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UMN^{ews}

United Mission to Nepal



Carry each other's burdens...

Galatians 6:2



Dear Friends of UMN,

Greetings to you all from Nepal, currently a country suffering in many different ways from insurgency, poverty, oppression and injustice and yet one where we very clearly see God at work.

Over the past months we have taken as our theme "Carry Each Other's Burdens". You will have seen it on the 2005 Calendar, and we used it as the theme for our Annual Conference in May. Wherever we are, whatever our responsibilities, we have the opportunity, and the task of caring for one another- carrying each other's burdens.

The opportunities are diverse as is the ways we can fulfill them. We here in Nepal, are very aware and very grateful for the way many thousands of you all around the world bear our burdens by your support and particularly your prayers.

As members of UMN we have the responsibility and the privilege of helping to bear people's burdens as we seek to serve. Currently here in Nepal, there are so many people whose burdens have become almost intolerable. Inevitably, those are amongst the poorest, most marginalised and most oppressed. They are suffering most from the conflict, the apathy and chaos caused by those wielding power and in many cases, because of who and where they were born- which gender and which caste.

It has been encouraging and exciting to see the numbers of former UMN Projects and Partners transition to Nepali led and run organisations, seeing them catch and develop a new vision and move forward to fulfill that. But this part of the transition of UMN has not been an easy time for everybody. As Programmes, Institutions and Companies have moved away from UMN's ownership and support and as we are setting up the new work, which requires less staff, there have been many staff reductions. In these last months, these have been particularly evident at the office in Thapathali. We have endeavored to be compassionate and caring in this matter, attempting to carry each other's burdens, but inevitably, there has been hurt and discouragement. However, many staff have found new jobs, taken new opportunities using the skills and experience they have obtained in UMN.

We are very conscious that although we can and are called to carry each other's burdens, ultimately and most importantly, it is only Christ that can and has taken our burdens, as He sacrificed Himself on the Cross for each one of us. Despite the sometimes seemingly hopeless situation here in Nepal, daily there are those being added to the number who are called to follow and who take up the challenge to let Christ carry their burdens – this is exciting.

To God be the Glory – great things he has done (and is doing).

Thank you again for your part in His Mission here in Nepal

Best wishes,

Jennie Collins

Jennie Collins
Executive Director

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Message from Board Chairman

Dear Friends,

We have just completed our first two-year cycle under the new governance model approved by the old Board of Directors in 2003. Under the Policy Governance model, the new Board has met four times. Over two years it has completed the development of the basic policy framework necessary to govern the organisation in the years ahead. It has also dealt with significant issues relating to UMN's transition and implementation of the Strategic Plan, 2003-08.

Mission" and led the Assembly through a case study from the experiences of EFICOR among the Malto people of India.

The Executive Director and others on the leadership team updated the Assembly on the current status of UMN and the context in which it continues to operate. Much progress has been made in fulfilling the objectives of the strategic plan begun two years ago and the GA was encouraged by the positive reports coming from the new clusters. Several Members made site visits following the meetings.

and socio-religious environment of Nepal.

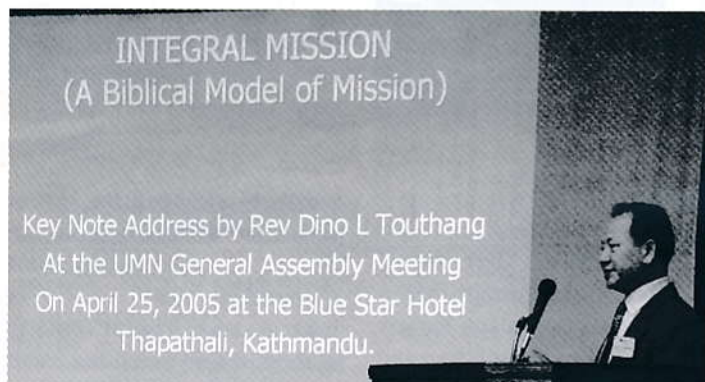
The Leadership Team facilitated several interactive sessions with the Assembly. One was intended to help discover ways in which UMN and its Members can help each other in the mutual fulfillment of mission in Nepal. Another focused on the meaning of "membership" in UMN. The Board and Leadership Team will use the input from both sessions in future planning for the organisation.

A new board was chosen. New members Mahendra Bhattarai, Bal Krishna Sharma, Sareeta Thapa, Saara Kalaluka, Bernd Krause, Grethe Raddum, and Sandy Sneddon join Jennie Collins, Jeewan Gurung, Gary Hafvenstein, Liz Russell, Dino Touthang, and Adrian Watkins on the Board for 2005-07.

Finally, both the Board and the General Assembly spent time in reflection and evaluation of the past two years. Although there have been significant difficulties and challenges, and some mistakes along the way, there



Gary Hafvenstein



Dino Touthang presenting keynote address on integral mission.

The General Assembly (GA) met for the first time since the new model was put in place two years ago. Some 40 people representing Member Bodies, Affiliated Member Bodies, the Christian Community in Nepal, the Leadership Team, and other guests met in Kathmandu over a period of three days. There were opportunities for worship and prayer, for receiving of information, for discussion of issues, and for input towards the future of UMN.

UMN Board member and Executive Director of Evangelical Fellowship of India Commission on Relief (EFICOR), Dino Touthang, presented the keynote address on "Integral

A new requirement for renewal of UMN's five-year general agreement, which comes up in November 2005, is that as an INGO, UMN must be registered outside Nepal. The Executive Director reported that, as of 3 March, the United Mission to Nepal Limited was incorporated as a not-for-profit company in the U.K. to hold the registration of UMN in the future.

Several leaders from the Nepali Christian community presented a paper entitled, "The Church in Nepal in 2005". The paper asked the question, "What is the role of the church in Nepal today?" and identified challenges and opportunities faced by the church in the political, economic



UMN leadership interacts with general assembly representatives.

has also been significant progress towards the future. We recognize God's hand at work and this gives us hope. These are exciting days to be engaged in mission with UMN in Nepal.

Highlights of fora presentation



Christine Preston
Programme Director
Counterpart

Participants at the General Assembly had an opportunity to share their experiences at a series of fora based on four of UMN's strategic directions/area of work.

Poverty: in search of root causes

- facilitated by Martin Butterworth and Avinaya Shah



UMN Mugu potential partners carrying out situation assesment survey.

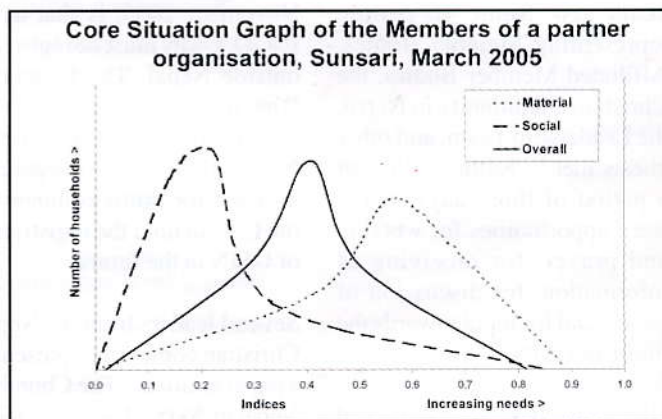
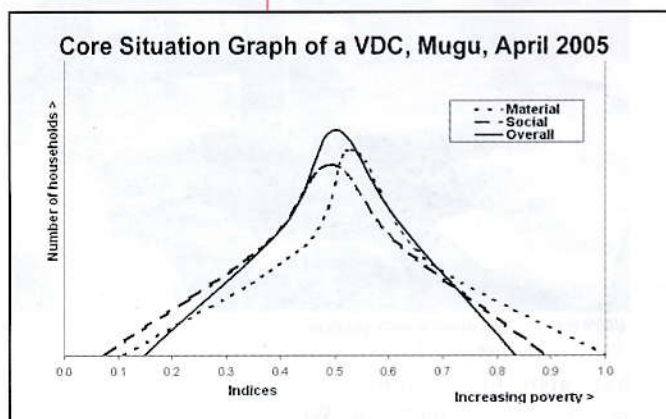
To stimulate discussion, the forum opened with participants plotting their nation's position on a 'poverty line' and then estimating the position of Nepal. Addressing the root causes of poverty requires identifying the causes for each community or partner constituency with whom

UMN is working. Over the past year, UMN has established a Situation Assessment Survey Tool specifically for Nepal and the needs of UMN. The tool has been successfully tested in both hill and peri-urban situations. The results of the field testing were shared and discussed.

The tool is intended for use by UMN partners to assess their communities from the UMN perspective, particularly strategic directions and areas of work.

The tool has been shared with potential partners in Sunsari and Mugu, control communities identified, volunteers trained, data collected, analysed and results are now ready for use.

Twelve General Assembly members attended the forum and raised questions about use of data, credibility and ownership as well as internalisation. Useful contacts of those within Nepal and South Asia who are working on defining poverty and working on root causes was also shared.



Data from the Core Situation Survey is made available to the Partner Organisations as a table of indicators. The data is also used to provide a graphical representation which indicates distribution or variations within the community. On the graph a high index represents a poor or needy situation and the vertical axis is the quantity of households having that index. In addition to the overall situation we separate material and social factors as these often contrast dramatically. In some communities we have found a wide distribution, whereas in others a steep peak on the graph shows that most of the community has a similar situation.

Partnership and Capacity Building

- facilitated by Diana Pradhan, Wolfgang Grahm, Lakshmeshwar Mahato and Arjun R. Pandey

The Mugu and Sunsari Cluster Team leaders shared the partnership process to date from their very different geographical and socio-economic working areas.

The Management Development Training Programme was demonstrated and received with great interest. There was a brief introduction to e-learning.

The partnership process with emphasis on technical and organisational capacity building was explained in detail:

- ♦ Selection of partners
- ♦ Relationship building; preparation of profile; orientation programme
- ♦ Organisational/Technical/Poverty Assessment
- ♦ Data collection/understanding each other/identification of critical issues
- ♦ Action planning
- ♦ To address organisational and technical critical issues/define resource and responsibility sharing

Implementation Trainings and workshops/mentoring and coaching/consultation and secondment/skill development

Evaluation assessing each activity/revise plan or continue or terminate

Participants asked many questions about UMN's approach, processes and

progress to date and asked for documentation of process and strategies. There were also questions focusing on relationship with the Christian community, peace and conflict transformation, other INGOs, the Management Development Training Programme and knowledge sharing. It was commented that UMN appeared to be well ahead of some of their own organisations.

UMN Partners

Mugu

- ☞ District Health Office
- ☞ Women Development Office
- ☐ Local Higher Secondary School
- Malika Community Development Centre
- Chhayachhetra Community Development Centre
- Nepal National Dalit Dev. Forum
- Rural Community Development Centre
- Rural Community Organisation
- Nepal Red Cross Society
- Rini Moksha Society Improvement Centre

Sunsari

- ☞ District Health Office
- ☐ BP Koirala Institute of Health Sciences (HIV/AIDS - testing and counseling)
- ☐ Purwanchal Gyanchakshu Vidhyalaya
- Nepal Chelibeti Apanga Mahila Samaj
- Samudayik Sewa Kendra
- Ramganj Yuba Club
- ★ SEWA Saving and Cooperative
- ☼ Naba Jiwan Samaj Sewa Christian Community

Types of Partners

- ☞ HMG/N
- ☐ Institutions
- NGO/CBO
- ★ Cooperatives
- ☼ Christian Organisation

Peace and Conflict Transformation

- facilitated by Bal Kumari Gurung and Sanu Raja Ranjit

An introductory presentation shared UMN's four strategies and what has been achieved towards the fulfilment of each.

- ♦ Identify and join peace networks inside and outside Nepal
- ♦ Recruit/develop people with appropriate skills
- ♦ Identify those working in Peace in its working areas
- ♦ Build capacity for peace

Participants walked through a poster presentation of the Mugu Conflict Analysis completed in January 2005 which stimulated much interest and comment.

The forum continued with a presentation on problems, opportunities and future plans which led into a lively discussion. This was the most popu-

lar forum attended by nineteen GA members who contributed international contact details, challenged the presenters regarding UMN's definition of Peace and advocated all to begin international lobbying.

HIV/AIDS

- facilitated by Dr. Linda Caringal
and Dr. Maureen Dar Iang

The introductory walking display updated participants on the distribution of estimated HIV cases in Nepal and the latest cumulative data as well as three scenarios of the progress of the epidemic.

There was an interview with a young adult which highlighted the stigma and social challenges faced by someone who is found to be positive. This ex-intravenous-drug user's HIV status was discovered when having a blood test before major surgery.

The mother immediately abandoned the person who had life saving surgery and is currently living in a supportive rehabilitation centre.

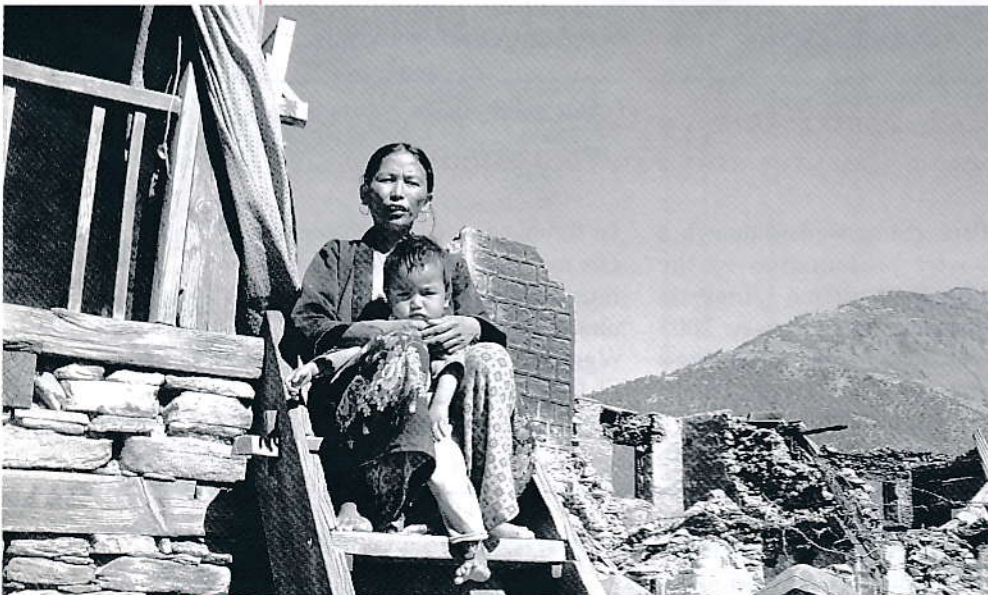
The forum continued with sharing on the response to HIV/AIDS by NGOs, civil society and the government. Two possible scenarios for cluster based Prevention and Advocacy as well as Care and Support were shared.

Participants contributed their experiences in other nations.



Dr. Linda facilitating session on HIV/AIDS.

There was one additional forum on **Security** facilitated by Ashok Maharjan.



Her home in ruins around her after an attack.

Participants were asked to review the response of UMN to recent specific security situations, score each response as excellent, good, adequate or poor and make suggestions as to what could have been done better. The four situations were:

- ♦ Political parties and student organisations' demonstrations
- ♦ Sudden outbreak of violence and curfew
- ♦ Bandh/Kathmandu blockade
- ♦ Communication blackout

Although this was the least well attended forum, it received interesting and useful feedback.

Transition Update

I write this as one of the last things I will do in UMN Transition! How time has flown! We started transition in May 2003 with over 100 'units' - programmes, projects, partners, institutions and sections. Our task? To creatively divest, hand over, phase out or close down UMN directly implemented activities by 25 November 2005, and to do this in a caring, compassionate and orderly way. We set ourselves a target of the end of the financial year 2005 to achieve the bulk of transition. We knew that we would never achieve the *caring and compassionate* transition of **all** 'units' by November 2005, so some that were particularly complicated or in need of extended support we decided to continue to partner with up to 2008 - but we were aiming to have *no direct responsibility* for any project, programme or institution by November 2005, and if possible by July 2005. So how have we done?

The Projects and Programmes

Transition Team have been extremely successful in achieving their targets. The former staff NGOs that came out of the *Mental Health Programme*, *Community Development and Health Programme*, *Nutrition Programme*, *Oral Health Programme*, the *Rural Development Centre* and the *Sakriya Unit* all completed their transition on 15 July 2005. *Lalitpur Nursing Campus* also completed its transition on the same date. They all graduated as partners of UMN, having had their capacity built as part of our caring and compassionate approach. The *School Partnership Programme* completed its project in Syangja

after a thorough evaluation producing key learning for the Education Technical Advisors. They will now have to decide whether and how to try to replicate this approach to local school capacity building in cluster areas. The Scholarship Programme was transferred to the **Programme Team** to be part of the new approach.

originally committed to this programme until July 2008, and so we are honouring that commitment, but OHP is already working in partnership with an NGO *Oral Health Care - Nepal*, seeking ways to build their capacity and ability to continue this work after OHP closes. *Tansen Nursing School (TNS)* has formulated a new constitution for an independent nursing school affiliated to the



Paul Wright
Transition Director



Partners thank and appreciate the care and support provided by UMN.

Programmes continuing beyond July 2005 include the *Yala Urban Health Programme (YUHP)*, which continued its excellent partnership with the Lalitpur Municipality, building government and community capabilities to support urban health initiatives. YUHP will conclude as planned in 2006 and plans are in place for handing over and downsizing during the next year. The *Oral Health Programme* has done some excellent work over the last year in community oral health. UMN

Council for Technical Education and Vocational Training (CTEVT) and this constitution now has to be agreed by the CTEVT Board. This is slightly later than we had hoped and so the current agreement between UMN and CTEVT to operate TNS has been extended to November 2005. The management of these three programmes and their transition has been handed over to the new, smaller **Transition Team** from 16 July 2005.

The **Partner Transition Team** has also completed its work. A final 15 partners graduated on 15 July 2005, completing a comprehensive capacity building programme that has equipped and strengthened indigenous organisations across Nepal and has resulted in direct ongoing donor relationships with a number of them. The Partnership Programme will be closing off auditing, reporting and other administrative activities until October 2005, after which closure will be complete. The *Non-Formal Education Support Office (NFESO)*, *Disaster Preparedness Programme* and *Advisory Group for Nepali Women* were also all closed on 15 July 2005 as planned. The functions that these programmes performed will be taken on by the relevant technical sections in the Programme Team, and some time was spent in handing over knowledge resources. The publication and distribution of UMN materials that was formerly carried out by NFESO was out-sourced for a trial period to a new NGO set up by some former UMN staff, *Education Resource and Development Centre, Nepal*.

transition period, it was only from December 2004 that a consolidated plan to bring them all together in an orderly way was implemented. The **Support Services Transition Team** has done an excellent job in setting up a new **Facilities Team** with **Logistics** and **Compound** sections that will access services largely only for UMN

UMN is committed to capacity building *Gandaki College of Engineering and Science (GCES)* up to 2008. It had been unclear whether the GBS Education Trust, registered last year, can own a college or not. Now it has been made clear that GCES can operate as a separate wing of GBS Trust.



Handover of 1st phase transition to the new Team.

Corporate and Programme Teams and Clusters. This transition also completed on 15 July 2005, sadly with the loss of around 16 jobs at HQ. The **Facilities Team** is now part of the new **Operations Team** at UMN HQ.

Many of the targets of the **Institutions Transition Team** have been frustrated by delays caused by bureaucracy, which means that although all other closure activities are complete, including share payment, *Butwal Plywood Factory Pvt. Ltd.* is still awaiting de-registration. A final attempt is being made, at the request of the HMG appointed chair, to recover an outstanding debt of *Developing and Consulting Services*, thus delaying its closure. The transfer of *Butwal Technical Institute (BTI)* under the Industrial Enterprise Development Institute (IEDI) is in process but awaiting the decisions of HMG boards.

Meanwhile, the transition of *Jhimruk Industrial Development Centre Pvt. Ltd.* has been delayed by UMN pending related decisions on the ownership of the UMN HQ property at Thapathali. However, seconding partnerships with the NGO *People Energy Environment Development Association* and *Nepal Hydro Electric Pvt. Ltd.* were successfully concluded, and the management of the UMN relationships with *Butwal Power Company* and *Himal Hydro* and *General Construction* was transferred to the UMN **Finance Team**, so some targets were achieved in amongst the frustrations. The remaining work of institutions transition, including secondments to Kathmandu University (and its related institutions), and capacity building of BTI and GCES was transferred to the new **Transition Team** as from 16 July 2005.



UMN thank and appreciate partners' contributions.

Although support services at UMN HQ have been changing gradually for nearly the entire

The **Hospitals Transition Team (HTT)** has been working hard with His Majesty's Government of Nepal (HMG/N) to take forward the transfer of Okhaldhunga and Tansen hospitals to the Christian NGO, Human Development and Community Services (HDCS). Unfortunately this has been delayed by the various changes of government personnel and the lack of continuity in understanding about the UMN/HDCS agreement. However, handover to HDCS under the agreement signed in September 2004 continued with the transfer of the HTT staff and the loan of its resources to the HDCS Health Service Directorate, who will continue to provide practical support to the hospitals. This marks the achievement of a major objective under hospitals transition – the transfer of hospital support services by July 2005. UMN has written to HMG/N with a suggested future independent governance structure for Patan Hospital, with UMN representation until 2008, and is awaiting a reply. Transition of the hospitals is therefore now reduced to governance and ownership issues, with some capacity building work of HDCS, and this will be carried out by the new **Transition Team** at UMN HQ.

In **Expatriate Children's Education**, *Kathmandu International Study Centre* is still pursuing independence facilitated through HDCS, and it seems a decision at HMG cabinet level is needed for permission for the NGO to operate an international school. *Kathmandu Tutorial Group* will continue to operate until July 2006 with some additional children in anticipation of a possible merger with KISC in the future. Transfer of *Tansen Tutorial Group* to the Health Services Directorate of HDCS



UMN staff mark completion of 1st phase transition.

will begin once a handover agreement with HMG/N is signed. Meanwhile, the operation of both groups is dependent on staff resources being available. Management of KISC transition will remain with the new smaller **Transition Team**, but tutorial groups, in anticipation of needs in the Clusters, will be managed by a new education section set up within the **Personnel Team** at UMN HQ.

In terms of sheer numbers, transition is around 80% complete, with 82 'units' independent of UMN, transformed into something else or closed. Much has also been done towards the process of transition for the others, and by November 2005 we are expecting to reach our target of UMN having no direct responsibility for its former work. Therefore the bulk of the work in transferring ownership and governance *has* been done, and mainly capacity building partnerships remain. For many, this is a sad time of bereavement for UMN, but we should also remember the long held ideal that some day, the Nepali church would feel the Spirit's prompting to reach out to the poor and needy of the land – the elusive Nepalisation of UMN. So, in keeping with

the Christian experience of death, it is also a time of great hope and expectation as we anticipate the new life and *promised land* that will result after passing through the *Jordan waters*. The passing has not been easy for all – for some the waters did stop as their feet



Jennie Collins on behalf of UMN, thanks and appreciates staff contribution.

touched the waters' edge; for others it was a difficult swim as they were swept along in a fast and dangerous current. My prayer is that everyone who has passed through the 'transition waters' would know and experience a land flowing with milk and honey thereafter.

Exciting events in the clusters



Shaba B. Gurung
Programme Director

New staff appointed.....new areas visited.....the first multi-district cluster.....the first female Cluster Team Leader.....the partners' commitment from various backgrounds and interests...

Currently, four out of five clusters are in operation with Rukum cluster planned to be operating by late 2005. Sunsari and Mugu clusters have already begun working with local partners while Rupandehi and Dhading offices have just been set up.

education. The cluster team is also working towards building the capacity of Nepali faculty at BP Koirala Institute of Health Sciences. Five organisations have been identified for major inputs and trainings to build their capacity as organisations.

Two examples of Sunsari Cluster partners carrying the burdens of others are seen in these sketches:

Nepal Chelibeti Apanga Mahila Samaj (NCAMS) members through conducting a survey in their ward have been alerted to the needs of the migrant *majhi* community. This caste is traditionally fishermen who now work just six months in the brick fields and for the rest eat whatever they can crop from the hedgerows and field edges. The children rarely attend school as the whole family

moves to the brick fields. Also there is almost never enough money for school uniforms. To be a member of NCAMS, one must have a serious disability. Yet this group is looking beyond themselves, running non-formal education classes in the village and being concerned for the needs of others.

Ramganj Yuba Club members are a delightful well educated group in their mid 30's. Two years ago, they began working with the landless Musa community by forming saving and credit groups. Since then, they have begun to understand what it feels like to be disenfranchised and landless. Thanks to their struggle and work with the community, 10 members now have citizenship papers. This has given each person an increased sense of dignity and identification as

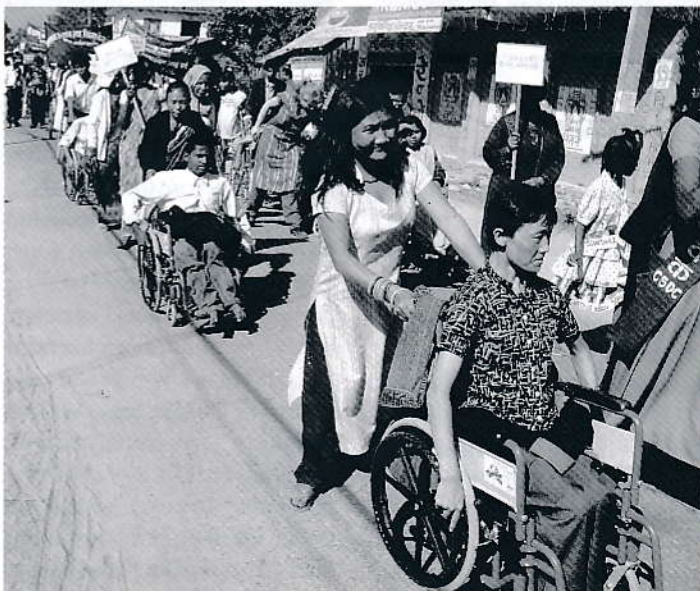


Sunsari is a Terai (low flat land) district of southeast Nepal. It is densely populated with a wide range of ethnic groups. Some people are well established but migrants and indigenous people are poor and lack access to basic resources.

The cluster team with visits from technical advisors have identified potential partners who are involved in the following areas of work:

- ♦ Education
- ♦ Enterprise Development
- ♦ HIV/AIDS
- ♦ Women and Children

Two higher secondary schools have been selected, and up to 12 primary schools, for technical capacity building of teachers as well as governance and support structures. Two potential partners have been identified to work in non-formal



Partner organisations participate in awareness programme.

a legal citizen of Nepal. It is also the passport to being able to be employed in a factory, attend college, vote, buy land, open a bank account and so much more!

Mugu is a very remote district and is deprived of many basic facilities including education, health, transportation and communication. It is the least developed district in Nepal.

After different phases of visits by Technical Advisors, consultations and inputs from different people, UMN Mugu prioritised the following areas of works:

- ♦ Education
- ♦ Food Security
- ♦ Women and Children
- ♦ Relief

With seven potential partners shortlisted, the Mugu cluster will work with the higher secondary school and primary schools to strengthen their teaching and management while providing scholarships to poor, disabled, low caste and children from internally displaced families.

The team is moving ahead to identify *dalit* community girls studying in schools in class five and six and encouraging them to apply for admission to school before the start of the new academic calendar so that they can continue their education.

Mugu has also been designated as a *Safe Motherhood District*¹. The district aims to reduce maternal and infant mortality rate by promoting the use of skilled birth attendants and providing emergency obstetric care. There are programmes which create awareness on the importance of safe motherhood at the community level.

Action planning workshops with both the community and the hospital will be conducted during the coming year and will include an additional focus on child health. The new Women and Children Officer, staff nurse, Shar Maya Tamang is settling into her role, building relationships with the local Traditional Birth Attendants as well as partner organisations.

into the job, she finds it a challenging task communicating with the locals and convincing them. She also supports the hospital working in the antenatal clinic once a week.

Working with local partners in Mugu is proving a big challenge for the cluster team, as the insurgency has caused work to be restricted to 4 out of 25 Village Development Committees (VDCs). Despite the situation, the locals are making concerted efforts to move on with normal life.



UMN helped establish a library in Mugu higher secondary school.

Ten months have barely passed since Mugu was the target of a Maoist attack. On 1 October 2004, a Maoist attack destroyed government and some NGO buildings in Mugu district headquarters. Fortunately, the UMN office there remained unscathed but lost technical equipment such as a satellite phone and camera. Following the attack, UMN helped some families affected by the attack, and children from internally displaced families with education support and school enrolment. In June 2005, UMN also helped establish a local library. Services like counselling and training for the partner organisations in the '*Do No Harm*'² approach and *Debriefing* methodology have been widely appreciated.



Shar Maya involved in training and health counselling.

The Scholarship Fund and the Rehabilitation Child Fund in Mugu is enabling more and more young people to fulfil their potential. Young people are becoming advocates in their communities for change.

A recent graduate in nursing, Shar Maya is involved in imparting Traditional Birth Attendance training and health education training to partners, church committee members and schools in Mugu. Four months

¹ Nepal has one of the highest rates of maternal mortality in the world.

² '*Do No Harm*' approach is a popular concept that analyzes the context of conflict and what factors divide or connect people.

Rupandehi lies in the Western development region adjoining the Indian border. Because of the open border with India, rising female trafficking is a grave problem facing the district. HIV/AIDS is a major concern here.

Keeping in mind UMN's desire to encourage more women in the workforce, women employees in cluster teams have significantly increased. Rupandehi, Kapilvastu and Nawalparasi is the first multi-district cluster where the team is headed by Bal Kumari Pun. With six years



UMN multi district cluster leader, Bal Kumari Pun.

experience in the Nepal UK Community Forestry Project under the Department For International Development, she also worked for the Livelihood Forestry Programme for four years. She says, "I want to make UMN's strategies successful."

Dhading, a couple of hours from Kathmandu by road, is a beautiful hillside area. Dhading District has many Christian groups in the northern part but there the burden of poverty is accentuated by poor communication and rising security concerns.

Located along the Kathmandu-Pokhara Prithvi Highway, truck drivers frequent the area with a corresponding increase in commercial sex workers. As a result, HIV/AIDS in the area has



A village in northern Dhading.

become a growing concern. In addition, a lot of youth have been displaced by the conflict, with most choosing to flee to India or the capital.

Another area of work the Dhading cluster is focusing on is Food Security. Challenged by the food shortage in most northern parts of the district, UMN will get involved with local partner organisations to make food available and accessible. The cluster will also organise income generating opportunities to raise the purchasing power of locals.

Programme Director Shaha Bahadur Gurung travelled with Rupandehi and Dhading teams on an initial introductory visit to build relationships with key

local government authority people e.g. Chief District Officer, Local Development Officer. The team received positive responses and cooperation from the local bodies.

Since UMN is a learning organisation, its Programme Team now meets every four months for a Learning Review in which we share, reflect, learn and plan. This is a time to rejoice over all the encouragements as well as share and carry one another's burdens, hard decisions and discuss expansion plans. The May Learning Review ended with each team member making a personal commitment to do justly, love mercy and walk humbly with God.



Learning review.

Experiences from Sunsari

In January 2005, Jan and Maaïke Glasbergen from the Netherlands arrived in Nepal. Since March, they live and work in Itahari, Sunsari district, in the southeast of the country. Itahari is a busy and fast growing town on the crossing of the East-West and North-South highways. The couple, part of the Sunsari Cluster Team, work in the area of Enterprise Development and Organisational Development.

Many are already aware of UMN's decision to change its strategy from implementing programmes to 'capacity building' partners in order to let local agencies develop into stronger, independent and sustainable organisations. The transition has not been easy, especially since a majority of Nepali NGOs have grown accustomed to the approach of INGOs implementing their own programmes through local NGOs. This means that local NGOs often do not have their own programme but only implement 'readymade' programmes from INGOs.

For Jan and Maaïke, it is a challenging task just trying to explain and convince potential partners of UMN's new strategy. As they write from Sunsari, let's hear their account of the progress they have made.

Right from the start, the Sunsari cluster team explained to potential partners the UMN approach. Despite this, we experienced that some of our partners had the expectation that in time, a UMN programme with additional funds would follow. Again, the team had to explain that this was not how we worked. That UMN does not provide a 'readymade' programme. We would like to give you an idea of the UMN approach in the Enterprise Development area of work.

In June this year, the Sunsari Cluster team started enterprise development activities with two partner organisations. Both have saving and credit groups. We asked them to form an "Enterprise Development (ED) core team" with representatives from the saving groups. We then asked the core team to identify the problem they wanted to solve with ED. They

said it was the problem of insufficient income.

Following this, we discussed the causes for not having enough income. It was a long session and the core group came up with a long list of causes. Next step was to encourage the ED core group to find solutions to eliminate the causes. After a day of hard work, the discussion of the group resulted in an extensive list of solutions. The group prioritised these solutions which resulted in a shortlist of activities. Both the causes and the solutions are a result of the input of the partner: these are their ideas and not ours! UMN supported that process and is now together with the partner looking for a way to organize the activities within the partner's organisation.

This is all new and exciting, for UMN, for the partner and for us as individuals. The challenge the Sunsari team faces is that

several stakeholders expect quick results. Our partners do not immediately see benefits: they have to invest time to talk and to think while their community and organisation members expect concrete activities. UMN, including ourselves, would like to see tangible results, especially since Sunsari and Mugu are the first clusters that work according to the new strategy. Nevertheless we all have to be careful not to choose too easily for quick answers because they might not solve the real problem or they might turn out to be unsustainable in the end. We need to find ways to really address the root causes of poverty. Therefore we are seeking guidance and wisdom from God in this process and we trust that He will provide this. For now we have the feeling that we are moving in the right direction.



Jan and Maaïke Glasbergen.

KISC Update



*Khim Kandel
Administrator
KISC*

Kathmandu International Study Center (KISC) celebrated another successful year at the Blue Star Ceremony on 30th June, joining together with representatives and friends from United Mission to Nepal, International Fellowship (INF), Human Development and Community Services (HDCS) and other organisations.



The winning team poses for a photograph after clinching the title.

11 students from 8 different countries graduated from KISC. They move on to "positively impact their worlds". Their leaving speech was an inspiration to us all to love each other well and use the talents and gifts God has given us for the good of the country that we serve in.

In July, eighty former and current students, staff and parents got together for the *KISC Germany Reunion 2005*. All the former students particularly enjoyed catching up with the news, views, and latest hairstyles of each other as they stayed up late recalling memories and making new ones.

The programme consisted of fun, fellowship, football, food, and a great talent show (The Barker and Fryer Boy Bands plus Subaas Gurung and Kim Janssen performed incredibly well).

One of the highlights of the reunion was a football tournament between 4 teams.

Grace Penney, former Principal, was declared as the best player as she scored 5 goals and Mr. Artur Dillmann was declared the most entertaining player!!

A big thank must go to the Dillmann family for all their hard work to arrange this reunion. The next reunion is planned for Easter 2007 in Kathmandu. Please pass this news on to anyone that may be interested to attend.

The new Principal, Judith Ellis, shared the new vision and future plans of KISC which is to teach the advanced truths found in the Bible so that our lives and the lives of others can be transformed. (See Hebrews 5 v 11 – 6 v 6) and Ephesians 4 v 14-15 which says:

"Rather than being tossed let our lives lovingly express truth in all things, speaking truly, dealing truly, living truly. Enfolded in love". (Amplified Version)

The 'saathi of KISC', a network of students, teachers and supporters of KISC from around the world was also introduced and all the participants signed to become a friend of KISC.

THE FUTURE OF KISC

We all are looking forward to an exciting expansion. Plans are ready to run a primary section from August 2006. We will also be providing a teacher training programme for Nepali teachers as soon as we get our legal status from Government. We submitted the agreement to the Ministry of Education a few months ago. There has been some progress but it is not fully finalized yet. Please continue to pray about it. Congratulations to UMN for getting their general agreement through. Thank you for your continued support, encouragement and prayer for KISC.



Students graduate from KISC 2005.

News from Mugu

Kirsti Kirjavainen, from Finland has worked 28 years with UMN. Currently she is Mugu Team Leader Counterpart.



Mugu partners participate in advocacy workshop.

aspects, analysing the context of conflict in Mugu and what factors connect (connectors) or divide people (dividers). The participants also became aware about the impacts of resource transfer and implicit ethical messages, which could play a major role in connecting or dividing. This concept supports a basis for peace and harmony and it is a challenge for the aid organisations.



Kirsti Kirjavainen

As part of the capacity building process, UMN Mugu organised and facilitated two different orientations, "Advocacy" and "Do No Harm" workshop for 2 partners and 7 potential partner NGOs. The purpose of the "Advocacy" workshop was to create awareness about advocacy, what it means, what issues to advocate for and how to face the challenges brought by advocating.

The participants were able to identify some issues on a broader level that they thought they could advocate for. They were: food security, children at risk, maternal health, *dalit* discrimination etc. By the end of the workshop, all participants had understood that advocacy was not just gathering a group of people, shouting slogans and speaking for a cause at the national level.

The outcome of the workshop is that the NGOs can have a significant role in the changes that can be brought about in family, community practices

such as sending both boy and girl to school, seeking medicinal treatment from the health posts/hospitals and finding best agricultural practices that are suitable for them.

Similarly the "Do No Harm" concept was introduced to the partners. The purpose of the orientation was to make them aware about the basic principles of "Do No Harm" approach and its application in the work situation. The main theme "do not add fuel to fire" was also clarified during the orientation. This is important to know while providing development aid in conflict situations. The participants were led through an introduction of self-realisation of one's behavioural



Partner organisations participate in Do No Harm approach orientation.



Visit to potential partner Nepal National Dalit Development Forum.

Local witchdoctor's wife participates in traditional birth attendant training in Mugu!

The District Health Office and UMN Mugu partner organisations Chhayachhetra Community Development Centre (CCDC), Rinimoksha Samaj Sudhar Kendra (RSSK), Rural Community Organisation (RCO) organised and conducted a 2 day refresher training for 81 Traditional Birth Attendants (TBA) coming from Ruga, Rowa and Pina Village Development Committees (VDC). Since then, the TBAs have conducted 507 deliveries, created awareness about safe delivery, and encouraged antenatal care checkups and home care.



Mugali TBAs participate in training.

What difference training makes for these village women! Read some of their stories...

Ms. Panchasila Rokaya-Ruga VDC ward no. 2: Married at the tender age of 15 to a man 7 years her senior, Panchasila now 40 with 3 grandchildren is very determined and eager to learn. She had altogether 15 pregnancies with 3 miscarriages and 7 deaths. She remembers her sufferings; delivery alone in a cowshed, no care and love, no help, even cutting the umbilical cord with a stone! She was not even allowed to eat and drink properly and was not encouraged to feed her baby with the first milk. Now with the

training, she is very eager to teach and help others so that they do not have to suffer the way she did.

Mrs Kali Kami age 40, mother of 6 children from Ruga, Lapa ward no 2: With 4 children dying at young ages, Mrs. Kami wanted to learn after having seen other TBAs working in her village.

One TBA is the wife of a local witchdoctor. This is the same witchdoctor who had a vasectomy when his wife was sent to Patan for rehabilitation. Imagine our joy and excitement as he came to tell us that he had sent his wife for TBA training. Times are changing!



TBA practice skills.

Similarly 20 new TBAs from Ruga VDC were also trained for 5 days at the District Hospital with cooperation and support from local partner CCDC.



Mugali women carry heavy loads of fodder.

UMN signs new 5 year general agreement

On 26 July 2005, UMN entered into a new 5 year General Agreement with the Social Welfare Council, Kathmandu.

In a brief ceremony at the SWC office, UMN Executive Director Jennie Collins and SWC Member Secretary

Dr. Prabha Basnet signed the agreement under which UMN committed to a financial input to Nepal of US\$ one million per year.



Jennie Collins and Dr. Prabha Basnet sign five year agreement.

During the period of this new agreement, UMN will focus on partnering with local organisations so that they can carry out their own work more effectively. UMN's work will be centred in Mugu, Sunsari, Rupandehi, Rukum and Dhading.

Condolence

Published May 12, 2005 in The Herald

Dr Margaret Winifred Anderson, a missionary doctor who helped pioneer medical work among women in north India and Nepal, died aged 100 on May 12.

Win Anderson was born in Glasgow in April 1904. She was the oldest of seven children, her father being a partner in Templeton's Carpet Factory. She attended Laurel Bank School from 1915-1923 and then Glasgow University where she qualified in medicine in 1929.

Win went out to India in 1932 to work with the Zenana and Bible and Medical Mission, whose president in the early days was the Duchess of Teck, the mother of Queen Mary. In those days Indian women could not be seen by male doctors and there was a need for female doctors to bring

medical care to women. Win worked in Patna at the Duchess of Teck Hospital as an obstetrician and gynaecologist, and was there throughout the Second World War.

In 1950, Nepal, which until then had been a closed country, requested international help in development. Win Anderson went to work in Kathmandu in the mid-1950s with the United Mission to Nepal. This non-denominational group helped to develop educational, technical, agricultural and medical services.

With resources from abroad, the international staff trained local Nepalis in healthcare and provided high-quality medical services. Win continued as an obstetrician and gynaecologist, even delivering some of the babies of the ruling families.

After "retiring" in 1971, Win helped with medical relief with Tear Fund in Bangladesh for two or three years after the devastating cyclone and civil war in 1970-71. She also went out to work in Pakistan in the late 1970s. There were two further visits to Nepal and, on one occasion in the 1980s, she trekked over four passes with an ascent up to 10,000ft in one day!

She was invested with the Insignia of the Order of the Hospital of St John of Jerusalem in 1940.

Win was very hospitable and also enjoyed hill-walking, cats, gardening and classical music. She retired to Scotland and remained involved in supporting her mission and local church and also enjoying her large extended family.



Dr. Winifred Anderson, (1904-2004).

Reaching out through the fire and the floods



Ellen Harding Collins

UMN's 50th Anniversary Charity Appeal Fund has received over four million Nepali rupees in donations to date, and nearly 40 grants have been made, with the vision to "let life abound" throughout Nepal. From providing training in animal health to poor rural communities and offering after-school activities to urban street children, to establishing an early childhood development center in the West and providing emergency assistance to fire victims in the East, this Fund has enabled Nepali groups and organisations to minister to the needs of the people.

Here are just a few examples of lives that have been touched...

Children are among those suffering the most in Nepal—literally caught in the crossfire or left homeless by a landslide. Northern Morang, in eastern Nepal is considered a "conflict sensitive area." Furthermore, it is an area plagued by floods and landslides. Both of these problems contribute to loss of

land and loss of life. The Community Development Forum (CDF) and Hilly Rural Development in Northern Morang, partners of UMN, have worked to address the basic needs of affected communities for many years.

CDF recently targeted twenty children who can no longer attend school due to the tragedies they have suffered. It has formed a committee among schoolteachers, women's groups and CDF members to ensure that these children will not suffer further, and that they will be able to continue their schooling. Having requested assistance through the UMN Charity Appeal Fund, CDF received a grant to begin a scholarship program that will provide for their school-related needs and will give them a chance they would otherwise never have.

Serve Nepal is another Nepali organisation striving to make a difference in the lives of marginalised people. Reaching out to women and girls at risk of

trafficking, and those already involved in the profession, Serve Nepal has offered a new way of life. A grant from the UMN Charity Appeal Fund has provided for training in sewing and bag making, as well as non formal education. Purnima is one of the women touched and transformed...



Subas Subba



Bandana Rai

Scholarship grants from the charity appeal helped children like.....



Samjhana Majbee



Kausila Limbu



Sesebang Subba



Sustari Chemjung



Pujan Magar

My Story

I am Purnima from Argakhanchi, in western Nepal. My mother died when I was little and my father remarried. My stepmother mistreated me, so I never received a mother's love. My father worked hard as a bonded laborer for a mukhiya, a local wealthy landowner. Although we were very poor, we were fortunate enough to have two meals a day. My job was to go to the jungle every day to cut grass for the mukhiya's cattle. In exchange for this work, I received half a kilo of rice.*

When I was about 15, my stepmother's sister and her son came to our house. He was very handsome. As the days went by, we spent time chatting and he grew affectionate towards me. One day, he said that he loved me and wanted to marry me. I could hardly believe my luck. Ten days later, as he and his mother were leaving, he promised to return for me.

Within a week he came and proposed. I was ecstatic. Knowing that parental permission for a wedding was unlikely, we decided to immediately leave the village together. I believed in this boy and I ran away with him.

He took me to Butwal, a city near the Indian border in west Nepal, where we stayed for a week in a hotel. But when I woke up the next morning, he was not there. I started crying when I realized my predicament. Many people gathered there that morning. One lady sympathetically took me to her house where I worked as a domestic worker. However, when I discovered that I was pregnant she turned me out.

The next few years of my life were dark. I sacrificed myself—my body and soul—to survive. Please do not hate me...I had no other choice.

And then last month, I met a counselor from Serve Nepal, a local Christian NGO working against girl/child trafficking. She took me into the transit home where I shared my traumatic story. She insisted that I leave the profession and begin a better life. Serve Nepal provided training in making scarves, bags and mittens. I also started attending non-formal literacy classes. These programs were funded with a grant from UMN's 50th Anniversary Charity Fund. Within one month I have learned to read and write simple Nepali words and sentences. I am 21 years old and finally I am literate! This experience opened my eyes to the value of education, and I was determined to send my daughter to school.

I now earn 150 Rupees a day making scarves. I am paying for rent, food and my daughter's school fees. People now regard me differently. I can't explain how happy I am. I thank Serve Nepal and UMN for providing me such an opportunity. I have been given the gift of a new and respectable life.

* Name changed to protect identity.

Peer Education training for Adolescents in UMN Sunsari



*Durga Bdr. Adhikari
HIV/AIDS Officer*

Nawa Jiban Samaj Sewa (NJSS), Itahari, a Christian partner organisation of UMN Sunsari cluster, successfully organised a six-day Peer Education Training on "Sexual Reproductive Health (SRH) and HIV/AIDS". The eighteen participants included 14 to 19 year olds from the two UMN

Sunsari partner organisations, namely NJSS and Ramgunj Youth Club (RYC). Mr. Ram Dangol from Environment Health and Development Advisory Group (EHDAG) Kathmandu and Mr. Durga Bahadur Adhikari from UMN Sunsari team facilitated the training.

shown their commitment to apply their knowledge and skill to targeted peer groups those who are more at risk. Each participant has made a 3-month action plan to provide peer education about HIV/AIDS, STI, drug user and life education in their community, schools and churches. They also decided to have a regular monthly meeting to review progress, share problems and clarify issues they do not understand.

After the training a short joint meeting with executive members of NJSS and UMN Sunsari team was held. Both made a commitment to provide necessary support to the Peer Educators through additional training on the basis of their performance and needs.



Peer education training in Sunsari.

The pre-test conducted in the beginning of the training showed that the participants had very limited knowledge about sexual reproductive health, life education, interpersonal communication, HIV/AIDS and peer education. After completion of the training there was a very big change. Most of the participants were able to explain and share with their peers the knowledge and understanding about the subjects. The participants have



Local tarai women stop to rest while walking back home.

Interested in working with UMN?

For over 50 years, we are proud to have expatriates and Nepalis work hand in hand, building the capacity of others and equipping Nepali colleagues to continue with the work in a sustainable way. We welcome your interest in wanting to work with us.

Our main areas of work:

Women and Children



Health and social issues concerning these marginalised groups.

Food Security



Access to availability of and utilization of food especially focusing on the most vulnerable.

Peace and Conflict Transformation



Conflict resolution methodologies, facilitating research and training community organisation.

HIV/AIDS



Prevention and education, advocacy, community and home based care.

Relief



Short term assistance to people affected by natural disasters or conflict.

Education



Improving school governance and management, teacher training, literacy and non formal education.

Advocacy



In all the above areas.

Enterprise Support



Microenterprise development.

For further information and to chat about future possibilities or working with UMN, please write to us. expatrecruit@umn.org.np or visit our website www.umn.org.np

UMN Calendar 2006

Our 2006 calendar is being produced in the same design and format as the 2005 calendar. The theme/ slogan for the calendar is "Living to Serve". Further details will appear later in UMN website:

www.umn.org.np

Current UMN Opportunities in Nepal

Professional opportunities to join existing teams in our key areas of work in various locations

Advocacy

The role of Advocacy Co-ordinator is vital in order to integrate advocacy efforts into all aspects of UMN's activities.

- The coordinator will work closely with a Nepali who could take on the role within 2-4 years.
- Applicants should have qualifications and extensive experience in any aspect of Advocacy at any level, e.g. community mobilisation, human rights, or at the legal and the policy level.

HIV/AIDS

The HIV coordinator will lead UMN's programme development in the area of HIV / AIDS. He/She will work closely with a Nepali who could take on the role within 2-4 years.

- This role requires relevant qualifications and practical experience in HIV/Aids prevention, education, and care - ideally within a developing country context.
- The coordinator will build the capacity of others in HIV/ AIDS in order to promote a sound technical foundation for all of UMN's work with various partners.

Development Professionals

- Required to provide expertise in the areas of Organisational Development, Capacity Building and all aspects of Community Development and Partnership. The personal style of work is marked by being mentors rather than being the hands on implementers of the activities.

Requires:

- Extensive experience in Process Development and cross-cultural/developing country programme activities.
- Relevant development related qualifications.
- Several years of field experience cross-culturally in a developing country.

Personnel Director - Kathmandu

- The Personnel Director will lead the Personnel Team.
- Professional qualifications and experience required in Recruitment, Employee Involvement, HRD, Performance Management, Remuneration and Organisational Development.
- Cross-cultural experience would be advantageous.

Marketing Director - Kathmandu

- The Director will implement an integrated marketing strategy in order to optimize UMN's capacity to attract human resources and funding, and maintain good working relationships with His Majesty's Government-Nepal, and other major stakeholders.

- Qualifications required: Marketing qualifications with several years of experience at a senior management level.

Finance Director - Kathmandu

- The Finance Director will lead UMN's Finance Team.

The Director will be required:

- To provide strategic input into financial resourcing and internal systems.
- To coordinate corporate financial planning, budgeting, and reporting.
- Responsible for organisational internal controls and other financial policies.
- Relevant financial / accounting qualifications and experience required, preferably in not-for-profit / fund accounting.

Human Resources Professional - Kathmandu

Required to implement HRD and to mentor a Nepali HRD officer

- Professional qualifications and experience required: Recruitment, Employee Involvement, HRD, Performance Management, Remuneration and Organisational Development.
- Training experience is essential.
- Cross-cultural experience would be advantageous.

Security Adviser - Kathmandu

- Organisation and Security management experience required.
- The Adviser will be responsible to work with a Nepali colleague in contingency planning and operational security in today's environment.

Primary/Elementary Teachers - Tansen, Dhading, Rupendehi, possibly other locations

- To teach 5-11 year old children of UMN expatriate families in a 'Tutorial Group'
- English medium

- Requires a formal teaching qualification and some post qualification experience.

Pastoral Care Worker – Kathmandu with travel to Clusters

- To support expatriates in adjustment to life in Nepal and in ongoing spiritual and emotional development.
- To train those in management in good worker care, eg. listening skills, prevention and recognition of signs of stress.
- Qualifications: training and extensive experience in counselling/pastoral care, preferably with cross-cultural experience.

Promotional and Audio-Visual Counsellant - Kathmandu

- To be a member of the Marketing Team, liaising with and promoting all UMN areas of work.

Information Technology Adviser – Kathmandu

- The Adviser will work in capacity building a small team of IT professionals.
- Set up and support UMN's IT

infrastructure, in and outside of Kathmandu.

Tansen Nursing School- Palpa

- Senior Nursing Tutors, for teaching posts: with relevant professional qualifications and teaching experience.

GCES: Gandaki College of Engineering and Sciences – Pokhara have vacancies for:

- Principal: with professional qualifications in computing, science, maths or engineering, and experience in management, to provide leadership to the college.
 - Lecturer in Computer Sciences: at Bachelor of Computer Science and Engineering Level.
 - Donor relations officer: to support the scholarship programme.
- ### **Hospitals: Tansen, Okhaldunga, Patan (Kathmandu) have vacancies for:**
- Those with hospital management / administration experience
 - General / Orthopaedic Surgeons to fill roles primarily focused on teaching Nepali doctors.

- GPs / GPs with obstetrics
- Paediatricians
- Internist
- Anesthetist
- Pathologist
- Dentist
- Lab Technician.
- Pharmacist
- Nurse counsellor

All of these roles will involve mentoring, coaching, and training Nepali professionals.

Oral Health Programme – Kathmandu are seeking to recruit a dentist

- With experience and expertise to act as consultant and adviser to the OHP.

The role will include:

- Mentoring the OHP director in Oral Health management.
- Passing on knowledge and skills to staff in implementation and evaluation of the National Strategic Plan for Oral Health for Nepal. Working as a consultant in carrying out oral health research.

United Mission to Nepal is a co-operative effort between the people of Nepal and 52 Christian organisations from 18 countries. Its main areas of work are Food Security, Education, Women and Children, Peace and Conflict Transformation, Relief, HIV/AIDS, Enterprise Support and Advocacy.

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What some of our expatriate staff have to say....

"For many years I have facilitated the setting up of small food processing businesses such as dried apples, orange juice, bakery products and pickled vegetables. My vision for food security is to enable a few months of agricultural production to be extended by processing and preservation, into a whole year's food supply." **Roydon Chesswas** came to Nepal with over 10 years' experience as a Food Technologist in New Zealand. He's been with UMN for over 15 years, with a break to continue his professional development by doing postgraduate studies.



"Almost two years ago I came to work for UMN with my twin children and husband. I wanted to work with an organisation that not only addressed physical needs but also helped in different aspects and UMN became my choice. I also wanted to learn from the people I worked with and share with them my knowledge, skills and values. I expect that through UMN I will be able to contribute to the development of an effective HIV/AIDS prevention programme in Nepal. HIV related work is expanding to such an extent that it's been difficult to catch up with the demands." **Dr. Linda Caringal** has over seven years experience in dealing with HIV/AIDS in Africa.

"Working with UMN is challenging and exciting, especially while working with local partners and their community. UMN works on major issues that affect people's lives and therefore it is for us an absolute necessity to continually pray for God's guidance in our work. The work is not easy and sometimes we feel inadequate, but we are sure that it was the right choice to join UMN. It is good to be part of this!" **Jan & Maaike Glasbergen** from the Netherlands are part of the Sunsari Cluster Team and work in the area of Enterprise Development and Organisational Development.



"Our Community Development and Health Project has been pioneering the introduction of mental & oral health programmes. Good co-ordination with the local district authorities and a close UMN team have been key to our success. I'm encouraged to see UMN's vision now expanding to build on a good base in women and children's health work into addressing some of the wider social problems." **Dr. Maureen Darlang** trained & practised as a Medical Doctor in Myanmar. She gained a Master's degree in Community Health in Germany before coming to Nepal, where she has served with UMN for five years.

"To support UMN hospitals and other projects in the electrical and electronic fields is why I came to Nepal. The diverse range of projects I have enjoyed working on extends from solar electricity, installing computer network cabling to fixing biomedical equipment. I like Nepali people very much. I also think the country is beautiful and while living here have gone trekking in the mountains for all my holidays. Being in Nepal has given me a great opportunity to pursue my hobby of photography." **Rowan Butler** an electronic engineer from Australia has been working in Nepal for nearly seven years.



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