	5
Finnish Evangelical Lutheran Mission	13
Gossner Mission, Germany	2
Interserve	98
Japan Antioch Mission	2
Japan Overseas Christian Medical Coop. Service	1
Lutheran Church in America	7
Mennonite Board of Missions, USA	13
Mennonite Central Committee, USA	11
Methodist Church (MCOD), UK	11
Norwegian Himal-Asian Mission	12
Orebro Mission, Sweden	22
Presbyterian Church in Canada	3
Presbyterian Church in Ireland	8
Presbyterian Church Synod, Mizoram, India	4
Presbytersian Church, USA	17
Regions Beyond Missionary Union, Australia, UK	13
Swedish Free Mission	2
Swiss Friends for Missions in India & Nepal	-
TEAR Fund, UK	11
United Church Board for World Ministries, USA	4
United Church of Canada	8
United Church of Christ in Japan (Kyodan)	2
United Methodist Church, USA	7
Wesleyan Church, USA	-
World Concern, USA	12
World Mission Prayer League, USA	17
NON-MEMBER-BODY AGENCIES	24
	398

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U.M.N. EXPATRIATE PERSONNEL:

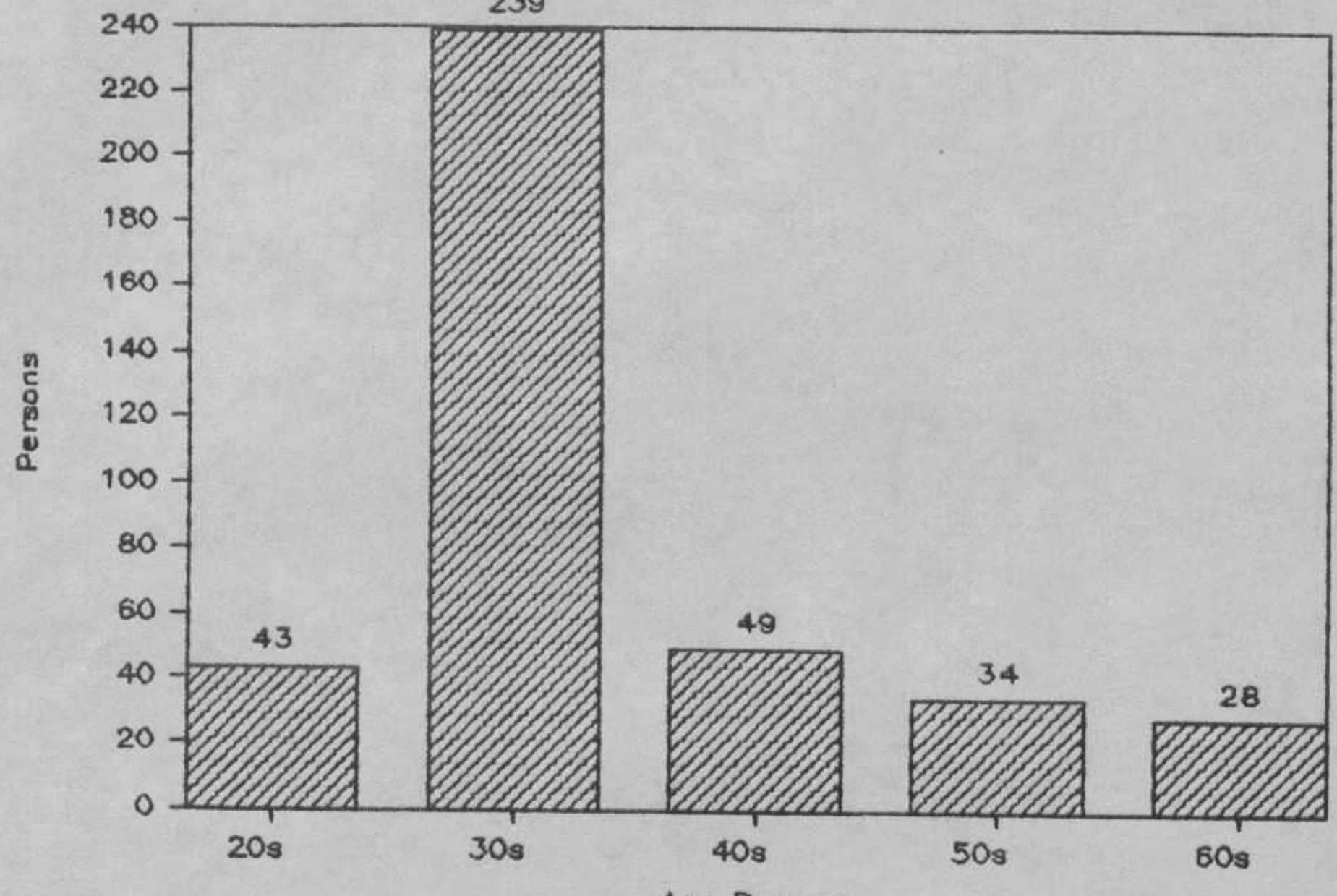
Home Countries

COUNTRIES:	PERSONS:
Australia	42
Canada	23
Denmark	6
Eire	2
Finland	21
W. Germany	8
Ghana	1
Hong Kong	3
India	4
Japan	5
S. Korea	1
Netherlands	32
New Zealand	3
Norway	13
Philippines	2
Singapore	1
Sweden	24
United Kingdom	112
United States	95
	398

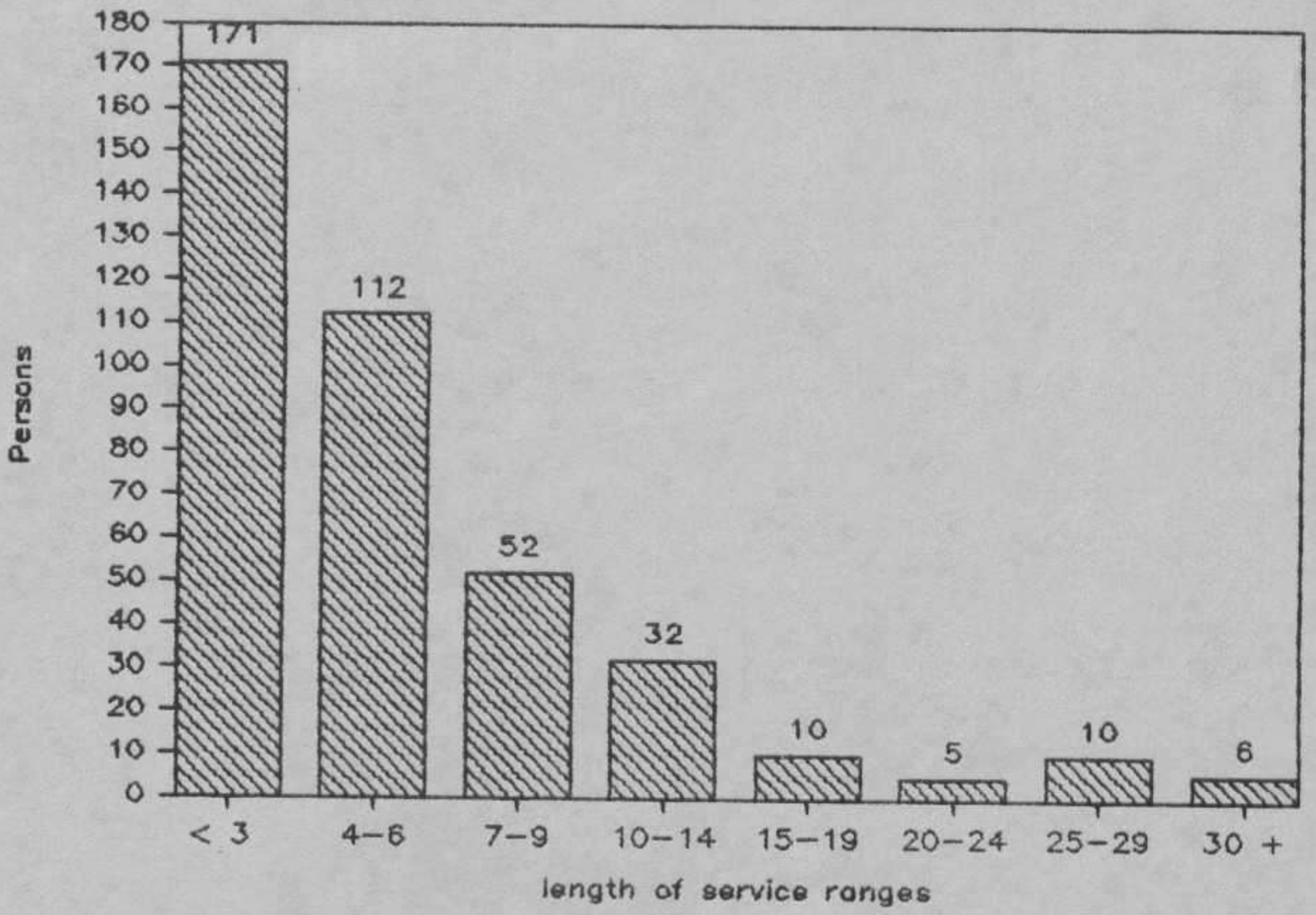
-- 398 expatirates from 19 countries

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AGES OF UMN EXPATRIATES

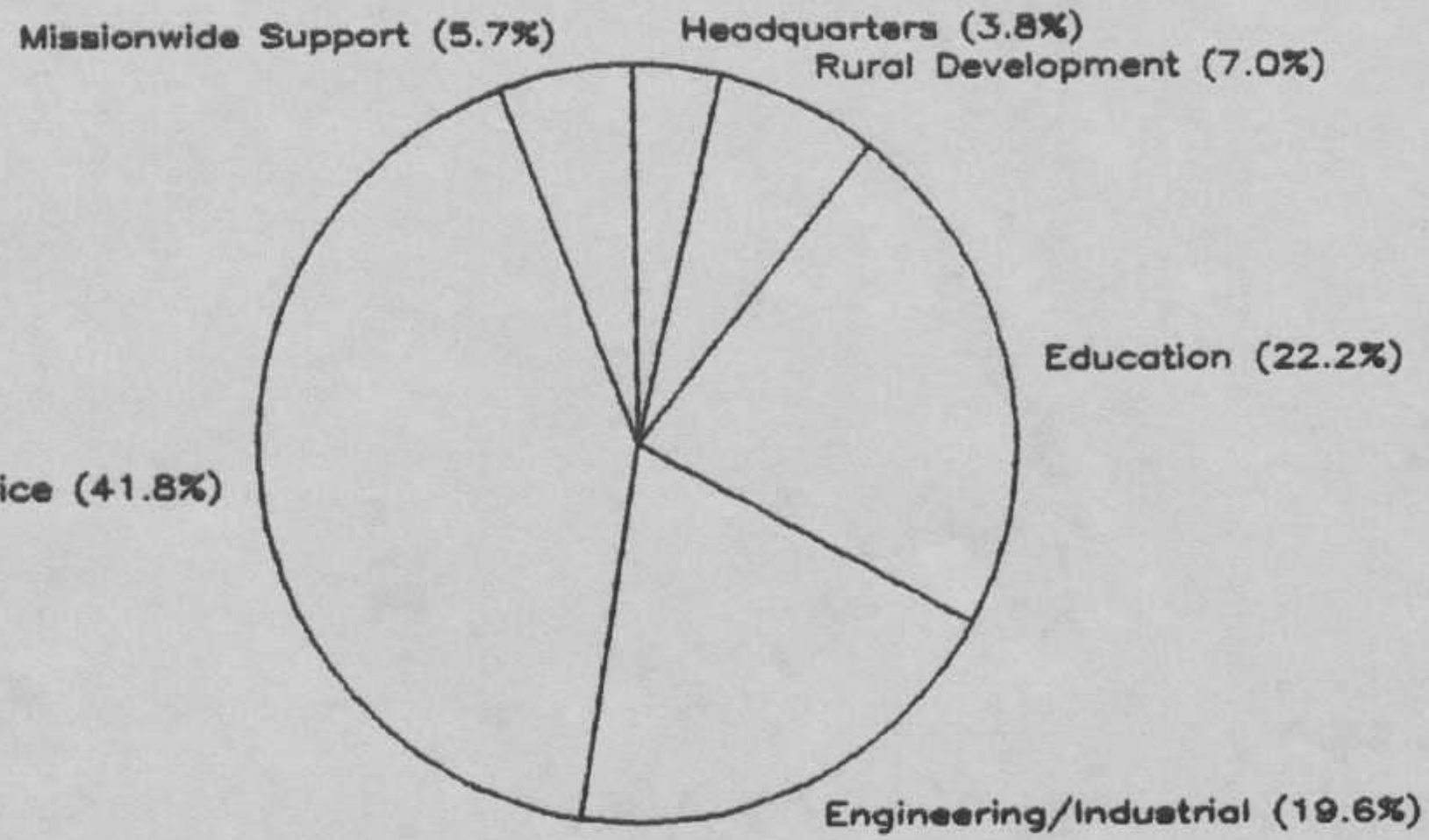


YEARS of UMN SERVICE

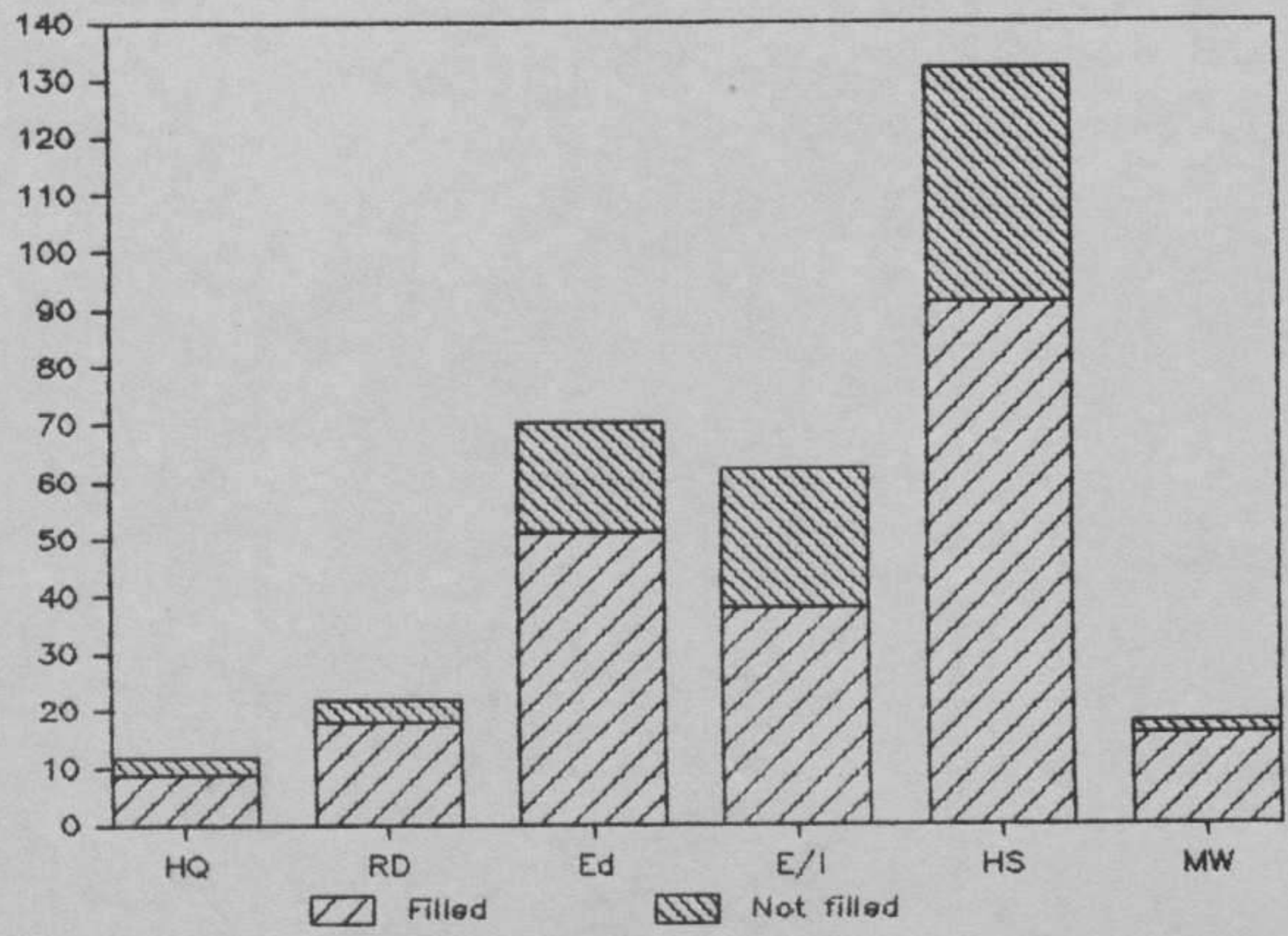


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APPROVED POSTS by FUNCTION



TOTAL POSTS = 316	Not Filled	Filled	Sub-Totals
Headquarters	3	9	12
Rural Development	4	18	22
Education	19	51	70
Engineering/Industrial	24	38	62
Health Services	41	91	132
Missionwide Support	2	16	18



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U.M.N. EXPATRIATE PERSONNEL:

Comparative Figures for 1982-1987

	'82	'83	'84	'85	'86	'87
TOTAL APPROVED EXPATRIATE POSTS	269	278	291	319	335	316
Total Filled Posts	189	200	201	221	268	223
Percentage of posts filled	70%	85%	69%	69%	80%	71%
Total Board Appointees	317	318	364	370	394	375
Total Direct Appointees	18	17	17	17	24	23
TOTAL EXPATRIATE PERSONNEL	335	335	381	387	418	398
** GENDER & MARITAL STATUS						
Married Women	114	111	131	134	147	139
Married Men	114	111	131	134	147	139
Single Women	93	98	102	103	108	101
Single Men	14	15	17	16	16	19
** AGE RANGES						
20s	53	51	56	50	55	43
30s	138	151	178	196	217	239
40s	65	56	68	58	59	49
50s	44	41	41	35	37	34
60s	17	19	21	31	26	28
** YEARS of UMN SERVICE						
In first 3 years	177	165	195	191	198	171
(4 - 9 years)	79	97	105	115	(134)	(164)
4 - 6 years	-	-	-	-	95	112
7 - 9 years	-	-	-	-	39	52
10 - 14 years	32	27	26	24	21	32
15 - 19 years	9	11	20	21	21	10
20 - 24 years	15	11	8	8	7	5
25 - 29 years	3	7	10	11	9	10
30 or more years	-	-	-	-	4	6

** NOTE: Year-to-year trends are not directly comparable, since data for these categories are not always complete for each year.

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H.-U. Schneider.

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THE UNITED MISSION TO NEPAL

LONG TERM PLANS

November, 1987

Note:

Administration: Unchanged from 1986

Education: Unchanged from 1986

Economic Development: Unchanged from 1986. Complete revision planned for 1988, and separation to Boards: Rural Development, and Engineering & Industrial Development

Health Services: Up-dated LTPs included for -
Palpa, hospital and CHP
Gorkha, hospital and CHP
Okhaldhunga CHP
Lalitpur CDHP
Other material as before, but complete up-date planned for 1988

NB: Only the revised Health Services LTPs are included here for Board members who were present in 1986

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TANSEN HOSPITAL

LONG RANGE PLANS

TASK SCHEDULE (5 YEARS)

MANDATE	GOALS [HSB LONG TERM] [PARAMETERS]	OBJECTIVES	1987-1988	1988-89	1989-90	1990-91	1991-92
(1) To give quality care of an appropriate level to the residents of Palpa and patients referred from West Nepal	1.1 To improve the Administrative Function and Control (3)	1.1.1 To evaluate and make changes in the Organizational Design so as to improve Function & Control	1.1.87 Organization review redesign.	Review all job descriptions.	Reassess org. design.		
			Review senior post job desc.	Review evaluation system in view of of above.	Establish routine evaluation.		
			Review committees according to org. design.	Restructure committees.	Evaluate committees.		
		1.1.2 To develop system for monitoring and evaluating the function of the various departments	Determine indicators for dept. function & initiate monitoring.	Evaluate monitoring system & modify accordingly.	Bi-annual dept. review & modification.		
	1.2 To asses & improve the quality of care given in the Hospital (3)	1.2.1 To define & evaluate a level of quality appropriate for the Hospital at this time.	Discuss & Draw up quality care indicators trial monitoring.	Initiate monitoring of quality indicator proposed changes on treatment policy	Reasses indicator and monitor accordingly.		
		1.2.2 To develop methods of improving or maintaining the quality of care given	In-service ed. of staff on quality indicators.	From monitoring select areas of need for teaching.	Assess teaching and modify.		

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(2) To support HMG/N & Palpa CHP in PHC	2.1 Support PHC in Palpa (2)	2.1.1 Establish an efficient referral system (2 way)	Establish OPD/PHC committee draw up mandate to meet 2.1, 2.2.	Reasses committee and modify integration of CHP CMO role as committee.	Evaluate & increase committee authority over HP PHC.	Possible integration of curative programmes (Palpa) under committee.	Restructure and evaluate.
			Review referral system.	Increase hospital PHC referral.	Possible referral/ insurance affiliation in community.	Reasses, modify, or expand.	
			Addition of Palpa CHP & HMG/N staff on committee.	Priority detem. of PHC/OPD.	Increase role of HMG/N leadership on committee.	Consolidate PHC admin.	
		2.1.2 Increase knowledge & awareness of PCH Palpa	Determine comm. Indicators & monitoring system.	Staff allocated for M-M Data collection PC-data.	Analysis of data and evaluate.	Continue to dev. routine collection & computer use.	
	2.2 To increase co-operation with existing PHC programmes in Palpa (1) (2)	2.2.1 To increase integration of Hospital & PHC staff in PHC Palpa progr.	Initiate regular staff visits to PHC centers as directed by OPD/ PHC comm.	Evaluate & modify	PHC & OPD staff integration	Assess level of integration according to 5.1.1	Increase integration under one management board.
			Develop data Collect system to monitor 2.2.1.		Computure use Data modify		
		2.2.2 To increase integration of PHC Palpa programme administration (Hosp. + CHP + HMG/N)		Initiate relative to 5.1 Management systems	As 5.1.1 Increases management control as Primary Integ.	Re-evaluate & restructure as model	Restructure in accordance with 5.1.2 one health unit.

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(3) To assist HMG/N by providing various referral services of a secondary & tertiary level of care for the wider area of West Nepal.	3.1 To develop 2° & 3° referral systems & to increase co-operation with other Zonal Hospitals. (5) (7)	3.1.1 To evaluate the role of the Tansen Hospital on a referral system.	a) Establish indicators of referral usage & data collection system.	Evaluate data & analyse.	Re-evaluate.		Change role depen
			b) Collect information & data on other Zonal Hospitals.	Evaluate & discuss info. with committee.			
		3.1.2 To develop services according to 3.1.1	Assess present Hospital load & modify 1.1.1 & future renovation plans.	Finalize OR/Wing Renovation plans & initiate programme.	Continue org. & structure modification to meet referral needs.	Consider expansion as of 5.2	Plan for selecti expansion under
			Realign MOR/ER	Dept. evaluation as in 1.1.1			
			a) Initiate visits & communication with other Hosp.	Establish regional hosp. coun. under mid-west Reg. Dir.	Develop role on coun.		Reassess
		3.1.3 To increase cooperation and affiliation with other Zonal Hospitals.	b) Establish mutual programme with Palpa Hosp.	Increase areas of mutual affiliation.		In view of 5.1 & 5.2 to seek integration of the two hospitals.	Both under one H
	3.2 To integrate the hospital into existing HMG/N vertical health care programmes.	3.1.4 To establish functional links with Zonal District Hospital.	Visit other District hospitals by med. dir. & selected staff.		Assess possible functional links.	Establish Functional links as per 3.1.1 and 3.1.3.	Assess possible administrative
		3.2.1 To integrate the present Lep. prog. into LCP prog.	Change to MOT.	Assess MOT.			
			Increase referral.	Increase integration with CHP + LCP.	Model UMN role.		
			Assess possible role in rehab. & reconstructive.	Possible adition of staff.	Establish reconstructive + rehab. prog.	Co-ordinate with LCP.	
			IOM research.		Finish study.		

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		3.2.2 To establish a TB programme, integrated with HMG/N programmes. (8)	Establish TB prog. a) and staff maintain protocol adherence.	As in 2.2 increase integration with Palpa programmes.	As 3.1.4 increase assess TB clinic satellite in Terrai.	Trial of TB satellite in affiliation with 3.1.4 & 3.1.3.	Continue trial.
			b) Collect data on other treatment programmes in Nepal (West) & North India.	Establish links with HMG/N national programmes.	In relation to 3.1.3 (a) Reg. Hosp. Comm. increase.	Analyse.	
			c) Review data collection systems.	Computerize data & distribute under mandate.			
			a) Determine structure of programme & initiate teaching.		Re-evaluate.	After completion of 1st cycle reassess & modify.	
(4) To continue to function as a center for the education and training of paramedical personnel.	4.1 To establish a purpose orientated in-service education programme. (2)	4.1.1 To develop an ongoing CME programme for OPD sorters.	b) Selective purpose & indicators for monitoring.	Reassess indicators 2.1			
		4.1.2 To develop an ongoing CME for in-patient care staff.	a) Determine needs & purpose of an in-service ed. programme.	Design course & initiate teaching programme.		Complete course and re-evaluate.	Restructure programme.
			b) Designate staff for supervision.	Staff training.			
			c) Selection of monitoring indicators 2.1	Reassess monitoring & evaluation (2.1)			
			In relation to 2.1, 2.0 & 3.0 organize CME.	Assess yearly staff needs and restucture			
			Encourage town doctors to attend.	Encourage participation of town doctors.			
		4.1.2 To recognize the role of Tansen Hospital in training of expatriate & national medical staff & develop CME programmes accordingly.		Assess involvement with IOM rotation of residents.	Residency programme proposal.		

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		To send for training 1987-89				
4.2 To continue to support ongoing training of staff in accordance with UMN Scholarship Programme.	4.2.1 To maintain adequate numbers of CMA/ANM/RN/Lab/ Anesth/HA/by training of local staff.	Yearly: 1. ANM - 1 2. RN - 2 3. Lab 2 x 3/12 2-3 years 1. MBBS - 1 2. HA - 1	1 General Surgeon 1 Seek Candidate for Hosp. Administration 3. RN-pst training	Bsc Admin.	1st MBBS grad 3rd Bsc Nursing grad Send 4th Bsc Nursing	2nd MBBS grad
	4.2.2 To seek to train & fill higher post levels.	1. Train Nepali Surgeon (5 years) 2. Obtain 1 MBBS grad 9 2 yrly		Obtain 2nd MBBS		Obtain 3rd MBBS
		3. Train 1 Nursing supervisor in Bsc 1 ward sister in post training (admin.)	Trained 2nd Nursing Supervisor in Bsc N.		Train 3rd Nursing Supervisor Bsc. N	
		4. Seek & Train Hosp. Director	? MBA	Add. Asst. Hosp. Director		Assume Hosp. Director Post
4.3 To continue to support HMG/N medical and paramedical training programmes. (2)	4.3.1 To continue to support the ANM & CMA campuses in the training of students.	To increase communication and co-ordination between the campuses & the hosp. Assign staff for co-ordination.	Evaluate teaching opportunities in hospital & with staff in PHC setting	Further co-ordination dependent upon campuses programmes		
	4.3.2 To assist IOM in ongoing training of students & graduates.	Increase, communication and awareness of IOM programmes.	Possible residency rotation		Depending on 5.2, 5.1 future training MBBS students.	
4.4 To continue to offer elective experience for foreign medical students or related paramedical students.	4.4.1 To continue to offer supervised medical elective programme.	Seek affiliation with certain centers of student origin.	Establish preliminary functional link			Permanent link & sponsorship.

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(5) To establish an independent management board (IMB) & limit overall growth of the hospital until then.	5.1 To explore the feasibility of an IMB over a single health unit based at the hospital. (1) (6)	5.1.1 To develop an independent management board.	a) To expand relationship with EAC meetings bio-annually.	EAC meetings quarterly	Seek certain membership on EAC & decision making.	Evaluate EAC as a Board	Seek to give certain power to IMB/EAC
			b) To study Hosp. Boards.	Assess local response to Board.	Determine necessary membership.	Educate EAC to Board Function.	
		5.1.2 To establish administratively one health unit based at the hospital.	To look at areas of mutual co-operation and involvement with HMG/N, PHC, CHP.	To establish specific areas of work that have unit administration.	Evaluate and modify unit perforance in view of possible IMB.	Increase diversity of areas of integration	In view of IMB assess single unit organization.
	5.2 To limit growth of the staff & facility under present management. (18) (12) (13) (6)	5.2.1 To increase the efficiency of the present organization while maintaining approx. present size.	a) Organizational & Departmental review as in 1.1, 1.2.	In view of 1.1, 1.2, 2.2, & 3.1 to seek functional merger to handle load.		In view of single unit establishment evaluate present policy.	Growth change proposals under IMB.
			b) To assess methods of limiting pressure on in-patient and out-patient facilities so that efficiency and quality can be maintained.	Based on Env, Assessment to modify policy accordingly.		As above advise as to Long Term Plans i.e. expansion.	Same
		5.2.2 To hold major expansion of the hospital until IMB established.	To gain predictors of hospitals future role.		Propose to EAC possible future directors.	Begin to formulate Long Term Plans under IMB re: growth.	Final plans for growth & expansion.

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PALPA COMMUNITY HEALTH PROGRAMME

DRAFT LONG TERM PLAN 1987/90

1. Background:

Palpa CHP grew out of Tansen Mission Hospital in an effort to reach the approximately 300,000 people living in Palpa District. Initially through mobile clinics and thereafter adopting a multidisciplinary and community oriented approach to development. Communications remains largely by foot trails with some jeepable roads being built. Together with HMG/N District Health Office CHP is supportive of the Health Posts of Palpa.

2. Programme Description:

Palpa CHP works with Panchayat Health Committees to determine the needs of selected communities (8 Panchayats). CHP is able to offer expertise and help in the areas of Health, Agriculture, Drinking Water and Literacy. It is characterised as a limited component multidisciplinary health programme. It works together with the District Health Office and the Tansen Hospitals to provide Primary Health Care in Palpa District.

3. Project Objectives:

In response to the Long Term Parameters (HSB October 1986) the Palpa CHP will work towards the establishing of one CHP/Hospital Unit under an independent management body which will be responsible for Primary Health Care, promoting community health development, basic and continuing education of all categories of health personnel.

Therefore Palpa CHP will:

3.1. To facilitate through interaction in 8 Panchayats a process of multidisciplinary development which will promote individual and community health, living and interacting with their environment in a mutually beneficial way.
3.2. To assist and support HMG/N in the initiation and operation of primary health care facilities within the frame work of the national health plan.
3.3. To train nationals at all levels in matters relating to health.

4. Project Strategy:

4.1. In 8 Panchayats Health Committees will be supported: resource personnel in agriculture, water, literacy and health will assist communities in these areas of development.
4.2. a A regular housevisiting programme of every home in 8 panchayats (pop. 25,000) will be carried out for the purposes of data collection, health education, motivation and follow up of malnourished children, TB, Leprosy and other health problems.
b Immunisation camps will be held to reach the target coverage of 80%. VHWs will carry on routine immunisation.
c Sanitation teaching and motivation will aim for 70% latrine coverage in each panchayat. Cement slabs will be introduced.
d CHL & MV training will continue in each panchayat (one each from each ward).
e Selected volunteers (2 per panchayat) will be trained to run a community funded clinic in their panchayat.
f 5 Animal Health Volunteers (2 per panchayat) will be trained to run a community funded clinic in their panchayat.

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g. Leader farmer training will be given to farmers in each of 8 panchayats.

h. Drinking Water systems will be completed in areas of Palpa. 5 in this first year. Other requests will be received and source surveys will be carried out.

i. Functional Adult literacy programmes will be commenced initially in two panchayats.

4.3. Working with HMG & UMN hospitals, referral systems will be strengthened between Health Posts and hospitals.
Support and teaching will be given to Health Posts in MCH Clinic, clinical medical care and Primary Dental Health Care. MCH and Antenatal care will be provided in Tansen through the HMG Hospital and Town Clinic.

4.4. Training seminars will be arranged for CHP, HMG and EPI, staff.

5. Year by year progress: (Panchayat = P)

	1987/88	1988/89	1989/90
Health Committees	continue x 8P	8P continue +1P	continue x 9P
Homevisiting	continue x 8P	8P continue +1P	continue x 9P
Immunisation	camps x 5P	camps x 3P	camps x 2P
	maintain x 3P	maintain x 6P	maintain x 7P
Sanitation/Latrines	continue x 70%	80%	80%
CHL & MV Training	continue x 8	continue x 9	continue x 9
Community clinic	8P	8P	9P
AHV	5 x 8P	5 x 8P	5 x 9P
Leader Farmer Training	8P	8P	9P
Drinking Water	6 systems	5 systems	5 systems
Adult Literacy	2P	3P	4P
HMG/UMN	continue	continue	continue
Tansen Town Clinic	incorporate with HMG hospital	continue	continue
Training	continue	continue	continue

6. Research and Development:

MCH data will be collected and analysed.
Demographic data on population 25,000 will be collected and analysed.
Drinking water evaluation will be analysed.
Dental surveys will be carried out.

7. Personnel and Training:

Posts	1987/88	1988/89	1989/90
Expatriate	6.5	5	5
Nepali	37.5	32	28

should be what kind of posts

Training:

1 PHN for M.Sc. training.
4 ANM for R.N. training.
4 CMA for HA training.
1 Supervisor for Community Health Management Diploma.
1 Basic Health Worker for ANM training.
1 Admin staff to Secretarial Science Course.

Andrew Brown
January 1987

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GORKHA PROJECT

AMP PIPAL HOSPITAL

Long Term Plans, July 1987 - July 1990

Background Project Description (Mandate and Purpose)

Amp Pipal Hospital is situated 7 hours' walk from the nearest main motor road in the middle hills of Nepal in Gorkha District. The present Hospital replaced the old dispensary in 1969 and serves a fairly well defined population in that 90% of the patients come from the 3 districts of Gorkha, Lamjung and Tanahun which represents of population of over 600,000. About 60% come from within 4 hours' walking distance although there are significant numbers who come from much further away - up to 1 week's walk, especially for secondary and tertiary health care.

Patient numbers have remained fairly constant for several years now, although admissions and percentage bed-occupancy figures have been reduced as a deliberate policy to improve patient care in the previously overcrowded wards and to encourage follow-up and ongoing care in primary care units in the community. This has meant an overall stable workload in all areas of the hospital although this is extremely seasonal with high numbers in the spring and autumn but small numbers in the monsoons and winter.

While unhesitatingly treating all patients who come to us to the best of our ability, we regard the target area for community involvement and co-operation for the programme as a 6 hours' walk radius from the hospital to the north, east and west. There are no HMG health posts in this area however, although there are several in the Gorkha District. There is a 15 bed government hospital in Gorkha town (6 hours walk east usually staffed by 1-2 doctors) and a recently opened small government hospital/health centre in Besishahar (1 day's walk northwest in Lamjung District with 1 doctor occasionally). The north is generally very deprived of health care facilities.

The overall purpose of the hospital is to minister to the needs of the sick in the Name and Spirit of Jesus Christ. We do so by providing as good quality compassionate and appropriate medical care as possible within the ligistic and financial constraints of the hospital, giving attention to the physical, mental and spiritual needs of patients. The mandate for our programme comes from the United Mission's general agreement with HMG and we operate under the direct control of the Health Services Board of UMN whose Purposes and Aims apply to the operation of this programme and who have ultimate responsibility for it.

Project Objectives (Prioritised Goals and Objectives)

1. Continued improvement in quality of patient care

   1.1 Continued emphasis on team nursing in the wards.
   1.2 All doctors to work primarily as generalists.
   1.3 Continued emphasis on in-service training of staff.

2. Continued improvement in accessibility of care to all in need

   2.1 Careful fiscal control, keeping charges as reasonable as possible.
   2.2 Give charity to all in genuine need.
   2.3 Maintain easy patient flow in out-patient dept to keep average time from registration to exit of 2 hours (assuming less time away from home reduces real costs to patient and thus increases accessibility).

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3. Continued provision of appropriate care at current levels

3.1 No expansion of present facilities.
3.2 Careful adherence to treatment protocols and UMN drug formulary.
3.3 Continued health education of in- and out-patients emphasising real priorities and needs (assuming this will increase awareness of what is appropriate care).

4. A unified health project consisting of static (hospital-based) and mobile (village-based) components

4.1 Centralise services, facilities and resources at the hospital area (assuming this will increase efficiency).
4.2 Consolidate the advantages of this union (assuming there are advantages, and that as the process evolves other advantages also become apparent).
4.3 Possible movement of staff between components when need arises.
4.4 Maintain exchange of doctors (1 from hospital and 1 from mobile) on a fixed basis 1 day each week.

5. Continued improvement in efficiency of drug supply and dispensing system

5.1 Increase the number of prepacked medicines used for out-patients (assuming this will be quicker and free up more storage space in pharmacy).
5.2 Restrict prescribing and stocking to new UMN formulary (assuming easier stocking, reordering and creating more storage space).
5.3 Physical modifacation of cramped pharmacy area.
5.4 Reorganisation, restructuring and re-equiping of intravenous manufacturing system (assuming Patan system becomes functional).
5.5 More reliable drug supply system (assuming cooperation with Central Drug Store).

6. Continued improvement in staff training

6.1 Continue present active programme of in-service training of all levels of staff.
6.2 Gradually hand over more responsibility of ongoing teaching programme to key members of staff.
6.3 Send nursing superintendent for postbasic B.Sc nursing in Kathmandu.
6.4 Send pharmacy technician for postgrad pharmacy training in India.
6.5 Offer to train 1 Nepali intern doctor in hospital.

7. Continued improvement in TB and Leprosy treatment

7.1 Integrate the two into a combined clinic with one worker for records.
7.2 Ask for HMG approval for a community-based programme of case-finding and follow-up in our area.
7.3 Concentrate the TB patients on Mondays and Thursdays and the leprosy patients on Tuesdays and Fridays, by calling them back on these days only (assuming this produces a more efficient and effective service for patients).
7.4 Move the combined clinic nearer the main OPD examining area (assuming easier access and availability of doctors from OPD for supervision).

8. Programme of maintenance and renovation sufficient to maintain present level of activities

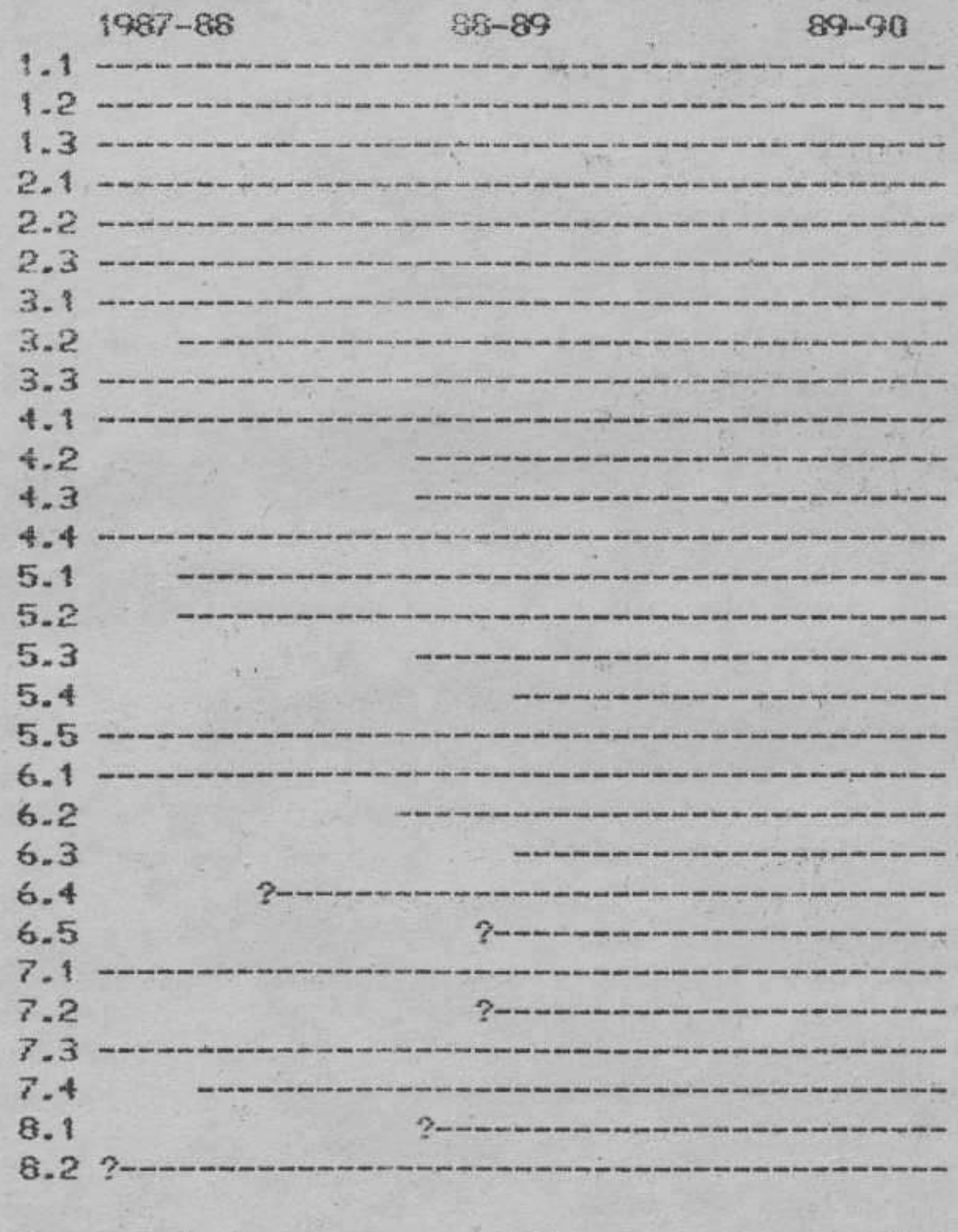
8.1 Obtain year-round reliable water supply (assuming that it is within our ability since the main problem is deforestation which is beyond our control).

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8.2 Regular schedule of maintenance and renovation of all hospital facilities (assuming it is within the physical capabilities of staff and financial capabilities of budget imposed).

Year by Year Introduction of Components (Chart of Task Schedules)

(Numbering follows above goals and objectives)



BA posts	8.1	8.1	8.1
Nepali posts	76.0	76.0	76.0

Ken Anderson
Medical Director
January 1987

Gossner Mission

GORKHA PROJECT

COMMUNITY HEALTH PROGRAMME

Long Term Plan, July 1987 - July 1990

Mandate and Purpose

1. Our 16 year old Gorkha Community Health Programme, has always wanted to work with communities to assist them in obtaining a better standard of health by providing MCH clinics, vaccination camps, drinking water schemes, literacy classes and at one time an extensive demonstration farm.

2. From previous long term plans and reports it is evident that health care did not reach communities to the extend hoped for, no matter how many workers diligently tried to make it available.

3. Having started as an extension from hospital services the CHP has become quite independent with its own office for supplies of medicines, vaccines, etc., as well as having expatriates live in various villages to act as catalysts and support. The hospital is mainly used as source of materials and referral centre.
The fear that work demands of big-busy-brother hospital may engulf seemingly less urgent philosophic community work, has led to carefully separated plans of action.

Need and Assessment

1. Over the years other agencies providing health and other services have moved into the same area, therefore complementary rather than duplicated programmes, need to be worked out.

2. It should be understood that adjustment from a proviosional way of work to one of motivation and facilitation will take a considerable amount of time orientation and experience for all involved. Every effort should be made to ensure that the programme does not drift back to its former way of action.

3. Evaluation of all water systems installed by UMN, reveals that most of them do not function adequately. One of the factors is seen to be shortfalls in original construction.

4. In its relation to the hospital, working towards the same goal is seen as more important than dwelling on difference and closer cooperation could benefit both programmes. To prevent one programme dominating on other conditions under which exchange of staff will take place - need to be carefully worked out.

Goals

1. We would like to orientate, offer, and provide training sessions for different aspects of health in consultation with interested communities.

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2. On request we would like to facilitate community-run service centres for health animal medicines or other services if expertise is available.

3. Together with the hospital we will explore possibilities of better referral systems from health posts and medical halls (on request).

4. As the need for follow-up of trained community health leaders will diminish in Amp Pipal and Harmi Panchayat and will need to be more frequent in Chhoprak, Gankhu and other Panchayats in their vicinity, a new satellite centre one day travel north will be sought.

5. Facilitate reconstruction of malfunctioning water systems and encourage maintenance by the community.

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Project Strategy Objectives

Staffing levels	Amp Pipal	Harai	Thalajung	Chhoprak	Gankhu	OtherAreas
July 1987 6.3 Expatr. 12.5 Nepali winter 87/88	- CHL) follow- TBA) up - ?mobile clinics - ?NFE - vaccination health committee training	- CHL) follow- TBA) up - ?mobile clinics - vaccination - health committee training - ?discontinue static clinic	- replace exp. in NFE - health committee training - mobile clinics - TBA) follow- CHL) up - vaccination - ?NFE - Expatr. health worker returns - facilitate sub-centre	- continue MCH clinic - vaccination - NFE - ?CHL) train- TBA) ing - ?health committee training	- Vaccination - NFE - literacy - handicrafts - basic health survey	- integrate hospital and CHP under one health programme - develop relationships and referral with other 1° care services. - plan for 1988/89 - Hand over responsibility for administration and drug supply of Luitel Clinic to local committee - Assess need for, and interest in, new satellite programme to north - Look into possibility of local TB Control Programme ?separate programme - Reconstruction of certain water systems in conjunction with RDC.
July 1988 6.0 Expatr. 11.0 Nepali Winter 88/89	- CHL) follow- TBA) up - ?mobile clinics - ?NFE - vaccination	- CHL) follow- TBA) up - vaccination - ?mobile clinics	- CHL) follow- TBA) up - vaccination - ?NFE - Expatr. health worker leaves ?discontinue expatr. presence in Thalajung. ??continue NFE expatr. worker	- continue MCH clinic - vaccination - CHL) follow- TBA) up ? - Expatr. health worker leaves	- vaccination - NFE - ?replace expatr. health worker - CHL) train- TBA) ing ? - health committee training ?	- ?move into new satellite programme to north - plan for 1989/90 - assess need for and interest in CHL training in new local panchayat (possibly in conjunction with HP. e.g. Koplang panchayat with Baddada HP) - ?Negotiate vaccination agreement for further 3 years with EPI. - Reconstruction of certain water systems in conjunction with RDC.
July 1989 6.0 Expatr. 11.0 Nepali Winter 89/90	- CHL) follow- TBA) up - ?mobile clinics - ?NFE - ?vaccination	- CHL) follow- TBA) up - ?mobile clinics - ?vaccination	- ?vaccination ?combine CHL/TBA follow-up "by proxy" or by combination with another	- ?continue clinic - ?vaccination - CHL) follow- TBA) up ? "by proxy"	- ?vaccination - CHL) follow- TBA) up	- plan for 1990/91 ?long term plans - ?TBA) training in local panchayat CHL) - ?Assist with CHL/TBA training in satellite programme north - ?health committee training in local panchayat. - ?Reconstruction of certain water system in conjunction with RDC.
July 1990						

February 1987, Niekie Waaning, Gorkha CHP Director

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OKHALDHUNGA PROJECT

COMMUNITY HEALTH PROGRAMME

Plans, July 1987 - July 1989

Mandate and Purpose

Okhaldhunga District is a poor area in East Nepal with very little development. It is located in the hills where travelling is difficult, the nearest road being a 3 day walk away. For 25 years in Okhaldhunga there has been a 20 bed UMN Dispensary, then working in close cooperation for 10 years is the Community Health Programme (CHP) serving in 14 panchayats. HMG/N has 9 Health Posts and one Health Centre which are practising curative care in this area.

The Programme is aiming for improved health care through a multistructure which is open to the needs of the community. This means working through health, education, agriculture, water and sanitation, literacy and in the future through an anti-erosion and community forestry programme.

All the CHP work is carried out in close contact with the Dispensary, HMG/N programmes and the District Offices. The practical functioning of decentralisation, the extent of community participation and the results of our evaluation will all help to show the direction and modification needed in the future.

Timing Schedule for Separate programmes

	87	88	89	90	91	92
CHP						
Health	----------					
Agriculture	----------	----------				
Literacy	----------	----------	----------			
Forestry	----------	----------	----------	----------	----------	----------

Needs Assessment

Okhaldhunga is a remote area with little development and in which no other health aid organisation is working. The child and infant mortality rate is high and people have to travel long distances for treatment. Preventative care is minimal. There is a high rate of population growth and demands for health services continually come from the community. Motivated communities are well aware of their problems and ask for help in areas of health, water, agriculture, animal health and with the increasing problem of landslides. Women's literacy rate in the area is low and already interest has been shown in income generating activities. There are many poor and low caste groups of women who have a low quality of life.

HMG/N District Offices are positive about cooperating together and often their staff are interested in further studies. It is important to further out working relationships in order to take up all the possibilities that might arise through decentralisation.

Goals and Sub-goals

1.0 To aim towards good health care in Okhaldhunga, Rampus, Phulachap Health Posts and the MCH/AN care in the Dispensary.

1.1 To have weekly MCH/AN/FP/EPI clinics together with the health post staff, then in 2 years time encourage the health post to continue these clinics alone.

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1.2 To give good health education by demonstration and good communication skills. Any change of habits really depends on good communication.
1.3 Staff and volunteers will be well trained with the knowledge and skills needed to care well for children and women.
1.4 Free care and the service according to HMG/N requirements will be given equally to everyone. The basic equipment and drugs will be given to 3 health posts and the MCH clinic in order to maintain this basic health care.
2.0 CHP, in connection with the Dispensary, will be part of HMG/N health delivery programme.
2.1 CHP will be involved in decentralisation.
2.2 To have good relationships with local communities and local officers.
2.3 To have close cooperation with HMG/N health programme and the UMN Dispensary.
2.4 To follow HMG/N plans by training CHDLs and by being involved in their other activities e.g. EPI, health post.
3.0 To aim towards strengthening communities by community participation.
3.1 To train community volunteers (CHDL) as local key people who will help us to see the needs in their communities. They will be trained in long term motivation work and in how to demonstrate possible changes.
3.2 To form committees which will take part in the planning and implementation of activities such as water, education and health projects.
3.3 To employ local, motivated and well trained staff to be supervisors, trainers and catalysts through the CHP multistructure in their own panchayats.
3.4 To support active communities to do development work which they have stressed as a need.
3.5 To know the community well by visiting, living in it and by doing surveys.
4.0 To help to improve the general knowledge of women which will lead to an improvement in the quality of their lives.
4.1 To have literacy teaching, income generating activities combined with health education for women.
4.2 To provide MCH and AN services for women and children in CHP and the health post.
4.3 To give health education through clinics, visits, volunteers teaching and the literacy and income generating programme.
4.4 To try having only women CHDLs in one panchayat and through them to do a survey about delivery practices.
5.0 To aim for rural development.
5.1 To continue agriculture extension work in one panchayat.
5.2 To do 2-3 small water systems in places where the UMN conditions have been met and the contact made with the Jilla Panchayat.
5.3 To start an anti-erosion and community forestry motivation programme.
5.4 To encourage the communities that will take part in the income generating programmes.

Priorities

These are all connected to each other and aim to improve the overall quality of life.

1.1 To prepare for active decentralisation by supporting existing health and other programmes. Also to keep good contact with the communities and the local officers.
1.2 We will help by working in 3 health posts, in MCH/AN clinics and in training in these areas. We will provide materials and equipment to make this work possible. It is important to cooperate with the EPI and FP offices and also to be effective in our health education work.

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1.3 We continue the monthly seminars with the Dispensary for 5 health posts. To help towards this we offer library facilities, give training and will work together to do research and surveys. Referal systems and follow-up work function better when relationships are good and support, supervision and encouragement is given both ways.

1.4 We will have a limited time for giving help in providing drugs, materials and supervision to HMG/N health post staff.

2.1 Under the decentralisation plans good relationships are possible if they continue as they are now and if we regularly take part in HMG/N meetings.

2.2 The External Advisory Committee meets twice yearly and contributes feedback to our programmes. Regular visits to local offices, to the communities and the attendance at community meetings all contribute towards good working relationships.

2.3 Working closely with the Dispensary in training and follow-up gives good overall care for the community. It also helps to organise seminars, dental and eye camps, and other training for our staff and volunteers.

2.4 Through the training of CHDL volunteers we can be a part of HMG/N plans. We can also do this by supporting existing programmes like EPI FP and through health education.

3.1 CHP is the trainer and catalyst in programmes such as water and sanitation, literacy, health, agriculture and rural development. Committees in the wards and panchayats plan, organise and run these programmes. We give the training needed and after some time they continue by themselves. For example the AHIP volunteers, teach them how to use the drugs and after a year or so they are capable of continuing the work alone. We assume that local people can motivate their community better than outsiders can. To have demonstrations done by local people will also be more effective. If a motivated community is running a programme it is more likely to continue.

3.2 We will train in two more panchayat's CHDLs who are women. We will train them according to their own interests offering short trainings and help with any practical demonstrations. We will be using the local people to help in clinics, to do home visits in their wards using their own languages and practising the things that they are teaching.
it can be assumed that 50% of the volunteers stay active after one year of supervision. Also that the volunteer has gained knowledge of health matters for his own family and neighbours.
By training local farmers and mothers the feedback helps with planning activities and also in the understanding of the community.

3.3 The staff will be well trained and motivated by continuing education and monthly seminars. We offer short trainings outside Okhaldhunga in different areas in order to meet the needs that are expressed by the communities. For example - bee-keeping, grain storage, AHIP, veterinary, water, literacy, and also orientation in similar programmes for encouragement and evaluation. It is important to continue working on communication skills and to use the materials that best motivate the changes in the desired areas.

3.4 We assume that by doing work for locally expressed needs this will encourage participation. For example working in water, forestry, income generating activities, and in health teacher training. Working through the multistructure philosophy it should be possible to meet, on a small scale, the needs of the community.

3.5 Knowing the community better helps to find the right ways to be able to make effective changes. To achieve this yearly surveys are done in cooperation with the Dispensary. This year it will be antenatal and delivery practises, mortality rate among children. Next year we will do smoking survey. The aim is to gain knowledge and understanding of the community in which we work.

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4.1 We can assume that there are many different ways of reaching the same goal and so we use different activities for health education. We can also assume that women, after learning to read and write, will later meet together to work on income generating activities. This work aims to improve the status of women through skill learning and being able to earn some cash.

4.2 The services through the MCH/AN work for women and children from CHP and the health post aims to improve their health in these areas. It is important to use preventative health methods and include continual repetition for health education.

5.1 We can assume that for good health clean water, good sanitation and good nutrition are the basis on which we work. The overall aim is to work for community change, not only change in individuals.
The aims would be to work in 2-3 programmes in a year and to cover the whole of a panchayat.
Small income generating programmes can in the long run be effective. The emphasis here will be of great benifit if it is the area of agriculture and animal health. We will work with crafts that do not need a complicated programme of marketing.

Activities and Task Schedules

Generally a monthly schedule is made for activities. The regular activities are recorded, for example monthly studies, bimonthly refresher training for CHDLs, monthly seminars with HMG/N workers, the weekly and monthly clinics. Supervision of activities is done by each member of staff in their own area. The danger in this multistructural programme is to make people responsible for too many things and to expect the volunteers to give a lot of time for their work. HMG/N relationship building is done mainly by the Director.

Monitoring

Records and statistics are completed according to the UMN and some of the HMG/N requirements. The staff reports and the annual UMN reports show the activities in details. The surveys and evaluation records show the measureable effects of our work. Supervision and the follow-up for the water programmes show the effectiveness of committees. It is important to look back over the activities we have planned and to see if they were done and whether they were effective.

Evaluation

1.1 A survey was done in this district last year and from the results of this we should have been able to assess past work and decide how to plan ahead for the future work. The next survey will be at the end of the CHDL training in 1989.

1.2 Staff evaluation is done yearly to help the staff to understand the philosophy of CHP.

1.3 The time limited programmes are evaluated at the beginning and at the end, some evaluation in between is also important to do.

1.4 Feedback from the community and reports from the staff and CHDL are also used for evaluating.

1.5 Our work should not change according to the current fashion in thinking but be evaluated from a long term point of view. It should be our aim to improve record statistics and somehow make our plans so that they are measurable, so it is then easier to see which plans need to be modified or changed.

1.6 After evaluation it should be possible to know what to stop or which part of the programme to make bigger or smaller.

1.7 By attending meetings with HM /N officers it is possible to understand how the work is progressing there by listening to the feedback that they give.

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Modification

Changes are made as a result of the evaluation and observations of the activities. In this 3 year plan we have moved towards working more with women's groups, for example in the literacy work. Also we are aiming towards the time when the decentralisation really starts to take effect in the service centres. Community placed and run clinics will depend very much on the community participation. We are starting more committees than planned in order to get more support for the CHW volunteers and the health work in the panchayats. Good records need to be kept and we must be ready to change in accordance to the community interest and need. We have stopped teaching in the schools and are replacing this by training teachers next year to teach the health subjects themselves. We have stopped some clinics in the hope that the communities will take the responsibility to start their own clinics. Home visits are done less by the staff now, as the volunteers are doing more of these. Our staff are taking more of an active role in supervision and training.

Gossner Mission

UMN COMMUNITY DEVELOPMENT & HEALTH PROJECT, LALITPUR
LONG TERM PLAN 1987 - 1990

PREAMBLE

The original permission (1954) for UMN's work in the Kathmandu Valley part of HMG/N's invitation to UMN to enter Nepal to conduct health work and was for 5 Maternal Child Health (MCH) Clinics. From that time onwards there has been primary health care work in the Lalitpur District. The first clinic was opened at Bungmati in 1955 and at Chapagaon a year later. These were known as "District Clinics" having resident nursing staff and weekly doctors visits. In fact it was from these clinics that the need for a referral hospital was felt and eventually Shanta Bhawan Hospital came into being.

In 1963 the administration of the District Clinics was separated off from Shanta Bhawan Hospital (SBH) and a new base was established at Surendra Bhawan (together with a well baby clinic). Also in that year work was begun at Godavari. District Clinic activities consisted of MCH and general medical clinics, treatment of TB and Leprosy and other services as needed (e.g. sanitation).

1966 saw work begin in Pharping. This work was visited by their Majesties the King and Queen of Nepal in 1969.

In 1970 The Directorate of Health Services sent a letter (date 1970/9/15 Ref. 027/B/573) to the Medical Director of SBH saying that HMG/N will conduct its Public Health Programme in communicable diseases through the Mission Hospital.

In 1971, the goals and objectives of the programme were redefined and the "District Panchayat Assistance Programme" came into being under the Shanta Bhawan Project. There was more emphasis on preventative and preventive health care with, children under five as the target group. In that year, work was began in Badegaon and Sanagaon villages and in 1973 a preliminary survey was made of the hilly area for Lalitpur on the request of the Chief District Officer (CDO).

The programme was again restructured in 1974 to fit in with HMG/N's plans for Integrated Basic Health Care so that CHP's work could be integrated into the HMG/N scheme. CHP began to assist in running integrated Health Posts HPs at Dhapakhel and Bhattedanda. By this time there were 22 MCHs clinics in the district and a Nutrition Rehabilitation Unit established at Chapagaon.

In 1976, the CHP Director was asked to be a member of the Community Health and Integration Committee (date 2032/9/30 Ref. 032/33/238) and the Lalitpur District Health Coordinating Committee asked CHP to establish & run 3 integrated HPs until sanctioned by HMG/N.

Again in 1977 the Lalitpur District Health Committee asked CHP to help in the hilly area of Lalitpur in the areas of livestock management, agriculture and water systems installation. Also the Bhaktapur District Health Committee ask CHP to run MCH clinics in 3 panchayats around Chitapol.

Health Posts were established in Asrang, Badegaon and Bungmati in 1978. One water system was opened by the Shri Ram Hari Sharma, National Panchayat Chairman. Also in that year an agreement was signed for the Administrative Coordination of HMG health Posts and SBH Community Health Programme in the Lalitpur District. (level: SMO and CHP superintendent). CHP then had 26 MCH clinics, 3 HPs and 32 Village Health Workers.

Because many of the development components went beyond the scope of the government basic health programme, the CHP was divided into 2 sectors (health and development and training) in 1980. This was to facilitate the handover of health components to HMG.

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Two letters of note in 1981. The HMG Community Health and Integration Project authorised the Lalitpur SMO to take necessary help from the SBH CHP and use CHP staff (date 2038/1/10 Ref. 2037/38/1045) and that Mr. Shyam Ranjitkar (current CDHP Project Director) should be the Health Inspector for the whole district for technical supervision (date 038/2/2 Ref. 2037/38/1188 and repeated 2041/9/23 Ref. 041/42/1353 Cha); both until a District Health Office is established.

In 1982 the sections were divided into 2 separate programmes, the Community Development Assistance Project (CDAP) and the Community Primary Health Care Programme (CPHCP). CDAP worked in 5 panchayats in the southern hilly part of Lalitpur while CPHCP worked in 31 panchayats.

In November 1982 a letter of Understanding between UMN and HMG Integrated Community Health Development Support Project was signed. This referred to the operational management of Lalitpur District Health Services in a transition period, before a joint programme can be implemented. This document spelt out budget, personnel and supervision procedures for HMG/N and CPHCP.

Finally, in July 1985, CDAP and CPHCP were again joined to form one project, CDHP. This was to fit in with HMG/N's new Decentralisation process, the felt need for a mandate to work in Lalitpur and the expressed need for more guidance and supervision at field level.

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COMMUNITY DEVELOPMENT & HEALTH PROJECT, LALITPUR
LONG TERM PLAN 1987 - 1990

BACKGROUND AND PROJECT DESCRIPTION

Introduction

The UMN Community Development and Health Project (CDHP) works mainly in the Lalitpur District, in the Central region of Nepal. The District has approximately 210,000 people in 41 panchayats and stretches from the Patan Urban area south through the Kathmandu valley to some rugged and remote hills. Most of CDHP's work is in the rural area of the Kathmandu Valley (health only) and in the hills (health and development). CDHP has had a long history of work in the district since 1954, going through several phases. The present structure was formed in July 1985. Presently there is health work in 30 panchayats of the district including 5 health posts (HP), 30 Maternal Child Health (MCH) Clinics, Panchayat based workers (Village Health Workers), Nutrition rehabilitation, health education, community mental and dental health care and work with Traditional Birth Attendants. There is also a small health work in the Patan Urban area and small MCH Clinics in Kathmandu and Bhaktapur Districts. The development work is in the 6 most remote panchayats of the district and includes forestry, horticulture, agriculture, animal health, water system and small irrigation scheme installation, non-formal education, rural industries and food technology.

b. Needs Assessment

In brief the following needs have been identified in Lalitpur:

Deforestation of the hills.
Absolute food deficiency due to poor soil fertility and agricultural practices in the hills. (only 37% have enough food whole year).
Illiteracy (functional literacy rate of 13% in one hill panchayat).
Very little opportunities for income generation (hills)
Malnutrition 43% of 1-5 year olds in one hill panchayat)
High Infant Mortality (97/1000 in one hill panchayat)
High load of infections diseases (Illness in 35% of households during one survey).
No effective scientific, medical care in the hills, except what CDHP provides.

In the district His Majesty's Government/Nepal (HMG/N) runs 9 health posts (eight of which are in the Kathmandu Valley including 4 new HPs) and some immunization and family planning programmes in the valley. Private Medical Halls and Patan Hospital exist in the valley. There are some HMG/N development services planned to expand their programmes to cover whole district. At this stage it is difficult to say exactly which way and when they will enter the CDHP development work area. It seems that there is a place for activities with different approaches, coordinate them and avoid duplication. We await future developments. To date there are no other (non-CDHP) development activities in our work area.

c. Purpose

CDHP seeks to encourage and assist persons and communities to take increasingly more responsibility for their own health and development needs by stimulating community participation, providing technical assistance and encouraging the use of local resources within an affordable economic framework. CDHP also seeks, where appropriate, tc hand over some activities to relevant HMG/N offices/ projects.

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d. Mandates

1. The work area of the health section will be reduced to the more needly hilly area over the next 2-4 years by turning the valley work to either HMG/N health posts or private communities.

   Note: Special aspects of the work in the valley will be safeguarded (see below).

2. Health work in the hills will be rationalised along the lines of HMG/N Ministry of Health Plans by discussions with District and Central Officials regarding a more balanced partnership in running HPs in the hills.

   Note: In responding to an offer to run another HMG/N HP in the hills or District Public Health Office, CDHP will define carefully the aspects of their running that it will undertake.

3. CDHP will step up its training activities in relation to village/ward based workers, in cooperation with local committees.

4. CDHP development activities will be largely completed by 1991 except for especially significant aspects which will be continued longer.

5. Development activities will be confined to the present 6 panchayats except for water system (2 adjacient panchayats) and forestry.

6. Staffing levels will be as follows:

Health	50	by the end of 5 years	(from 120)
Development	20-26	by 1990 .	(from 38)
Administration reduction comensurate with the above			
Expatriots	6-7	by 1991	(from 10-20)

II. PROJECT OBJECTIVES

1. To shift the focus of the health related work out of the Kathmandu Valley to the more remote hilly area of Lalitpur.

   a. To hand over some valley & Bhaktapur MCH Clinics to HMG/N Health Posts or local communities to run, by mid 1988.

   b. To assist 2 local communities to take up ownership & management of their own HP, by 1989.

   c. To establish special mechanisms to safeguard the following special programmes in the valley, either by integrating them into HMG/N HPs or by continuing as specific UMN Programmes.

      i. Community Mental Health Pilot Programme
      ii. Nutrition Rehabilitation
      iii. Urban Primary Health Care Programme
      iv. Traditional Birth Attendants/Volunteers Programme
      v. Community Dental Health Programme
      vi. Provision of training opportunities for students.

2. To work with District Panchayat and Central government officials to gradually decrease CDHPs responsibility for HMG/N Health Posts in the hills, yet helping in the overall management of health care in Lalitpur.

   a. To seek to decrease inputs to sanctioned HPs, by 1990

   b. In answer to an invitation to take over another HMG/N hill HP, to carefully define CDHP's role and inputs.

   c. To convert a present non-sanctioned HP to a 'static clinic' (a drop from 15 to 2-3 staff) run by the local community, by 1991.

   d. If suitable arrangements can be made, to begin functioning as an interim DHO by 1987.

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3. To increase, training activities at ward/village level in cooperation with local communities.

4. To continue forestry work for a further 3-4 years before a forest management phase is entered which may continue for another 4-5 years.

5. To continue present activities in Agriculture, Animal Health, Non-formal Education, Rural Industries and Food Technology but with a planned phase-out in 1990/91.

6. a. To complete water system installation in present panchayats and 2 adjacent panchayats in 2 years. Completed systems would be handed over to local communities for maintenance but with supervision of maintenance by CDHP staff.

   b. To consider assistance for small scale irrigation system in the area and a community owned Mill in Asrang Panchayat.

7. To provide effective health care services in hilly region of Nepal, at appropriate cost as outlined above including support, supervision and the provision of adequate referral services.

8. To experiment, build models and share field experiences that assist in the formation of adequate and appropriate community health care and development systems for Nepal.

Note: Success in reaching some of these objectives depends on local community and district panchayat cooperation and action (factors outside CDHP's control). So it is difficult to forecast the degree of success likely.

III. PROJECT STRATEGY

1. While running and further developing CDHP's present health activities, CDHP will have discussions with local, district and HMG/N central officials and informal leaders to facilitate its shift in focus for health work and gradually decrease its responsibility for HMG/N Health Posts. In some places a withdrawal of services may be necessary.

2. In development components, CDHP will seek to decrease inputs (especially monetary) so as to facilitate phase out. This will include handing some activities over to community control and financing, provision of grants/loans/revolving funds and assistance to set up, private/community income generating activities. Technical input will be needed throughout the planned period.

3. In areas where health and development activities are taking place efforts will be made to integrate and mutually support these activities. This may involve an area-wise common administration.

4. Active training programs will take place at all levels within the project, including the training of volunteers and community members. Staff development for leadership posts will have priority.

5. Health education, prevention measures and appropriate, affordable services will be a priority for health; children, pregnant and lactating women will be targeted.

6. Limited infrastructure will be provided as mutually agreed upon by HMG/N, UMN and District Panchayat Officials.

7. Close co-operation will be maintained with all levels of government while, at the same time, efforts will be made to merge CDHP facilities/services with HMG/N or other agency activities.

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IV. INTERRELATIONSHIPS

1. HMG/N (e.g. district offices, various Ministry of Health Offices and departments).
2. UMN Headquarters and other projects (e.g. RDC)
3. Other Nepal based agencies
4. Professional relationships with others (e.g. Institute of Medicine)

V. COMMUNITY INVOLVEMENT

The community involvement will be formal through committees, and informal through consultations or requests for advice from small groups and individuals. The involvement will be in the providing and sharing of local resources to meet the development needs of the community. Active participation will be encouraged and requested in planning, execution and evaluation of chosen programs.

VI. RESEARCH AND DEVELOPMENT

1. Testing new technology, seed varieties and products with interested people.
2. Rural equipment to be tested by farmers.
3. Various small cash generating activities.
4. Conducting new non-formal education program approaches and evaluation.
5. Farming systems research.
6. Experimentation with ward level systems of health care in a pilot area.
7. Testing new health education materials.
8. Community owned and operated health care facilities.
9. Develop mechanisms to safe guard CDHP's special programmes mentioned above (see II,1 c)
10. Develop a model of a health management structure at district level.

VII. EVALUATION

CDHP will conduct regular evaluations and monitoring of all activities, especially through the Annual Reports. Feedback will be sought from local people, communities and government officials. A mechanism to channel this feedback into our regular reporting will be sought. Modifications to the activities will be made as necessary.

A formal evaluation of the forestry work will be done in 1988 and of NFE at the end of the work in each panchayat.

VIII. PERSONNEL & TRAINING

1. Bearing in mind the shortfall that exists in the supply of suitably quilified professionals at all levels in Nepal, CDHP will endeavor to maintain full staffing levels and provide regular supervision of all field activities.

2. Recognizing a need for on-going education for all levels of qualified staff the CDHP will provide an active program of work related teaching both in the Central Office and in field areas.

3. Staff will be sent on short, work related courses as these arise and staff can be spared.

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4. The project will provide expertise to participate in outside seminars and workshops and provide opportunities within the project to train outside people or give them field experience.

5. Training Plan:

Health Inspector	1 person
CMA	2 persons
Staff Nurse	6 persons
Health Assistant	1 person
MBBS	2 persons
BSc Forestry	1 person
Leadership Training	1 person

PERSONNEL POSTS FOR 1987 - 1990

JOB TITLE	LEVEL	E/N	87/88	88/89	89/90	90/91
ADMINISTRATION SECTION						
Project Director	11	N	1	1	1	1
Business Manager	10	E/N	1	1	1	1
Administrative Assistant	7	N	4	4	3	2
Storekeeper	6	N	1	1	1	1
Storekeeper Asst/Coldchain Sup.	4/5	N	1	1	1	1
Cashier	4	N	1	1	1	1
Clerk Typist	3/4	N	2	2	1	1
Peon	2	N	3	2	1	1
Driver	5	N	1	1	1	1
Driver	4	N	1	1	1	1
Cleaner	1	N	0.5	-	-	-
Mailrunners	1	N	3	3	3	3
Night Watch Man	1	N	2	-	-	-
Total			21.5	18	15	14

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JOB TITLE Development Section	LEVEL	E/N	87/88	88/89	89/90	90/91
Development Manager	10	E	1	1	1	-
Agriculturist (component leader)	9	E	1	1	-	-
Forester/Horticulturist (,,)	9	E	1	1	1	1
NFE Coordinator (,,)	8	E	1	1	1	1
Technician III RI/Water (,,)	8	E/N	1	1	1	-
NF Educator	8	E	2	1	1	-
Community Motivator (Male)	8	E	-	1	1	1
Community Motivator (Female)	8	E	2	2	-	1
Agriculture Extensionist	7/8	N	1	1	1	-
Forestry Technician I	5/6	N	2	2	2	2
Asst. NFEducator	5/6	N	1	1	1	1
Agri. Techn. (Agri, Horticulture)	4/6	N	3	3	2	1
C.D.Technician (Home Sc, RI)	4/6	N	2	2	2	1
C.D.Worker (NFE, Agri, Water)	3/4	N	3	3	2	-
C.D.Jr.Worker (Water, Forest)	2	N	2	2	2	1
C.D.Helper (Nursery Foreman)	1	N	6	6	6	6
Total			29	29	24	16
Health Section						
Health Manager	10	E/N	1	1	1	1
CMO	9	E/N	2	2	1	1
HP Supervisor	8	N	2	2	1	1
MCH Supervisor	8/9	N	2	2	1	1
Dentist	8	E	1	0.5	0.5	-
Community Health Nurse	8	E	1	1	1	1
Community Nutritionist	7	N	1	1	1	1
Health Educator	7	N	1	1	1	1
Sr. Community Health Nurse	7	N	1	1	1	-
Statistical Clerk	4/5	N	1	1	1	1
Asst. Nutrition Field Worker	6	N	1	1	-	-
Health Assistant	6	N	6	5	4	3
Asst.Health Educator	5/6	N	1	1	-	-
Sr. ANM	5	N	4	2	1	1
ANM	4	N	15	15	12	8
CMA/AHW	4	N	10	8	8	5
Sr.CHW	4	N	4	2	1	1
VHW/Jr.CHW	3	N	30	28	24	20
Mukhiya	3	N	5	5	4	3
Compounder	2/3	N	1.5	0.5	0	-
Nurse Aid	1/2	N	7	4	0	-
Orderly	1/2	N	7	7	4	4
Night Watch Man	1/2	N	5	5	4	3
Helper	1/2	N	1	1	1	1
TOTAL			110.5	97	72.5	57
Project Totals:		E	9	8.5	5.5	4
		E/N	5	5	4	3
		N	147	130.5	102	80

Note: 1. Health Section Posts may reduce more rapidly if HMG/N establishes a District Health Office and takes over the responsibilities for all HPs.

2. Posts for 90/91 are very tentative at this stage.

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DEVELOPMENT & HEALTH REGIONAL ACTIVITIES

FACILITY	1987/88	1988/89	1988/90
DEVELOPMENT AREA # 9			
NFE	NFE NFE	NFE NFE	NFE NFE *
A	AAAAAAA	AAAAAAA	AAAAAAA *
F/H	F/H F/H	F/H F/H	F/H F/H
DW (Maintenance assistance)	DW DW DW		
RI	RI RI RI	RI RI RI	RI RI RI*
ASRANG	EEEEEEEE	EEEEEEEE	? STATIC CLINIC
GOTIKHEL	MMMMMMM	? EEEEEE	EEEEEEEEE
DEVELOPMENT AREA # 8			
NFE	NFE NFE	NFE NFE	NFE NFE
A	AAAAAAA	AAAAAAA	AAAAAAA *
F/H	F/H F/H	F/H F/E	F/H F/H
DW	DW DW DW	DW DW DW	DW DW DW *
RI	RI RI RI	RI RI RI	RI RI RI *
CHAUGHARE	EEEEEEEE	EEEEEEEE	EEEEEEEE
DEVELOPMENT AREA # 7			
NFE		NFE NFE	NFE NFE
A	AAAAAAA	AAAAAAA	AAAAAAA *
F/H	F/H F/H	F/H F/H	F/H F/H
DW	DW DW DW	DW DW DW	DW DW DW *
RI	RI RI RI	RI RI RI	RI RI RI *
BHATTEDANDA	EEEEEEEE	EEEEEEEE	EEEEEEEE
DEVELOPMENT AREA # 6			
BADEGAON	EEEEEEEE	?	STATIC CLINIC
DEVELOPMENT AREA # 4			
LUBHU	MMMMMMM		
DEVELOPMENT AREA # 5			
CHAPAGAON	EEEEEEEE	EE (?) MM (For Demonstration & Teaching)	MMMMMMMMMMMM
BHAKTAPUR			
CHITAPOL	MMMMMMM		
KATHMANDU			
PHARPING	MMMMMMM	MMMMMMM	MMMMMMM
URBAN			

E = Extended Health Services (Health Posts) and MCH activities
M = Maternal Child Health (MCH) activities
NFE = Non-formal Education
A = Agriculture
F/H = Forestry/Horticulture
DW = Drinking Water
RI = Rural Industries
* = Ceases after 1989/90.

January 1987.

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Drug Abuse Prevention Programme
United Mission to Nepal
P. O. Box 126 Kathmandu

COMMUNITY MENTAL HEALTH PROGRAM

PROGRAM PROPOSAL OF MENTAL HEALTH EDUCATOR
(Advisor on abuse of drugs)

Program Background

At the 1984 Board Meeting "It was RESOLVED to encourage discussion and research into the feasibility of participation in various community mental health programs, such as a program for the prevention and rehabilitation of drug addiction." Previous to that a proposal had been presented in the HSB Jan'84 "Two features of this proposal that need special mention. First it is envisaged that the program would be a low-key approach, not a large, highly visible project. Second, it is hoped that as the program progresses it will be able to stimulate interest, concern and involvement on behalf of parents, ex-addicts and other members of the public and that this involvement will be cohesive enough to form some sort of group to take up this kind of rehabilitation work itself in the future thus enabling UMN involvement to be withdrawn eventually. Therefore the program proposed to HSB is a time-bond one." Subsequently the position of Mental Health Educator was created as part of the UMN mental health program, to develop this proposal.

Program Description

The program will have a number of aspects:

1. Education with both parents and teachers as well as youths, which would be channelled through school, colleges, youth clubs, parents initiatives etc.

2. Street level involvement with drug addicted people in order to build trust relationships.

3. Motivation and encouragement to self-help groups with the aim of rehabilitation, prevention and self-education.

4. A confidential collection of reliable data on drug abuse.

Program Objectives

1. To create awareness of drug abuse and its "effects" in the community.
2. To prevent drug abuse in the community.
3. To motivate development of drug rehabilitation services in the community.
4. Produce and/or obtain education material using suitable material.

Program Strategy

1.1. Formal education through presentation to schools, campuses, youth organizations etc.

1.2. Informal education through counselling families of drug abusers, their friends, employers etc.

2.1. To develop voluntary network of family and peer support for drug abusers.

3.1. To develop contacts with potential resources, to assist rehabilitation and education programs.

3.2. To identify and link individual families and groups who are interested in developing self-help rehabilitation.

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3.3. To encourage these emerging self-help rehabilitation programs.

Interrelation with Other Programs

Working closely with other organizations as well as any future organization working in this field.

Community Involvement

The program is based on community involvement and their co-operation.

Research and Development

The program will be based on on going collection of data about drug abuse and community awareness and action.

Evaluation

a) In the absense of official data to informally assess the level of drug abuse and community knowledge.

b) Assess what has been already done by the community for prevention and rehabilitation.

c) At regular intervals and at the end of the program to assess change in the above.

Personnel and Training

A salaried Nepali counterpart to be trained to assist in the implementation of the program.

Preliminary Budget of the program see seperate sheet.

Time Span of the Program

At this point it is difficult to assess a needed time span for the program but the minimum should be 3 years and the program should not exceed more than maximum 5-6 years.

in developing self-help rehabilitation.

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

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

~~PHYSIOTHERAPIST For involvement in 100-bed hospital in Kathmandu Valley.~~

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

AKP HH

DROP SHAFT CONSTRUCTION ENGINEER We are excavating a vertical shaft 250 meters deep, 4 meters across, for a hydro project.

RDP ??

GENERAL COMMUNITY DEVELOPMENT WORKER Located in remote project. This worker needs the ability to plan and supervise construction of gravity flow water systems and the ability to organise villagers to work together to complete such types of projects.

AKP HH BPC

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

MANAGEMENT TRAINER/ADVISOR Needed to give management training and advice to UMN-related industries as well as outside entrepreneurs so that they can better manage their businesses.

DCS

OTHER NEEDS TO MAKE USE OF OPPORTUNITIES.

GENERAL

RD Project

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

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

ENGINEERING/INDUSTRIAL/RURAL DEVELOPMENT

Engineers.

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

Business Consultant With experience in industrial accounting, management and marketing; in planning and marketing of small-scale agrobased and other rural industries, cottage industries/handicrafts.

DCS

Cost Consultant/Architect For cost estimating and building design work.

Foresters/Horticulturalists Especially those with experience and who are able to develop new work or administer existing work. Ability to fit in with local villagers, Nepali professionals and aid agency staff is essential. Expertise and interests in nursery establishment, plant propagation, and tree management for fruit, fuel, and fodder production desirable.

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

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

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

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

URGENT NEEDS.

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

ACCOUNTANT OR MANAGEMENT ACCOUNTANT for work in administration and UMN related industries.

SCHOOL BURSAR with experience of financial planning and implementation.

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

BUILDING SITE SUPERVISORS For supervising the construction of homes and school buildings in rural Nepal.

PRIMARY TUTORIAL TEACHERS To teach small groups of primary age mission children in some of our outlying projects.

RDC + RD Asst. X

MAINTENANCE AND WATER SYSTEMS PERSON Need for a practical experienced maintenance worker who can be trained to help build gravity flow water systems in remote needy area.

PHYSICAL EDUCATION TEACHER To be Head of Department in English Medium Regional School for Nepali students.

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

DOCTOR ANAESTHETIST To participate in the surgical programme of a 100-bed hospital, and be involved in training paramedical workers in anesthesia.

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

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

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RDC X
RDPr.

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

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

ADMINISTRATION.

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

HEALTH SERVICES

Secretary/Social Worker To fill need at Patan Hospital.

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

X Nutritionist To study nutrition in Nepal and stimulate help towards meeting the needs of the vast numbers of people with less than adequate nutrition.

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

EDUCATION.

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

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

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

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

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

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

Thelen, Buddy Sydnor

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Gossner Mission

APPENDIX I
EDB-10/87
March 1987

LIST OF UMN POSTS UNDER EDB

	Location and Title	Person		Term	Remarks
A	**SECONDMENT POSTS OUTSIDE EDB**				
A1	**Headquarters**				
	HQ Support Project Director	Keith Smith		Jul-87	
	Bio-medical Technician	Jim Pettibone		Jul-88	-
	Computer Hardware Support	Hans Olofsson		Jul-89	
A2	**Jumla EB**				
	Project Director	John Finlay		Apr-88	EB
	KTS Co-Principal	Offer		Apr-87	EB
	Agric. Course Dept. Co-Head	Norman Holbrook		Dec-87	EB/EDB
	Constr. Course Dept. Head	Roel Dekker		Jun-88	EB/EDB
	Appro. Tech. Exten. Worker	Doug Curry		Sep-88	-
	Senior Site Supervisor	Wim Korstanje		Jun-88	-
	Site Supervisor I	Gordon Russell		Aug-89	-
	Site Supervisor II	John Almgren			-
	Forester	John Studley		May-87	-
A3	**Health Service Office HSB**				
	Engineer/Builder	Tom Wilson	P	Oct-88	-
A4	**CDHP Lalitpur HSB**				
	Development Manager	Markku Voutilainen		Jun-88	HSB/EDB
	Agriculturalist	Finlay Hodge			-
	Horticulturalist/ Forester	Alan Iles	P	Oct-87	-
A5	**Palpa Project HSB**				
	Senior Ag. Officer	Henk Ymker			-
	HASP Programme Leader	Peter Storey		Jul-87	-
A6	**Okhaldhunga HSB**				
	Agriculturalist	Satoshi Mori		Oct-88	-
	Drinking Water/Maint. Sup.	Brian Little		HSB May-87	-
	Community Forestry Motivator	Offer			-

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	Location and Titles		Person		Term	Remarks
A7	Gorkha Project HSB Maintenance In-Charge		Ray Reeves		Sep-89	-
	POSTS IN EIDB AND RDB					
B	**KATHMANDU PROJECT**					
B1	**Office of Functional Secretaries (listed under HQ)**					
	Engineering and Industrial Dev. Sec.		Lionel Mackay		Jul-88	-
	Rural Development Sec.		Peter Quesenberry		Jun-87	-
	Asst. Rural Dev. Sec.		Jim Alexander			
	Administrative Assistant		Shwu Eng Tan		May-88	-
	EDB Consultant		Offer			-
	Personal Secretary	P	Filled by Nepali			-
C	**BUTWAL PROJECT**					
C1	**Project Posts**					
	Project Director	P	Trevor Durston	P	Sep-88	-
	Area Services Officer	P	Ben van Wijhe	P		-
	Guesthouse Hostess		Heather Hunt		Jul-88	-
	Project Nurse	P	Coby van Wijhe	P		-
	Tutorial group teacher		Valerie Roake	EB	Jan-90	EB post
	Tutorial group teacher		Reiny de Wit	EB		EB post
	Campus Lecturer		Vanlal Thiak	EB		EB post
	Evaluation Field Worker	P	Wanda Lovett	P		Temporary
	Evaluation Field Worker	P	Beth Olesen	P		Temporary
	Asha Craft Worker	P	Sangi Thiak	P		-
C2	**Institute of Technology and Industrial Development**					
C2.1	**Development & Consulting Services**					
C2.1.1	**Administration**					
	Director		Trevor Durston	P	Sep-88	-
C2.1.2	**Design Office**					
	Coordinator	P	Vacant			-
	Cost Consultant		Vacant			-
	Architect/Builder		Dave Boston		Dec-87	-
	Struct. Engineer		Tom Moncrieff	P	Feb-88	-
	Surveyor		David Grimoldby		Jul-87	-
	Building Materials Tech.		Vacant			-
C2.1.3	**Rural Electrification Programme**					
	Electrical Eng./Coord.		Ben van Wijhe			-
C2.1.4	**Research and Development Programme**					
	Engineer/Coordinator		Trevor Durston	P	Sep-88	-
	Engineer		Jeff Rollins		Sep-89	-
	Engineer/Instructor		Offer			-
	Engineer		Vacant			-

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	Location and Titles		Person		Term	Remarks
C2.1.5	**Advanced Training Programme**					
	Coordinator	P	Vacant			-
	Instructor	P	Jan Durston	P	Sep-88	-
	Instructor	P	Mike Roake	P	Jan-90	-
	Curriculum Dev. Officer		Vacant			-
C2.1.6	**Tiles Programme**					
	Programme-in-charge	P	Tom Moncrieff	P	Feb-88	-
C2.1.7	**Management Consultancy Programme**					
	Coordinator	P	Jens Olesen	P	Aug-88	-
	Management Consultant		Vacant			-
	Management Accountant		Bill Lovett		Jul-89	-
	Sales/Marketing Cons.		Vacant			-
C2.2	**Butwal Technical Institute**					
	Instructor BTI	P	various BA's			-
	Industrial Training Cons. BTI	P	Vacant			-
C3	**RELATED INSTITUTIONS**					
C3.1	**Office of the Industrial Development Coordinator**					
	Industrial Dev. Coord.		Jens Olesen	P	Aug-88	-
	Representatives on Institution Boards	P	BA's av 1/10 time per Board			-
	Industrial Sociologist		Vacant			-
C3.2	**BEW/NHE**					
	Prod. Manager NHE		Vacant			-
	Eng. & Sales Manager NHE		Olav Wergeland		Jul-88	-
	Electronics Eng. BTI/NHE		Isak Stokseth		May-87	-
	Master Mechanic BEW		Vacant			-
	Quality Control Engineer /Materials Testing NHE	T	Vacant			-
	Electrical Engineer NHE		Aart Stolk		Jun-89	-
	Governor & Control Systems Engineer NHE		Mike Roake		Jan-90	-
	Advisor to General Manager BEW/NHE		Odd Hoftun	P		
	Site Inspector and Commissioning Eng. NHE		Vacant			
	Sales Engineer (Kathmandu) NHE		Vacant			
C3.3	**Himal Hydro**					
	General Manager		Gordon McConkey		Jul-88	-
	Chief Engineer		Joop de Zwaan		Aug-89	-
	Senior Site Engineer		Gary Hafvenstein		Jun-87	-
	Senior Site Engineer		Richard Fletcher		Jun-89	-
	Site Engineer		Magne Vestol		Dec-88	-
	Site Engineer		Mark Gill		May-89	-
	Site Engineer		John Friberg		Jun-88	-
	Site Engineer		Leiv Boyum		May-89	-

Gossner Mission

	Location and Title		Person		Term	Remarks
	Site Engineer		Offer		Mar-90	-
	Senior Site Supervisor		Tom Wilson		Oct-88	-
	Senior Site Supervisor		Vacant			-
	Plant Engineer		Fred Swindell			-
	Quantity Surveyor/Cost Estimator		Vacant			-
	Inst./Maintenance Eng.		Tim Lehane		Aug-89	-
	Project Office Manager	P	Moira Wilson	P	Oct-88	-
	Project Nurse	P	Alison Gill	P	HSB May-89	-
C3.4	**Butwal Power Company**					
	Executive Director		Jens Olesen	P	Aug-88	-
	Design Engineer & Const. Supervisor		Arie de Jong		Sep-88	-
	Manager Operations & Distribution		Vacant			-
	Rural Elect. Planner	T	Dale Nafziger		Jul-88	-
	Linesman Supervisor		Vacant			-
	Electrician Supervisor		Peder Ericsson		Dec-88	-
	Manager BPC Hydroconsult		Mike Francis		Dec-89	-
	Senior Consultant		Ludvig Bakkevig			-
C3.5	**BPF/BWI**					
	Plywood Technician BPF	T	Vacant			-
	Forestry Advisor BPF		Per-Anders Lindgren		May-87	-
	General Manager BWI		Vacant			-
D	**POKHARA PROJECT**					
D1	**Rural Development Centre**					
D1.1	**Administration**					
	Director		Guenter Beyrich/ Willem van Dis		Apr-87	-
	Business Manager		Winnie Lau	T		-
D1.2	**Studies & Evaluation Programme**					
	Programme-in-charge		Bucky Sydnor		May-87	-
D1.3	**Animal Health Improvement Programme**					
	Programme-in-charge		Offer			-
	Veterinarian		Barbara Fargher		Jan-88	-
	Animal Husbandry Spec.		Vacant			-
	Veterinary Doctor		Offer			
D1.4	**Horticulture/Agronomy Programme**					
	Horticulturalist		Gillian Norval		Jun-89	-
	Agriculturalist		Dave Thoresen		Jul-87	-
	Bio-Technologist		Vacant			-

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	Location and Titles		Person		Term	Remarks
D1.5	**Tree Planting/Forestry Programme**					
	Programme-in-charge		Keith Jeddere-Fisher		Jan-90	-
	Silviculture Advisor		Alan Iles	P	Oct-87	-
	Silviculture Advisor		Sabine Hausler	P	Dec-88	-
	Botanist		Vacant			-
D1.6	**Water Systems Consultancy**					
	Water Systems Consultant		Delos McCauley		Jun-88	-
	Assistant Water Systems Consultant		Jim Allen			-
	Erosion Control Cons.		Vacant			-
D1.7	**Rural Industries Programme**					
	Marketing Consultant		Winnie Thuma			-
	Rural Ind. Technologist		Vacant			-
	Rural Technology Cons.		Randy Friesen		Jan-88	-
	Food Technologist		Roydon Chesswas	P	Dec-88	-
	Food Technologist		Vacant			-
	Product Development Cons.		Vacant			-
E	**ANDHIKHOLA PROJECT**					
E1	Area Services Officer	P	Ro Cooke	P		-
	Tutorial Group Teacher		Judy Willis	EB	Jun-87	EB
	Tutorial Group Teacher		Vacant			EB
E2	Project Director		David Ramse		Jan-88	-
	Ass. Project Director		Steve Erickson		Jul-88	-
	Irrigation Prog. Coord.		Steve Erickson	P	Jul-88	-
	Irrigation Engineer		Ernie Thiessen		Sep-89	-
	Irrigation Engineer		Dan Spare		Sep-89	-
	Community Forestry Prog. Coord.		Steve Knisely		Jul-87	-
	Rural Development Worker/NFE		David Cooke			-
	Rural Development Worker - Appropriate Tech.		Stan Visness	P	Jul-89	-
	Rural Development Worker/Forest. Motiv.		Tanja Storm		Jul-89	-
	Rural Development Worker	P	Christel de Jong	P	Sep-88	-
	Business Manager	P	Vacant			-
F	**SURKHET PROJECT**					
F1	Area Services Officer	P	Andrew Bulmer	P	May-89	-
F2	Director		Andrew Bulmer	P	May-89	-
	Agriculturalist		Gerhard Honold		Jun-88	-
	Field Worker/NFE		Vacant			-
	Community Health Educator		Aino Tuppurainen	HSB	Jan-88	-
	Foreste (P) on consultancy basis from RDC					

Gossner Mission

Summary of Posts listed under EDB

A. Outside EDB		A	F+O	% F+O
Totals:	Mar 87	22	22	100
	Oct 86	22	18	82
	Mar 86	27	21	78
	Feb 85	28.5	26	91
	Feb 82	22	20	91

Inside EDB or Related Institutions

B1	EDB	6	5.5	92
C1	Butwal Project Admin.	10	7.0	70
C2.1	DCS	21	11	53
C2.2	BTI	1	0.5	50
C3	Related Institutions	40	26.5	66.22
D1	RDC	23	16.0	70
E	AKP	14	11.0	79
F	Surkhet Project	6	4.5	75

Totals:	Mar 87	121	82.0	68
	Oct 86	101.5	67.5	67
	Mar 86	94.5	58.5	62
	Feb 85	96	61	64
	Feb 82	79.5	42	53

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