...VIOLENCE TO PEACE
Dear Friends,

Conflict is one of the root causes of poverty, both in Nepal and worldwide. We only need to turn on the news to see the devastation caused by conflict worldwide. And yet conflict at the community, and even individual level, is in many ways just as devastating for those affected. Thankfully, Nepal is no longer a nation at war with itself. However, the scale of conflict in the country is significant, partly arising from the diversity of people groups and the legitimisation of violence as a way of getting your own voice heard.

Over the last few years the area of peacebuilding has become central to the work of UMN. However, “conflict” is also a cross-cutting issue in our strategy and this is what we look at it in this edition of UMNews. Why is that? We recognize that even with the best of intentions, we can at times increase conflicts in an area, if we are not fully aware of local dynamics. We therefore need to look at all the work that we do from the perspective of conflict – understanding the conflicts that currently exist in our target areas, but also how the work that we do will or is impacting on those conflict issues, directly or indirectly. Programmes therefore need to be designed and run in a way that at least “does no harm” and preferably “does some good” in terms of promoting positive relationships and reducing the chances of conflict occurring.

This is part of what it means for us to take seriously Jesus’ command to love our enemies, and to be peacemakers in society. The people of Nepal need opportunities to knit and weave their diversity into a strong new nationwide vision where differences are seen as a source of richness rather than a threat. Our hope and prayer is that this is something that we will contribute to, as part of working out our vision of “fullness of life for all in a transformed Nepali society”.

Mark Galpin
Executive Director
How do you “transform conflict”? We can work on the causes and reasons for violent conflict in order to prevent it from happening in the first place. We can work on the outcomes of violence in order to mitigate its effects once it has happened. But how can we transform conflict which is in progress? This has to do with how we handle it.

When UMN and its partner in Sunsari first talked to communities in 2009 about the violent cross-border (India – Nepal) lootings that had been happening for a long time, they obviously wanted to defend themselves, but didn’t know how, and so they asked for guns. However, they later decided to try a way forward based on trainings in mediation where there is no losing side but a consensus solution through bringing people together to talk. Disputes became discussions out of which new initiatives can come. In that area there have been no violent lootings for two years, the community trusts the mediators to help resolve their disputes, and there is a good relationship with the Indian and Nepali police on both sides of the border.

Communities in Nepal face many obstacles to peace, particularly due to the effects of ten years of war, present political instability, lack of access to resources, poverty, and conflict within and between castes and between ethnic and religious groups. Within families also there is a low awareness of gender issues, prevalent domestic violence, and a high incidence of disability, alcoholism and other problems. The war changed the status of some women to fighters, others to widows, carers of the disabled or main breadwinners. UMN peacebuilding work tries to address some of these issues through various effective programmes to restore harmonious relationships within the household, community and the nation. This is much more than the absence of violence or conflict and closer to the Biblical idea of “shalom”.

Wherever there are people, conflicts will occur. Violence can be a last resort of those who feel unheard, or an unthinking outlet of inner frustration or trauma as well as an intention to hurt. What effect can we have then if we provide a forum where people feel heard, where they have access to practical support for their frustration, trauma or gaining their daily needs, where they become aware of alternatives and the greater possibilities created by peaceful cooperation? The answer is bigger than we think. These are the building blocks that peacebuilding uses to begin to build “fullness of life for all”.

Ruth Clewett
Peacebuilding Advisor
In September 2012, the video “Innocence of the Muslims” aroused the anger of thousands of Muslims around the world from the Middle East to Europe and Asia including Nepal. There were protests against the USA both violently and in peaceful ways. Four US diplomats including the Ambassador were killed in Libya due to the outrage.

Icon shoes were manufactured with an image of Buddha on them. However stylish they may be, many felt that this was very disrespectful to Buddha and hence to Buddhists. Similarly, Nepali artist Manish Harijan’s paintings “The Rise of the Collateral” displayed in an art gallery brought threats to his life by Hindu fundamentalists by Hindu fundamentalists who said that the pictures were anti-Hindu and anti-nationalist. These are some examples of not being sensitive to the sentiments of others who are different from us. Our thoughts, intentions and feelings to others may be respectful and positive, but often it is never interpreted or perceived by others in the same spirit or with the same understanding.

Mary B Anderson, during her study of aid and development work in war-driven/conflict-affected countries, derived a theory of doing no harm but striving to do good when aid is provided during conflicting situations. This is still relevant in today’s world where people are easily accepting the culture of violence, controlling power and seeking revenge.

Often, while working for the poor and marginalised community where there is a scarcity of food and resources or where there are people experiencing poverty, misery and discrimination, we do need to understand that there is also a presence of tension and dissatisfaction which is expressed in several ways. In such a situation, our development programmes, even with the best objectives and plans may sometimes themselves unknowingly become a source of tension or add to the already existing conflicts. The programme staff also play a major role in either strengthening the programme and community or widening the division gap. This is why the Do No Harm (DNH) approach or conflict
sensitivity is so congruent and fundamental in the development sector. In most cases, staff think that it is the responsibility of those who work in peacebuilding only. Realising the reality and its seriousness, UMN started to mainstream this approach in its work in 2007 and has continued to do so.

A few years ago, the peacebuilding team started to educate themselves and provide orientation to UMN staff and partners on a yearly basis with the initiation of the Local Capacities for Peace (LCP) project. The first breakthrough was producing a “cluster set up guideline”. There were other achievements such as developing a Benefit and Risk Assessment Tool and Technical Assessment tools to see any event or plan through the DNH lens to mitigate divisions and tensions while maximize connections and relationships. Then there is a yearly Safe and Effective Development Analysis with the cluster staff and LCP Application Analysis with the partners. These have helped in preventing and amending issues that emerged during programme interventions. The current major achievement is developing a UMN Conflict Sensitive Policy. One of the happiest moments during my work is helping the partner CMC in cross-border peacebuilding, using the DNH tool as a process. There have now been no cross-border raids for two years in the three VDCs where we work.

Through the years, I have learned that it is important to have a supportive team and encouraging organisational culture for outworking conflict sensitivity. It is also not a one-time effort but a continuous slow process being context specific. It requires a holistic approach to development and should be embedded within the existing structure for acceptance at all levels of the organisation.

It is important to have a supportive team and encouraging organisational culture.

Bal Kumari Gurung
Peacebuilding Team Leader
I opened my sandals and entered the temple room after much waiting for the priest to arrive. He unlocked the door and welcomed us in. It was dark inside. He opened the small wooden windows as I needed some light to be able to film. I looked around - beside the pyramid-shaped temple was a little marked area to light a fire which had some coal, ash, animal bones. Hide was hung in a corner, a brass oil lamp was placed burning in the centre of the temple and the thick smoke of incense was going around in swirls leaving a strong spicy smell. As a Christian, I felt a little uncomfortable to start with and thought to myself “Lord, what am I doing here?” As a part of my job, I was visiting UMN’s Interfaith Peace Network team in Sunsari to collect information and stories.

“It wasn’t easy to set this network up and to make people understand that the goal of the network is to simply promote understanding, respect and tolerance for each other’s beliefs by living together in peace and goodwill”, says Bal Kumari Gurung, Peacebuilding team leader of UMN.

To set up the executive committee representing all five faiths was a challenge itself in the beginning. Each one held strongly to their beliefs and looked for opportunities to preach the truth from their holy books in the meetings. It took almost a year for the Muslim member to open up and join in without hesitation. And for Christians, too, it wasn’t an easy step to join in proactively.

UMN couldn’t escape from the accusations from some local Christian leaders as well that “UMN is compromising!” The answer was quite simple – “we are not compromising, we are communicating”.

Vijeta Manaen
Communications Advisor
**MADRASSAH – RUPANDEHI**

"Madrassah" is an Arabic word which means "school". Receiving Islamic knowledge is an obligation upon every Muslim. A Muslim is required to learn about their faith in order to exercise his or her duties well as a Muslim. In Rupandehi district in Nepal, there is a Madrassah that provides Islamic education for the Muslim community there. It is a beautiful sight to see Muslim girls as young as four with covered heads, eyes lined with kohl, receiving an education. The school offers its students an education comprising both ukhrawi (Islamic religious) subjects such as Arabic and "revelation studies", as well as secular subjects like English, Mathematics and Science. UMN’s interfaith peace group is involved in this school. The physical condition of this school was quite poor. With the assistance of UMN’s partner, Lumbini Christian Society (LCS), the group helped the school build a proper toilet, classroom roofs and gave carpets for the floor. This resulted in a good bond between the school and the interfaith group and the community. Cheli Gurung, UMN’s senior Peacebuilding Officer in Rupandehi says with great satisfaction, that the bigger achievement after that small support was the unexpected enrollment of students of other faiths, who now get an opportunity for an education. The interfaith group working in the community there is pleased with the harmonious atmosphere in the school and in the community.

**BREAKING BARRIERS! – SUNSARI**

Hari Kafle is a senior Hindu priest – very popular and well respected by all. He also happens to be a member of the Interfaith Peace Network in Sunsari. Being a priest of the Brahmans, (high caste people), he is only expected to perform religious ceremonies for the Brahmans. About a year ago, a dalit (low caste) family was struggling to find a dalit priest to perform a ceremony in his house. Hari broke all the social and religious boundaries and agreed to go to this house and be the priest for the ceremony. With this decision came a lot of threats to Hari from the local community. Hari went ahead and did his duty as a priest anyway. For a year, the community did not invite him to any holy ceremonies. But now, gradually the word has spread out about this radical act and people have started giving their long-held beliefs on caste issues a second thought.

**DHADING**

Thirteen years ago in North Dhading, there was a great conflict between the Buddhists and the Christians. Many Buddhist families were converting to Christianity. Churches and monasteries were destroyed, some families were even displaced and a strong hatred between people of the two faiths existed. The UMN interfaith network started working in Lapa five years ago through its partner NRDS. The biggest achievement in the first year was to bring together Christian pastors and Buddhist monks to sit together facing each other and talk about issues. Just three years ago, in Sertung, one of the remote areas in North Dhading, Christians couldn’t openly go to churches fearing attacks or aggression from the opposition. Today they attend workshops together and can freely go to their monasteries and churches to worship.

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**Peace** is maintained in communities by promoting respect and tolerance for each other’s beliefs.
Dhading district lies immediately west of Kathmandu and is a comfortable four hours’ bus drive to the district headquarters. Although the district is located so close to the capital, parts of it are still inaccessible by road, especially North Dhading. Agriculture remains the main occupation here, although more and more youth are going abroad for employment.

UMN currently has eleven local partners in Dhading and is working in areas of health, agriculture, income generation activities, education, disaster management and more recently in anti human trafficking.

Highway traffic jams are not a new thing in the highways in Nepal. A road blockage following a traffic accident to demand compensation on the loss or to put pressure on the government to fulfill demands is quite common. It is maddening to be stranded for hours on the highway; you can see ambulances stranded as well.

UMN’s partner COSOC in Dhading has been able to train 41 local people on highway negotiation and mediation skills. They are mainly working to open blockades caused by accidents in the highway.

Ram Mani Thapalia (right) is an active negotiator who has led in opening many blockades. His phone rings if there is a traffic jam on the Prithivi highway. He says: “I have once led in negotiating a solution to a 36 hour-long traffic jam in this highway. We rarely see such traffic jams these days”.

Sagar Gaudel
Peacebuilding Advisor

Sikai Chautari (North Dhading - Lapa)

Lapa is a remote district in North Dhading with no motor road access; it takes three days on foot to get to Lapa. Productivity is low and people migrate to major cities or abroad for their livelihood. Literacy rate is also low compared to the district average.

Namaste Rural Development Society (NRDS), a UMN partner, is using Sikai Chautari as a model to deal with different issues in Lapa.

Sikai Chautari is an informal discussion group and learning forum to discuss relevant community issues to empower the local Lapa people. A local volunteer is mobilized to facilitate the discussions and to seek solutions themselves. They are also using a Peace Education manual to educate people on peace and how to live in harmony. People of different faiths are also involved in Sikai Chautari.

Sagar Gaudel
Peacebuilding Advisor
Community Mediation

The Nepalese judicial system is still problematic for many people and legally solving a problem can get costly in terms of the time and expenses involved, especially for the poor and vulnerable people. Community mediation is a community-based dispute resolution system/mechanism voluntarily led by trained community leaders. This collaborative approach supports disputants to reach win-win acceptable resolutions. UMN’s partners in Dhading - JCDS, NJK, COSOC and NRDS-together have 108 trained mediators and have resolved 192 disputes altogether. The programme facilitates the community to resolve disputes by reaching amicable solutions and thus improving social cohesion.

Shyam Prasad Ojha
Senior Programme Officer,
Peacebuilding/Anti Human Trafficking

We Found the Solutionourselves

Krishna Bahadur and his younger brother lived together in the house they had been born in, in Dhola VDC. They worked together as jewelers to support their family and both the families had a very good relationship. Their wives looked after the household.

Both of them had a very good income. The younger brother was able to save some money, so he renovated the old house and added some facilities. After some time, Krishna built a new house just below his brother’s house. However, the waste water from his brother’s house flowed down to Krishna’s house regularly, and made his family angry. Krishna shouted at his sister-in-law about the matter, but it continued. The blaming and shouting got worse, and badly affected the families’ relationships. The sister-in-law claimed that Krishna was drunk and threw a stone at her.

Krishna and his brother heard about the mediation service managed by Jagat Jyoti Community Development Society (JCDS), a UMN partner, in the neighbouring village. So Krishna approached Sudarsan Adhikai, a local mediator who had facilitated 12 disputes to resolution. Sudarsan invited the two families to a mediation session in a safe place. At first, the mediator found them blaming one another. But he helped them to make clear the intentions and impacts caused by the incident. Finally, they realized their mistakes and reached an amicable solution. They said: “We found the best solution ourselves. This is the first time that we have heard about a dispute where both parties are happy with the solution.” They were very grateful to the mediator, who helped them to reunite.

After some time, they referred another dispute from that village to Sudarsan. Now, their neighbours are amazed at their restored relationships.

Sagar Gaudel
Peacebuilding Advisor
**David Gets the Gong**

David McConkey (currently UMN’s Liaison Director) has received the prestigious Social Service Award in recognition of his contribution to social work and development over the past 27 years. The Vice President of Nepal, the Right Honourable Parmananda Jha, presented David with the award at the 33rd Social Service Day ceremony on September 22, 2012. The theme of the day, *Mero desh, mero karma, samaj sewa mero dharma* (My country, my responsibility, social service, my belief) aptly describes David and his wife Ann’s long-term commitment to their adoptive country, based on their desire to serve God and the people of Nepal.

Congratulations to David - and to Ann. May God continue to use your many skills and your vast experience here in Nepal, and wherever else He may place you!

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**INF/UMN European Conference**

What do you get when you pack 180 people from all over Europe, who are passionate about Nepal, into one conference centre? Well, for a start, you get a lot of noise. Everyone talking excitedly in Finnish, Dutch, Swedish, Norwegian, German, French, English and of course Nepali. And probably more languages than that!

In among all that noise, you get lots of stories - funny, sad, inspiring. Stories about the early days of mission in Nepal, about nightmare journeys and amazing people and God’s miraculous interventions. And you get tears. Tears of joy, of laughter, tears that remember friends you’ve not seen in years, and friends who’ve gone on ahead.

And you get prayer. Prayer for Nepal, the country, the people, the church. Prayer for the missions - INF and UMN, and the smaller organisations they’ve given birth to; prayer for situations and issues, prayer for people and communities, prayer for each other.

The INF-UMN annual conference, in Europe this year, next year in the UK, is a wonderful opportunity to be part of all that noise, that story-telling, those tears and prayers. Experience and enthusiasm, commitment and challenge, it all comes together there. Start planning to make it next year!

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**UMN Bhetghat**

Bhetghat (“coming together”) - is an annual fun day for all UMN staff. The awards given out to staff and teams were one of the highlights of this year’s Bhetghat which was held on November 8 in Godavari.
I was born in a middle-class family as the fifth child. My father is a farmer and uneducated but he always inspired us to do well in our studies, and didn’t engage us so much in the farming chores in the house.

When I joined UMN in 2007 as an intern, I didn’t have the right understanding about conflict. I thought that conflict in Nepal was just limited to the ten years’ Maoist insurgency. But then as I started my work in the Peacebuilding team, I got an understanding of the other aspects of conflict like domestic violence and other discriminative acts in the community.

After my internship with UMN, I was placed to work in Bajhang as the Peacebuilding Officer. It was a privilege to be able to work so closely with the poor people there and understand how conflict affects other areas of people’s lives. Many times my heart was filled with joy to see the lives transformed of people who were losing their hope to live.

Currently I am working in a different location, Sunsari, as the Senior Programme Officer in the Peacebuilding team. In Sunsari we work closely and intensely with the Inter-Faith Peace Network, Trauma Healing Programme with the Koshi Flood Victims and Cross Border Security in the southern part of Sunsari.

There has been some significant reduction in cross border crimes, people in the communities are beginning to respect each other’s faith and people traumatised by the flood are beginning to experience healing.

Because I am working in Sunsari, I am on my own with my two-year-old daughter away from my husband. But I have a passion to work in the area of peacebuilding and want to contribute as much as I can to be able to see a just and peaceful society.
UMN strives to help all Nepalis, women and men, achieve a fuller and more satisfying life. There are many opportunities for expatriates from different countries to contribute their professional skills. If you would like to explore the possibilities of working with UMN, contact Ann McConkey at expat.recruitment@umn.org.np to learn more. Please send your CV or resumé with your email.

There is an on-going need for TECHNICAL ADVISORS to work in our four areas of work.

- Teacher trainers with experience in formal and/or non-formal education are needed.
- Enquiries from social workers and counsellors with relevant experience are welcome (practical experience of working in a post-conflict situation would be helpful).
- Health professionals with community or mental health experience, midwives, and social workers would all have a suitable background.
- Development professionals with strong advocacy skills.
- Project managers who have a desire to build the capacity of Nepalese staff and local partner organisations.
- Qualified accountants, preferably with experience in the not-for-profit sector.

Advisors are mainly based in Kathmandu with travel to rural areas. They work alongside Nepali technical staff helping and advising local NGOs (non-government organisations) and other partners in specific work to improve the lives of people in their area.

NOTE: Expatriate team members do not receive a salary or remuneration of any kind from UMN directly, but are self-supported volunteers or supported by a sending mission or church in their home country that provides for their financial needs during their assignment.
Usually, we ask two of our Cluster teams to share some of their concerns for prayer on this page. However, as this is the last edition for this year, we decided to focus on the country of Nepal, and pray that conflict and tension will be transformed into harmony and co-operation in some of the key areas of national life.

**Politics**

The political situation is still very unstable. Elections are to be held in the first half of next year, and the Constitution is still to be finalised. While politicians squabble, people are uncertain and frustrated.

- Pray for politicians from national to local level, who are willing to work for the people they represent, rather than for their own political interests.
- Pray for the forthcoming elections, that they will be free, open and fair, and that they'll be accomplished without violence.
- Pray for Nepal’s young people, that they won’t give up on democracy or take to the streets, but will exercise their voice appropriately.

**Caste**

Although discrimination on the basis of caste is illegal in Nepal, still many people from low caste communities find themselves ignored and marginalised.

- Pray for organisations like UMN’s partners - Dalit Help Society (Bajhang) and Dalit Welfare Organisation (Dhading), that are working with low caste communities.
- Pray for the 80 Dalit girls studying on UMN scholarships in Mugu. Pray that many other girls will follow their example and seek an education.

**Ethnicity**

Nepal is home to many ethnic groups. In recent years, divisions and tensions have developed between them as they strive to get what they believe is justice for their group.

- Pray that Nepal’s communities and the nation itself will treasure ethnic diversity, and not allow ethnicity to become a source of division.
- Pray for UMN partners working particularly with ethnic groups, like the Karani Community Development Centre (Mugu) and MIC Nepal (Rukum).
- Pray for the Multi-Lingual Education programme at Jana Kalyan Higher Secondary School (Rupandehi), enabling children to learn first in their own language.

**Church**

Churches in Nepal continue to grow, as Nepali Christians reach out to their neighbours. UMN seeks to work with local churches to assist them to act as peacebuilders in their communities.

- Pray for unity and love within and between churches, that it will be a powerful example of Christ’s love and forgiveness at work.
- Pray for churches involved in the Church Community Mobilisation Programme, as they seek ways to engage holistically with needs in their communities.
- Pray for the Christian Commitment to Building a New Nepal movement, that it will continue to inspire local Christians to reach out with their communities to address urgent social needs.
Conflict is one of the root causes of poverty, and this is true in Nepal. Help us continue to build Peace and Hope in Nepal.

You can support the various areas of Peacebuilding work in UMN (page 7 and pages 8-9). You can specify where you would like your donation to be used, or just allow us to allocate it where it is most needed.

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Contact finance@umn.org.np
- For instructions for UK tax-efficient giving by post
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Welcome to the 2012 UMN Advent Calendar! Read the short story in the boxes above, and then to help raise funds for the work of UMN in Nepal – and have a bit of fun along the way – do the task that’s associated with the story and save the money to send to UMN (prices are in sterling, so please use the currency of your country). Then simply peel off the sticker from the enclosed sheet and stick on the correct window.

To do a full interactive version of this each day of Advent, and to read more of the stories, please visit our website each day and click on the correct window. Happy Christmas everybody!

www.umn.org.np
FOR A CHILD IS BORN TO US,
A SON IS GIVEN TO US.
THE GOVERNMENT WILL REST ON HIS SHOULDERS.
AND HE WILL BE CALLED:
WONDERFUL COUNSELOR, MIGHTY God,
EVERLASTING FATHER, PRINCE OF PEACE.

Isaiah 9:6