

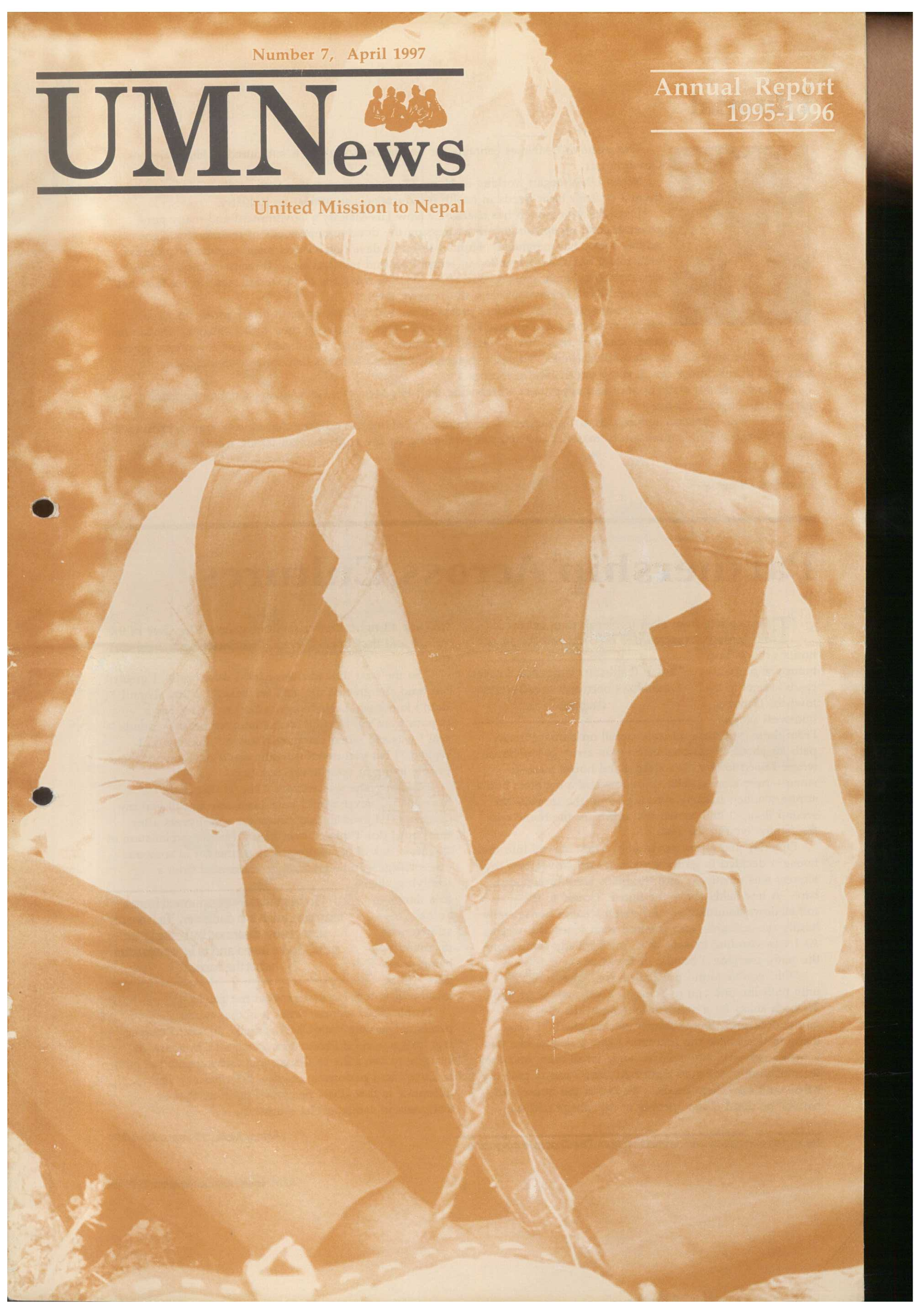
Number 7, April 1997

UMN News



United Mission to Nepal

Annual Report
1995-1996



Editorial



This issue of UMNNews contains the annual report which is submitted to His Majesty's Government.

When UMN began working in Nepal 43 years ago, there was very little infrastructure or trained staff for basic needs in health or education and almost no industry.

Over the years much has changed. Now His Majesty's Government and many non-governmental organizations are addressing the development needs of the country. The private sector has expanded. Human resource development has made significant progress, with many Nepalis now skilled in technology and management. By various measurements of development, Nepal remains one of the poorest countries of the world, with more than half the population surviving below the poverty level.

In the midst of this gloomy prospect, we in UMN continue to find reasons for hope: communities organize themselves and take steps to improve their future; through the simple act of learning to read, women discover their own potential for affecting change; vital health statistics improve where there is commitment to service and excellence; Nepali engineers and skilled workers demonstrate that capacity for industrial development can develop out of local resources.

We thank all our staff, donors and supporters world-wide, and His Majesty's Government for the opportunity to be part of this hopeful change.

The 40 plus Christian agencies from 16 countries who sponsor UMN hope and pray that by cooperative efforts with Nepali partners, God's intention of material and spiritual well-being for the entire human family will be realized.

Edgar Metzler
Executive Director

Partnership Across Cultures

Take a plane from USA to Nepal: then get on an old, rickety, overcrowded bus and ride for 14 hours on winding, bumpy mountain roads, to get to the town of Galyang, mid-west Nepal.

From there, you have to walk uphill on a dusty, rocky path for about 45 minutes before you arrive at the house where I used to live. It's a big, solid house made of stone—three stories, with six rooms and a big attic, and a strong wooden balcony running along the front of the second floor. I had rented two rooms in the home and the family lived in the rest.

One day just a few weeks after I first moved into that house, I decided to go for a walk. It was November, the harvest was mostly in, and the fields were brown and bare. A few fields above the house, I came to the tumbledown foundations of a much smaller house, now hardly recognizable, and covered with vines and weeds. As I was standing looking at it, my landlady came along the path, carrying a bundle of firewood.

"Oh, you've found our old house," she said. "We only built the one you're living in about two years ago." We both stood for a moment looking at the old foundation, and then suddenly she laughed. "I was living in this house the first time I saw a person like you (a white person). My children were small then, and they were playing in the yard right here, and I ran to grab my babies and take them inside. We hid in the house and barred the door! Later, people in the village told me,

'No, it's all right, they're just foreigners. They live in the village and they speak Nepali. They've come to help us out.'

"So the next time she came by, I didn't hide, I greeted her, and she greeted me, and we talked a little. Then I didn't know what else to say to her, so I gave her a papaya from my tree. Of course later we became friends and I was sad when she moved away." Laughing, I replied "I bet you never thought you'd have one of those people living in your house one day!"

Suddenly she was serious. "Yes, if that hadn't happened, I never would have been able to call you my daughter." I lived in that village for seven years after that, but I don't think I ever heard a better explanation of the basic task of being present as a stranger in someone else's village. To be gradually transformed from a terrifying alien to a daughter.

To have my strangeness disarmed by being given gifts. To be

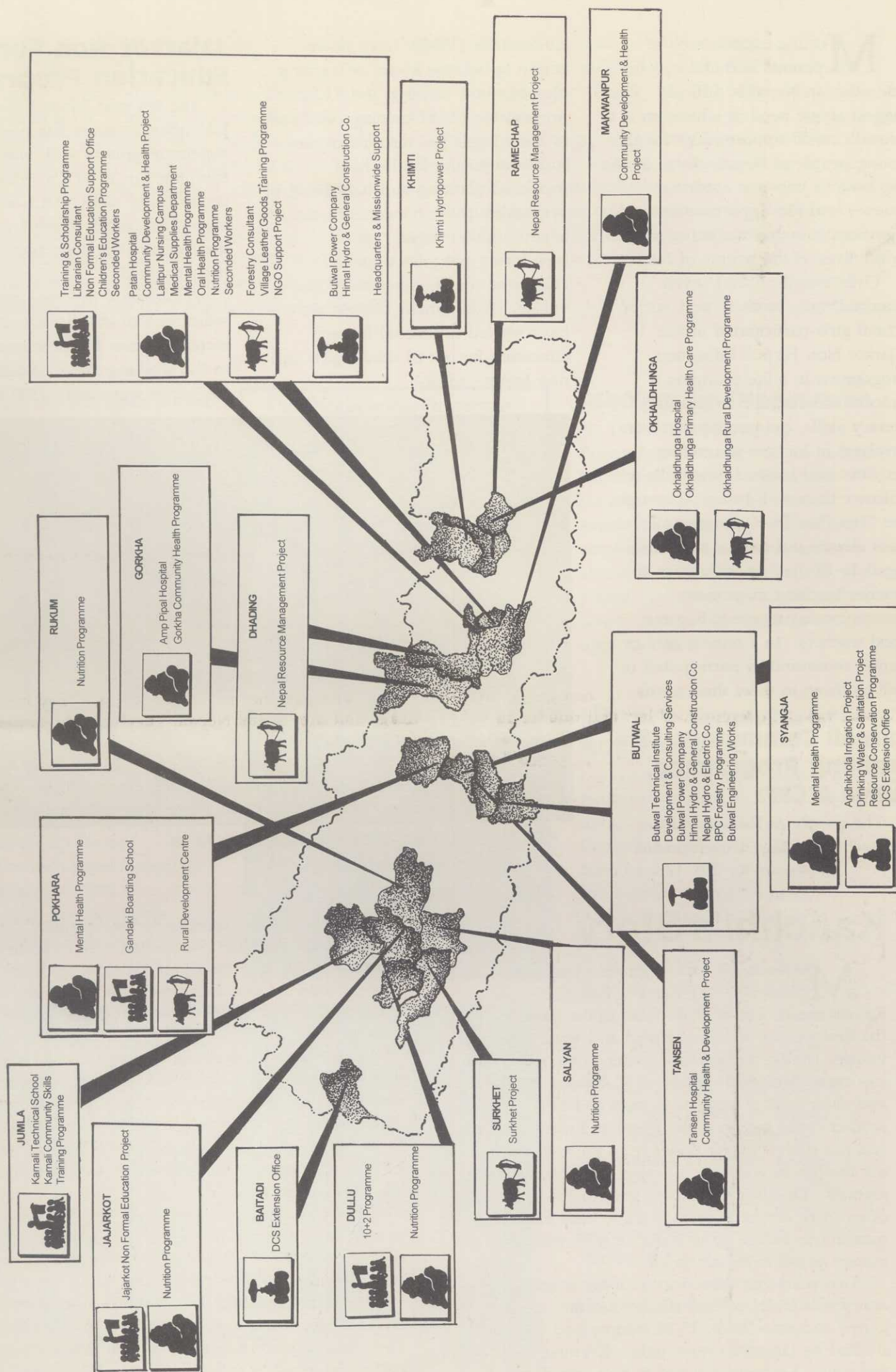
loved and to love no matter what the barrier.

People often wonder what it is that expatriate personnel serving with UMN actually do, and I answer that "it's not too different from what all Christians do: struggle to live a life in Christ; join and support the body of Christ; and perform a job on a daily basis." The difference is that UMN personnel do all of that as foreigners in someone else's territory.

Nancy Molin, 10 years with UMN

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Districts where UMN Staff are located 1995-1996



Education Department

Meeting expectations of parents and children in education in Nepal is difficult. The biggest single need in education is to provide career opportunities for the young people of Nepal. Even as the gap widens between academic courses and job opportunities, significant changes are being made in the lives of the people of Nepal.

Over four thousand seven hundred men, women, and out of school girls participated in the Jajarkot Non Formal Education Programme in a life changing process. In addition to learning literacy skills, the participants were involved in income generating activities and learned new skills to enhance their well being. Through the "Ten Plus Two" programme, class eleven and twelve students (aged 16-18) had opportunities to practice teaching in primary classrooms to prepare to become good teachers. In a remote area of Jumla, communities participated in skill teaching to meet their needs.

Karnali Community Skill Training Programme, Jumla (KCST)

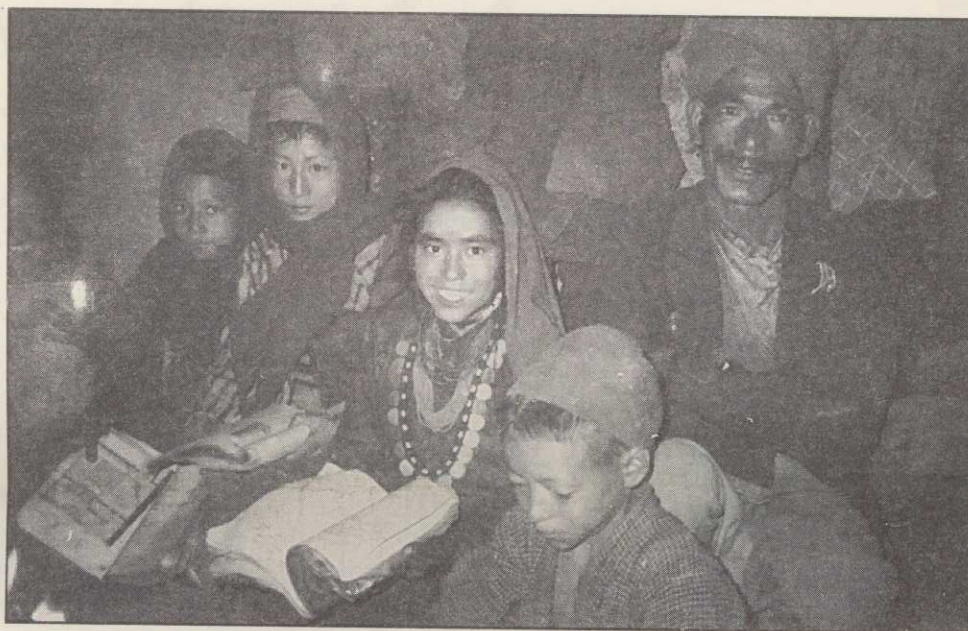
The people of Patrasi and Chumchaur Village Development

Committees (VDCs) have slowly begun to become aware of learning opportunities through the KCST programme. Skill training conducted in the villages has resulted in new furniture for the local school, increased planting and harvesting of vegetables in the remote area and the beginning of a register for monitoring pregnancy and childhood health concerns in the village. Additionally, 49 centres have started functional literacy education for out of school girls and non literate adults.

Jajarkot Non Formal Education Programme

The ten year Jajarkot Non Formal Education Program has reached its maximum growth with work completed in 16 VDCs. Work continues in eight VDCs which means that nearly three fourths of the district wide programme has been covered.

A summary five year plan indicates that the literacy rate has increased from 1% for women to 9% in the working areas. Additionally, 196 toilets were built, 1550 kitchen



KCST's out of school children's programme in Jumla.

Kanchhi's Story

My life had a new beginning last year. I am 17 years old. My name is Kanchi Nepali. Kanchi means last in birth order in the family, but I am the first woman to learn to read and write in our village, Theula, in Jajarkot District. Our village is a low caste blacksmith village of 22 houses. My father and older brother make iron tools and pots. My mother cooks maize, millet bread and sometimes rice and hot curry. I carry water from the well and help my mother in washing, cleaning and feeding the animals. One of my brothers goes to school. The other three brothers are in India to earn money. Most men in our village go to India for 6-10 months to get money as our fields are small.

Two years ago there was a village meeting. Soon afterwards UMN offered adult education classes. We joined and since then, 15-20 women and some men studied by lanterns every night. Evening is the only free time. Kerosene we had to buy ourselves.

I learned to read and write fast. Being best I was

selected for weaving training for two months. That really changed my life! We earned a lot of money, totalling 35,000 NRS (\$600) and bought seeds for the garden, soap for cleaning, new saris, shoes and household things. My family built the first toilet in the village.

During weaving training I understood how we can do development in our village ourselves. Learning to read and write is one part. Together we can keep our village clean, grow vegetables, make compost, plant trees and build toilets. When our children are sick we know homecare and can make rehydration drinks. We take all children for immunizations and for weighing. Changes take place in our village. All the women come to women's meetings to discuss our problems, their causes and how to solve them. I think it all started from the Non Formal Education Classes.

I go often to our NFE reading centre to read more books about health and Pipal Pustak Books for fun. Three girls went to school after NFE. I am 17, so soon I will get married. I will send all my children to school, both girls and boys - that's for sure.

A Letter from a GBS Scholarship Graduate on his first day as a Doctor.

The Principal
Gandaki Boarding School

From today, I am starting my life as a Doctor. I must share this good news with my school as I do with my family. I decided to write this letter to you. I cannot forget in my life, the role played by my school in shaping my life and making me a man of today - a doctor.

It is said student life is like a life gate, and completing SLC (School Leaving Certificate) is like crossing through the gate, which is what I did. Often I ask myself what if I did not have the opportunity to

attend GBS or if the teachers had not been so encouraging, loving and caring ... would I have been able to become a doctor? The source of my aspirations was my school.

The first step of my life journey began at GBS as a UMN scholarship student, and the second step is as a doctor at Bir Hospital in Kathmandu.

I am always prepared to be involved in service to the school. Please give me opportunity. I am a debtor to GBS.

Sincerely
Graduate Student

gardens started, 303 smokeless stoves constructed; 220 public water taps repaired; 25 forest conservation activities carried out and 48 chautaras (resting places around certain trees) repaired. Seven Village Reading Centres were established and supported in the most remote areas of Jajarkot District.

Non Formal Education Support Office

In 1996, the Pipal Pustak Project of the Non Formal Education Support Office received the Asia and Pacific Cultural Centre (UNESCO) Award in the category of fully illustrated follow up literacy materials. The cash prize recognises the five year project work of developing adult reading books using the language experience method.

UMN Scholarship Programme 1995/1996

School Level Scholarships:

Boys	493
Girls	371
Total	864

General Scholarships:

Boys	51
Girls	30
Total	81

GRAND TOTAL 945

"The field of education in which we are working is not so bright, but we have been able to achieve in sectors in which we are involved. There is a lot to do, but be not weary in well doing. Problems become challenges when we want to achieve something."

Dr. Rajendra Rongong
Senior Consultant
Education Department

Scholarship Programme

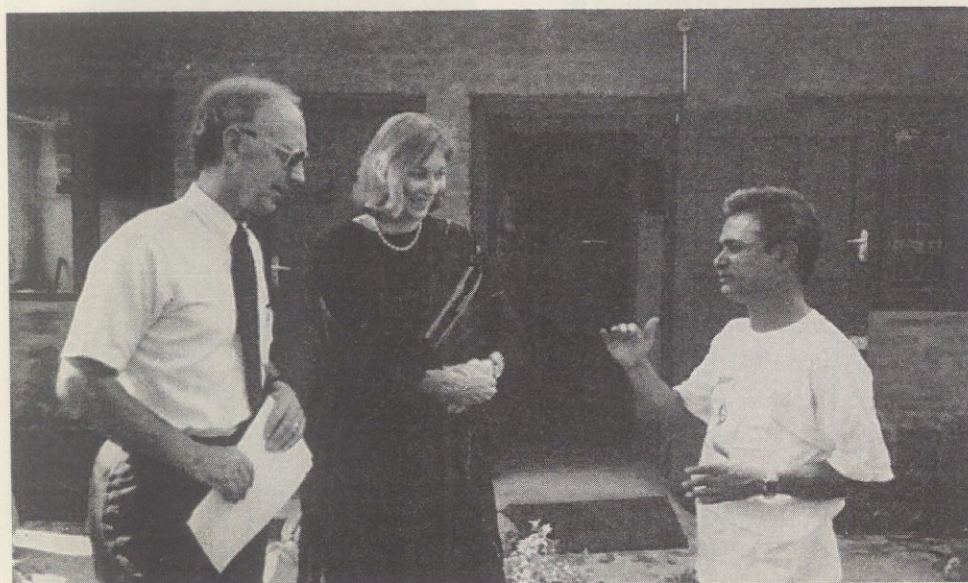
The UMN Scholarship Programme concentrated on assisting handicapped and marginalised students to receive job related assistance in training. This area of emphasis will need continued attention in the years ahead as the young population of Nepal matches career desires with aptitude and job opportunities.

Library Consultant Activities

The past year has resulted in a perceived growth in interest in library activities. UMN's Library Consultant has been active in training and skill development through the Nepal Library Association and Council for Technical Education and Vocational Training. She has also been involved with materials development and training in library development.

Seconded Workers

UMN continues to second professionals to posts under agreements with both government and private institutions. These include Kathmandu University, Gandaki Boarding School, Karnali Technical School, Council for Technical Education and Vocational Training, Basic Primary Education Programme, and Secondary Education Programme.



S.B. Subasi, senior consultant of NFE Support Office welcomes Carroll Long, of UNDP and Edgar Metzler of UMN on International Literacy Day.

Engineering and Industrial Development Department

- OUR GOAL:** To increase Nepali capacity
Our main goal is to increase Nepali industrial and engineering capacity in such a way that it is available to carry out the process of transformation which God intends in Nepal
- OUR METHOD:** To be pioneering and innovative
We aim to be pioneering and innovative in a way that reflects Christ's self-sacrificial love and concern for human needs.
- OUR STRATEGY:** To work mainly through Related Organizations
We act mainly through Related Organizations to which we second expatriate expert volunteers and channel donor funds where requested, needed and available.

The pioneering and innovative work EIDD supports includes:

Water Supply Sector

Throughout the year, UMN acted as the implementing agent of a water supply feasibility study funded by the United Nations Development Programme. The Melamchi Diversion Scheme involves the construction of a 28 kilometer tunnel which will bring urgently needed water within range of Kathmandu's water supply system. UMN has subcontracted most of the work to two UMN Related Organizations: Butwal Power Company Ltd. (BPC) and Himal Hydro and General Construction Ltd., both joint ventures of HMG and UMN.

By July 15, 1996, Himal Hydro had completed 346 meters of a test tunnel, which provided both financial and geological data. BPC produced a feasibility study which persuaded HMG that the construction of the project should be given the highest priority and could be constructed by local contractors provided they received the necessary support and training.

Private Sector Hydropower Development

UMN has seconded expatriate expert volunteers (engineers and managers) to BPC, Himal Hydro,

and Nepal Hydro and Electric (Pvt) Ltd (NHE). Currently the companies are involved primarily in the building of 60 MW Khimti Hydro project.

The first advance of funds was made on June 26, 1996, making it the first of its kind to achieve financial closing in the developing world. Careful attention is being paid to protecting the environment and offering employment and other development opportunities to the local people. Other independent power producers are now showing great interest in opportunities in Nepal.

The best prospect for economic growth in Nepal is to develop its abundant hydropower potential which should go hand in hand with human development.

UMN's expatriates seek to maximize the opportunities for on the job training. "Learning by Doing" has been the motto of the department since its work began at the Butwal Technical Institute (BTI) in 1963. UMN wants to ensure that more than just a power project has been built when the work is finished and that local capability has been enhanced on an individual and organizational level. The UMN Related Organizations also supply

technical assistance to micro and mini hydropower schemes. Under the supervision of BPCH (BPC's consulting and engineering division), Development and Consulting Service (DCS) of Butwal completed the construction of a 500 KW plant at Jhankre. It will supply construction power to the Khimti Project and then will be handed over to the local people to supply a local distribution network. DCS also supplied technical assistance to a number of microhydro schemes in places such as Mustang, Pakhapani in Myagdi District and Urthu in Jumla. DCS completed six site installations during the year, including microhydro with mills, village electrification and add-on electrification.

BPCH and UMN also sought to facilitate the efforts of the Lamjung Electricity Development Company Ltd., a community based organization seeking to develop an approximately 5 MW hydropower project. EIDD aims to direct more of UMN's resources into the area of supporting community based hydropower schemes.

Preparation began during the year for a development project in the



Himal Hydro at work.

Jhimruk area, which will seek to provide some benefits to the local people in the area surrounding the Jhimruk hydroelectric plant (12 MW), completed in 1994 by UMN and its related companies. A major activity will be the operation of an apprenticeship workshop.

Work continued on the Andhi Khola Irrigation Project which will irrigate about 280 hectares using surplus water from the headrace tunnel of the Andhi Khola hydro-power plant, built by UMN and completed in 1991. Construction is almost complete and efforts are now focusing on facilitating the local users' organization to operate effectively and maintain the system. Handover of the system to HMG is expected to take place following completion of construction HMG will then hand over the system to the local users' organization called Andhi Khola Users Water Association (AKUWA).

Enterprise and Appropriate Technology Development

DCS in Butwal continues to be a leader in this field and was involved in a wide range of activities during this fiscal year.

The Sundhara Oil Expeller has received international attention with inquiries from countries as far a field as Laos, Nicaragua and Mali. Fifteen expellers have been installed as technology diffusions - five of which are in Nepal. DCS's stabilised soil plaster and ram earth wall are being

developed successfully which will improve the durability of houses in areas prone to flood and earthquake. A major activity is the roofing tile programme, through which over 100 entrepreneurs have been given training in the set up and operation of a roofing tile business.

The enterprise development programme at DCS's extension office in Galyang is seeking to facilitate the

CREATING JOBS AND STIMULATION OF THE ECONOMY

At the end of the fiscal year July 1996, there were approximately 1,700 Nepalis and 35 UMN expatriate expert volunteers working in EIDD and Related Organizations. The total expenditure in those organizations and EIDD projects during the last fiscal year totalled approximately NRs 308,000,000 (equivalent to about US\$5.5 million).

establishment of 40 businesses by July, 1997. One of the main aims of the programme is to ensure that the local community is benefitting from the Andhi Khola hydropower plant. Examples of successful efforts so far include an ice cream business, fruit drying and juice production.

The BPF forestry programme is striving to serve as a model for managing and utilising the forestry potential in the Terai zone of Nepal. It offers hope in the area of alleviation of deforestation whilst aiming to be a catalyst in the re-energising of the private sector wood industry.

Training at the Apprenticeship and University Levels

Butwal Technical Institute (BTI) remains the only apprenticeship training institute in Nepal, with over 400 graduates since 1963. BTI is constantly upgrading its curriculum and approach. It is considering courses for Master Tradesman and many other diverse courses from coded welding to industrial first aid so as to meet the ever increasing standards and needs of its customers. BTI places a high emphasis on the training of women.

Most of BTI's trainees are placed with Nepal Hydro and Electric (NHE), specialising in the field of microhydro and associated electro-mechanical expertise. UMN plays a significant role in developing NHE, DCS, and BTI's capacity through placing UMN professional advisors.

Kathmandu University, School of Engineering, established in September, 1994 has major links to EIDD with up to four professors being seconded to the School at any one time.

The first advance of funds for the Khimti Hydro Project was made on June 26, 1996, making it the first private sector hydropower project to achieve financial closure in the developing world.

Passion for Education

At the age of 9, he had not yet been to school, but the planes flying overhead from Kathmandu to Jumla made him curious. What made them fly? Someone told him it was "science" which gave rise to a passion to find out all he could about its mysteries. Finally he got his chance to go to school, but in the remote rural area in Jajarkot this meant meeting under a Pipal tree. Books and paper were almost non-existent so dirt was sprinkled on slate and a rock was used to write the lines the instructor dictated. Learning was by rote, but this did not quell his passion to find out more about science. Later he had to travel to Jumla and then to Kathmandu to complete his studies. Placing tenth out of 18,000

students in the School Leaving Certificate examinations, he was granted a scholarship by the King for further studies, eventually earning a master's degree in engineering in Calcutta and later a PhD in the Philippines. Dr. Rokaya is an associate professor at the Institute of Engineering, Tribhuvan University, serving for the past 18 years, holding management positions such as Department Chairman and Campus Chief. Now Dr. K. B. Rokaya is the first Nepali Department Director in UMN, where he will be leading EIDD in the coming years.



UMN Global Support

UMN Statement of Values

PREFACE

The culture of an organization includes those values that determine how the organization works and behaves. The Christian commitments of those who sponsor UMN, and the personnel they send to Nepal, are clearly described in the UMN Constitution.

The following list of values describe behaviours we consider important for all Nepali and expatriate staff who represent and work for UMN. We recognize they are ideals, but we intend to be accountable for their expression in UMN, influencing our programming and the selection and development of staff.

EQUALITY

We value and respect each person without making unjust distinctions based on status, wealth, caste, religion, relationship, gender or ethnicity.

SPECIAL CONCERN FOR THE POOR AND DISADVANTAGED

We give special priority to the poor, the vulnerable and the oppressed, and seek to change those social structures and attitudes which disadvantage them.

LOVE & SERVICE

We seek to identify with people in their needs and aspirations, sharing with compassion our time and capabilities, doing whatever is necessary without considering any tasks too menial or belittling.

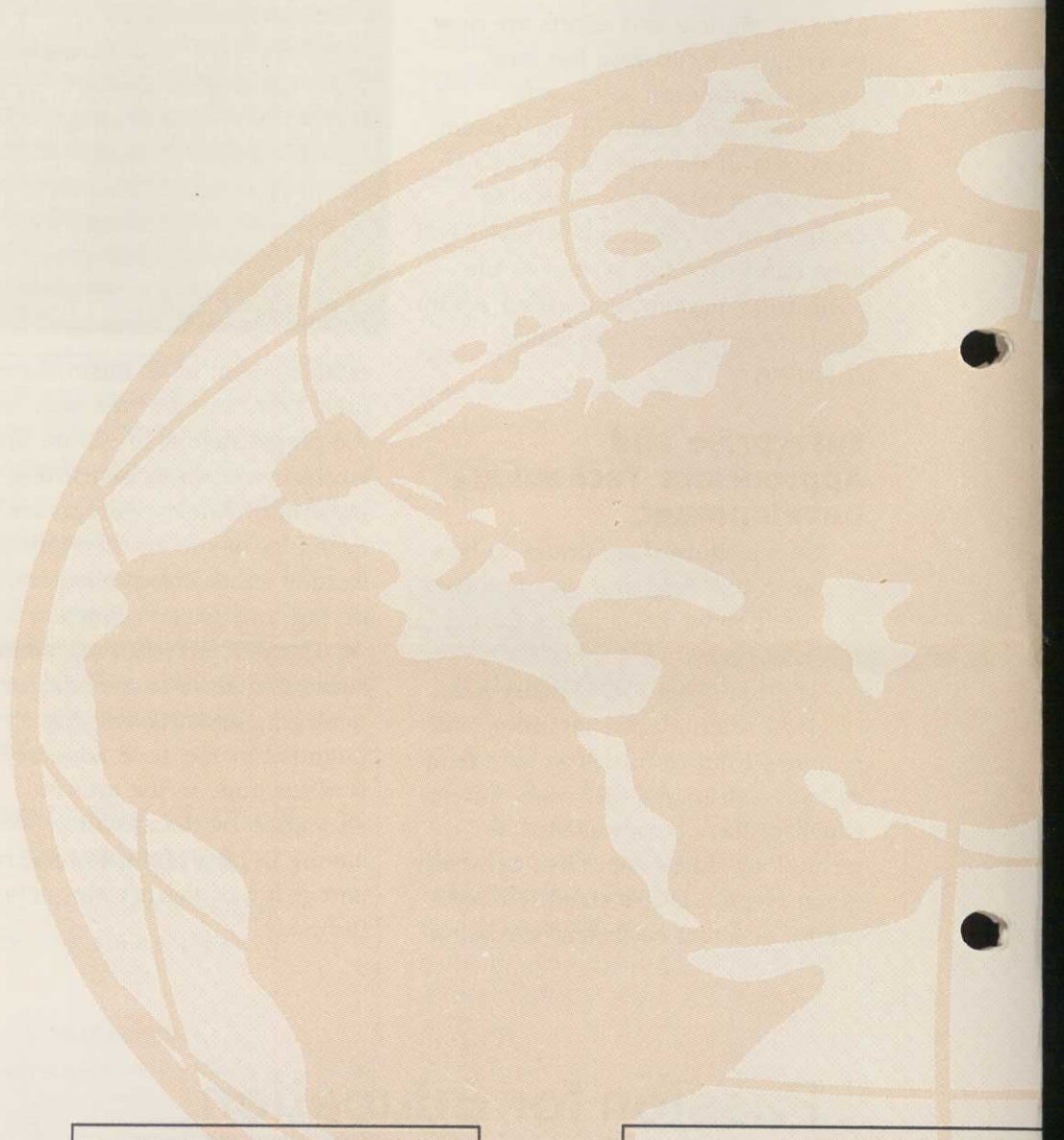
FORGIVENESS

We will be willing to acknowledge resentments, to forgive and seek reconciliation. We will seek to deal with conflict openly and positively.

INTEGRITY

We seek to be truthful. We require honesty in handling goods and money and responsibility in fulfilling our duties.

What does the Lord require of you? To act justly and to



ASSOCIATE SPONSORS

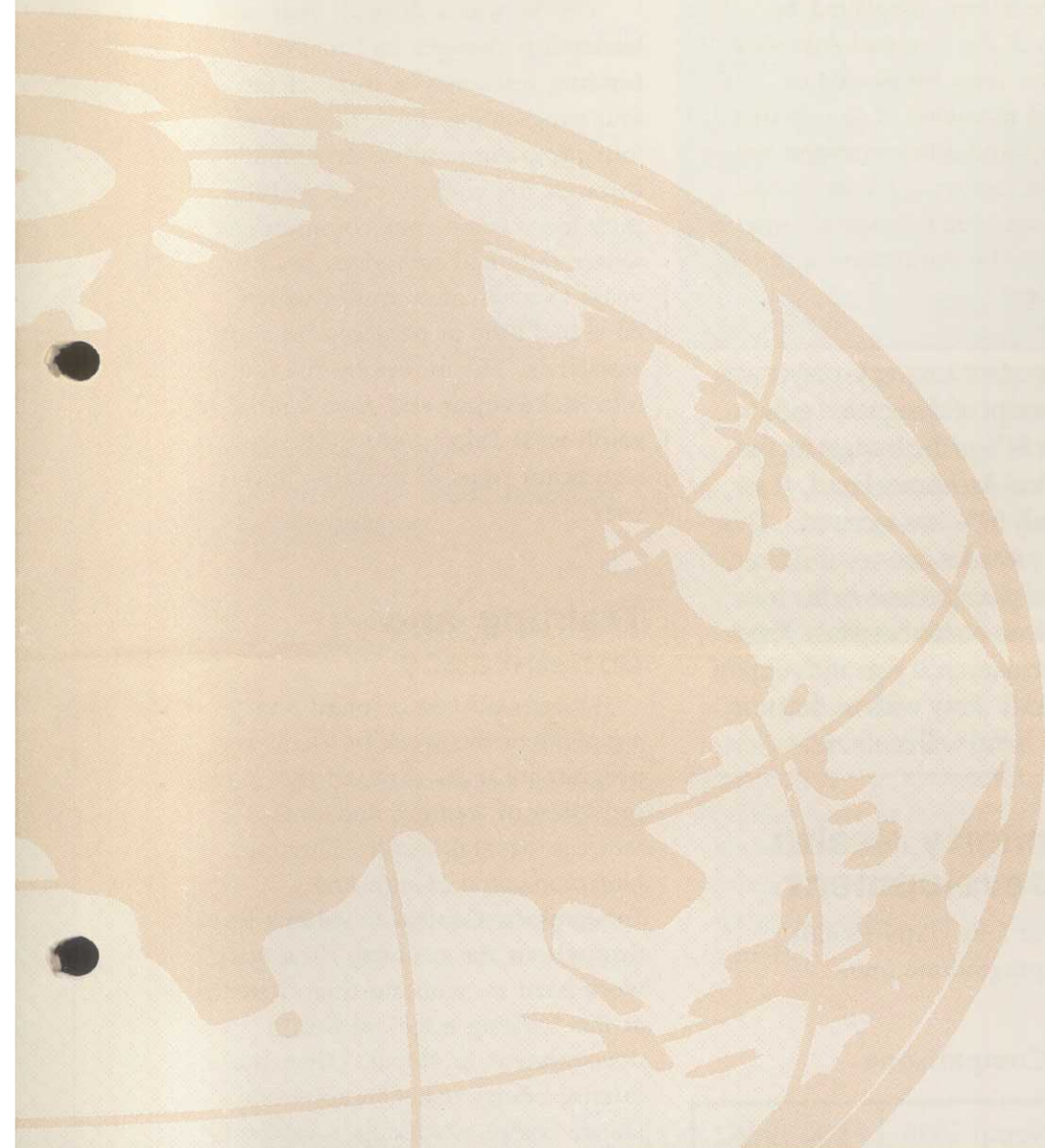
Baptist Union of Norway
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Japan Overseas Christian Medical Cooperative Service
Korean Christian Medico-Evangelical Association

N's ort Network

love mercy and to walk humbly with your God. Micah 6:8



Global Support

PROFESSIONAL COMPETENCE

We desire to excel in our work, to improve our competence and to be models of efficient and humane methods of work. We expect to achieve demonstrable results.

PARTICIPATION

We are committed to enabling people to share in the processes of decision-making that affect them, thereby empowering them to be more effective in improving their lives. In these interactions, we all give and we all receive, we all teach and we all learn.

TRAINING

We are committed to the daily task of training others, to passing on our skills and demonstrating our values to individuals and to the nation as a whole.

CULTURAL SENSITIVITY

We seek to live and work in ways that are culturally sensitive and appropriate in a nation that has such a rich diversity of custom and tradition.

ENVIRONMENT

We value the conservation and enhancement of the environment, recognizing that all humans, animals and plants exist in an intricate dependency upon each other and upon all that sustains them.

IDENTIFICATION WITH NEPAL

We identify ourselves with this nation and its people: respecting its distinctiveness, sharing in its struggle for improvement, appreciating its achievements, and committing ourselves to promote its good.

HUMILITY

We seek to learn before we teach, recognizing that the diverse people of Nepal have lived in their hills, valleys, mountains and plains for hundreds of years and have acquired skills, knowledge and customs that the outsider must understand and appreciate in order to serve with them.

BOARD OF DIRECTORS

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Norwegian Church Aid
Other Small Donors
UNDP
USAID
World Health Organisation

Health Services Department

Over the twelve months of this fiscal year, several hundred thousand people had direct contact with staff members carrying out the work of the 16 UMN Health Services programme units. Many others benefitted as these persons' health, knowledge and practical ability impacted their families and communities as well as their own personal quality of life.

As well as carrying out their important service and development activities, staff focused on imagining, discussing and documenting their hopes and plans for the future. These processes created the "flesh" for the "bones" of the Health Services strategic framework "Towards the Future" approved by the UMN Board of Directors in November 1994. Now nearly all the programme units have approved Strategic Plans with long term programme Plans and Budgets. The 16 programme units can be grouped into four programme areas.

UMN-supported Hospitals

Staff in the four UMN-supported hospitals (Patan, Tansen, Amp Pipal and Okhaldhunga) attended to the needs of 375,431 outpatient visitors, admitted 22,122 persons to their wards, rejoiced at 4,959 live births and persevered through over 7,000 surgical procedures.

A particularly exciting development was the preparation to integrate the Okhaldhunga Hospital and the Primary Health Care Programme. This progressive action was made possible through one new and one increased area of commitment to the UMN health work in this remote hilly district.

First, the increasing commitment and "ownership" displayed by members of the External Advisory Committee who are elected or appointed members of the district leadership and administration was a key factor. Second, a new donor agency committed financial support for most of the programme's three-year budget.

An important answer to prayer was the receipt of designated gifts to cover 84% of the budget for the Medical Assistance Fund. (Last year only 69% was received.) This Fund provides free or subsidized care of poor patients in the four UMN-supported hospitals. These needs remain each year and support is crucial. Pray with us that this trend will continue.

Community Health and Development

Staff of four UMN Health Services programme units

participated in community health and development activities together with individuals and groups in remote and underserved communities of five hilly districts (Okhaldhunga, Gorkha, Palpa, Lalitpur and Makwanpur). The focus communities directly involved with these programme units include approximately 185,000 persons.

1995/96 was a difficult year with leadership changes and major funding restraints in three of the four programme units. Staff in all four programme units struggled through the challenges of shifting their focus from some communities where they had served for many years to new communities which have had little or no access to such assistance. The moves from Lalitpur into Makwanpur and from central to south-west Palpa were particularly significant steps of progress in this year.

Training and Consultancy

Other staff complement and supplement the work in the above programme units through the provision of training and consultancy in Mental Health, Nursing, Nutrition, Oral Health and Tuberculosis Control at various levels throughout the country. The staff work hard to maintain their activities at the "cutting edge" of health development in Nepal. Often these intense efforts result in apparent failure before a workable strategy is found and plans can be implemented.

After several years of intensive planning and negotiation, the start of a post-basic course leading to a Bachelor of Nursing at Lalitpur Nursing Campus was postponed for one year. It has subsequently been started.

The UMN Mental Health Programme and the Mental Health Project of Tribhuvan University's Institute of Medicine have partnered for several years in a "Linkage

Nepal - UK Health Statistics Comparisons

	Nepal 1987	Nepal 1996	UK 1996
Population	18.8 million	23.2 million	58.8 million
Infant Mortality Rate (deaths/1000)	105	98	6.2
Life Expectancy: female	51	53	80
Life Expectancy: male	50	56	74
Maternal Mortality Ratio (deaths/100,000 live births)	850	515	8
GNP (US\$)	180	200	18,410

Programme". This was designed to increase the pool of Nepali mental health professionals through accessing training in neighbouring countries of South Asia.

Well over 5,000 persons received training through these programme units.

Support Services

The Medical Supplies Department staff realised yet another year of record-breaking stock turnover resulting from the successful development of supportive relationships with several more non-profit non-governmental health service agencies. Their dedicated service continues to

provide maximum cost relief to their customers and to meet their own costs through minimal charges.

The Health Services Office in UMN Headquarters supports the staff and management of all the programme units. A critical part of this is working toward successful recruitment of external human and financial resources. These are needed to complement the large proportion of Nepali staff and local resources which make essential contributions to the sustainable success of these health service and development activities. A special challenge is to develop a sustainable programme unit to address the needs for bio-medical repair and support of

facilities maintenance.

The Health Services Office also places experienced professionals into governmental and other non-governmental agency programmes where they can provide a special time-limited contribution.

1995/96 was another major step towards a future that will see these present, significant health services and development activities sustained for the benefit of individuals, families and communities throughout Nepal and for the glory of God. May God grant us the necessary flexibility and perseverance to realise these hopes and aspirations as we serve together.

"I believe there is something that continues to draw people to seek help through UMN hospitals and community programmes. The care, the concern, and the compassion which people experience when they meet people involved in UMN Health Services seldom fail to impress."

- Dr. Bill Gould, Health Services Director

Where there's a well, there's a way

Dil Maya Tandukar and Sarmila Maharjan are an unlikely duo - forty years difference in age, one a great granny with diminished eye-sight, the other, a young mother struggling to run her tiny tea shop whilst caring for her two under 5's! What unites them - the well! They are both dependent on the same well for drinking water. It is strategically placed at the bend of a road leading down to the Bagmati River in Kathmandu. Farmers pause for a drink on their way home, resting the sheaves of rice on a nearby wall. The daily labourers who fill sacks with sand from the river pause for a drink as they plod up to the construction sites around the city. Women are glad of a chat and a drink as they return with their bowls of washing. The well is a social focus for all who pass by but before anyone can enjoy a drink Dil Maya or Sarmila has to produce a bucket to be let down 16 -18 feet into the water level. Not once a day but ten, twenty, thirty times.

The ladies decided something must be done. They had actually seen rower pumps fitted to covered wells in other parts of the city. They approached the UMN Community Development and Health Programme (CDHP) whose water technician encouraged them in community motivation and awareness raising. A committee was formed, funds raised and an application for CDHP assistance submitted. Dil Maya and Sarmila were key committee members. The

committee opened a bank account. More accurately they attempted to open an account but as no one was literate, no one could sign his/her name. So the bank insisted that the signatories should have citizenship certificates. What a proud day it was when Dil Maya and Sarmila came into the office with their laminated citizenship cards, complete with photographs and thumb prints. The very next day off to the bank they went, the cash deposited and the work begun!

Subsequently both ladies took training on how to maintain the rower pumps and how to chlorinate the well using a slow release system. The community contributed 26% of the total costs by their labour and bringing sand from the river.

Now people are able to help themselves to a drink of clean safe water... but you can be sure Sarmila often looks out from her tea shop for a chat.



Rural Development Department

"The problems of the rural poor cannot be solved by anyone but themselves and all solidarity efforts must be aimed at strengthening their own capacity for independent action."

H. Sethi

Rural Development Department projects have brought about the following impacts:

- ◆ Groups of poor and marginalized people have become aware of their potential to solve their own problems and improve their standard of living.
- ◆ Rural farmers use newly learned technical skills in forestry, agriculture, and water project maintenance.
- ◆ Local non-government organizations have become strengthened and implement their own development activities.

Surkhet Project

Community Awareness Teams of UMN staff have worked in six Village Development Committees facilitating a process whereby over 100 community groups now have the capacity to analyse, understand and solve their own problems.

KASARI (Knowledge and Skills Acquisition/Resource Identification) provides consultancy advice to community groups in Surkhet District.

The Training Section has trained Surkhet Project staff in community development methodologies.

Nepal Resource Management Project

HMG has turned over 29 forests (1289 hectares) to Community Forest Groups benefiting 15,000 people.

Over 600 people (84% women) are now literate following Resource Conservation Education classes.

Communities have built 19 village drinking water schemes, which benefit 3300 people.

Community groups have improved their lives through building latrines, improving their stoves, and planting fruit trees.

Okhaldhunga Rural Development Project

Over 100 community groups in Okhaldhunga are working on their own community development activities. They meet monthly to discuss their problems and discover new solutions as well as to collect money for a revolving fund. Many of these groups have prepared action plans which include drinking water, agriculture, forestry, skill training, improved animal breeds, soil conservation, sanitation, family planning, and forest user group formation.

Three non-government organisations in Okhaldhunga have been strengthened by the NGO Support Programme.

The Rural Development Department and the Local Development Ministry signed an agreement for working together on January 2, 1996.

Rural Development Center (RDC)

Over 500 farmers learned skills in agriculture, forestry, animal health, and drinking water maintenance. RDC staff visited most of these trainees and found that most (82%)

were using what they had learned. Of all the trainees, 42% were women, far surpassing the 25% goal RDC had set for itself.

RDC established a Training for Trainers programme in order to share its training skills more widely.

NGO Support Project

The NGO Support Project commenced in 1995 with the main objective to provide institutional strengthening support to grassroots non-government organizations in Rural Development project work areas. It has facilitated organizational assessments of eight Nepali NGOs to help them identify their visions for development work. These NGOs are located in three districts.

Staff have networked with other International NGOs and NGOs and have developed curriculum.

Support to UMN's Rural Development Projects

Besides visiting many UMN projects to understand their agricultural and forestry work, the Agro-Forestry Consultant has provided advice and logistical support.

Leather For Life

PUTALI Maya was left destitute when her husband died. With a six year old son, little land and no supporting relatives, she was forced to take loans in order to survive. Five years later, Putali heard that some people had come to teach leather skills. She thought they could also teach her son and went to ask. When Putali saw the work, she decided to learn. Putali began to practise the rudimentary skills of cutting and leather sewing. Soon she was turning the leather she had collected and tanned into bags that could be sold in Kathmandu and abroad. Six trainings and five years later, Putali Maya has paid back all her loans, put a tin roof on her house and bought land and buffaloes. She has taught her son and his wife how to make the bags and, most importantly, has found a new independence and dignity.

continued on next page

Leather For Life *cont.*

The Sarki, Nepal's traditional leather-working caste, have been making leathersgoods for centuries. Their methodology has been tried and tested for many generations. Designs, handed down from father to son, using particular grasses or thin strands of rawhide for stitching, were sustainable within the village setting. However, with modern tanning methods, leather factories and imported canvas shoes, the Sarkis' traditional skills have been declining steadily. Improper management of existing skills and resources, a small market for traditional leather products and the stigma associated with this 'caste-occupation', further compounds the situation. Many Sarkis have been forced to leave their homes and villages in order to find work elsewhere.

The Village Leather Goods Training Project (VLTP), commencing in 1991, aimed to encourage Sarkis to rediscover a dying skill. A four year programme run by three Nepalis and one UMN expatriate, VLTP offered proper training to interested Sarkis, encouraged good management of resources, designed internationally marketable bags and secured viable markets. VLTP visited Sarki communities throughout Nepal (18 districts), to assess the current state of leather work in the country and to identify interested communities. The main objective was to stimulate, encourage and train hill Sarkis in the production of village tanned leather and leather goods. Sarki communities were visited, perhaps four or five times, in order to establish interest on the part of the communities and commitment on the part of the trainers.

Training started with tanning methodology, followed by cutting and sewing of various types of bags. The total training involved six sessions, each lasting fifteen days. As it takes three months to tan raw hide, training sessions had a gap of three months. By the end of a two year period, trainees knew how to produce different high-quality internationally marketable leathersgoods. VLTP carried out all its training in the Sarkis' villages. Bags were designed and patterns cut in the Kathmandu office, and the aluminum stencils given to the villagers. Thread from Kathmandu was the only introduced outside item to provide strength and uniform quality. Tools were made by local blacksmiths, and herbs from nearby forests were used for tanning. The trainers, going to the villages in pairs, lived alongside the trainees while conducting training. They provided all their own food and fuel in order not to be a burden on the community. In the fourth training session, VLTP facilitated trainee group formation, so the trainees could operate as producer advocacy groups, cooperatives and self-monitoring bodies, thus maintaining a consistent product quality and quantity. VLTP also facilitated the marketing of goods. Groups were introduced to one of three Kathmandu based buyers, and then could independently deliver and sell their goods, and take new orders. Mediation services were available if required.

By the end of its fourth year, VLTP had trained com-

munities in 3 districts. Demand for the goods exceeded supply and the market continued to be viable. VLTP had fulfilled its objectives - but not finished its work. In order to continue the work, a non-governmental organisation called Village Leather Training Association (VLTA), was established in July 1995. The three Nepali members of VLTP continued the work through VLTA, and another Nepali joined them.

The work has been a success for many reasons - and an ongoing success: 92% of its trainees continue to produce leather goods regularly. Perhaps the main attraction for villagers is that they can stay at home and earn a living. They can fit their leather work schedule around their farming work. Some find it more profitable to do leather work and employ people to work their land. Now there are 103 active producers, with almost 272 dependents.

The bag designs are popular and competitively priced - yet give a fair return for work for the producers. Marketing research done by VLTP was a key factor. As one buyer said "Many income generating projects don't work because production training is often given before market-

ing factors are considered.

Training and money are wasted as trainees cannot sell the product they have made and thus become very demoralised.

VLTP realised this could be a problem and secured the market in advance."

The money put into the training is matched, and then topped, by the goods produced by the trainees. Once trained, the producers can continue

independently. Should they need it, follow up and support is available from VLTA.

The success of this programme can be directly measured by the improvements in the standards of living of those who take part. An independent impact evaluation of VLTA's work and its benefits highlights improvements in many areas: education - more children are being sent to school, with greater awareness of the benefits of education; health - more willingness to buy medicine and send sick relatives for medical care; homes - many people have built new houses or reroofed their homes; clothes - people have been able to buy clothes; land - Sarkis traditionally own little land. With the income from the sale of the leather bags, producers have been able to buy land and become more self-sufficient; debt - some Sarkis remain in debt all their lives, even inherit debt from their fathers. Producers have been able to clear their debts, and, some lend money themselves now.

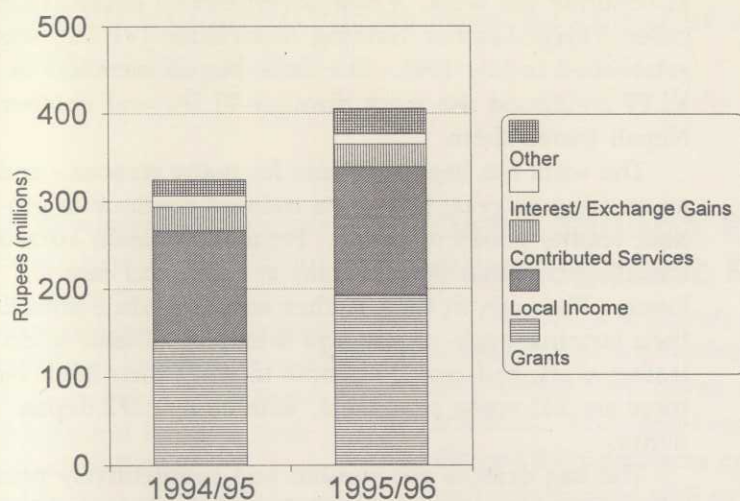
The evaluation further found a huge increase in self-esteem, independence and dignity, illustrated by the change in the relationship between the Sarkis and their neighbours of different castes. Often, especially if they were in debt, Sarkis would have to work for other people in their fields. Now they have a choice about whether to work or not. One Brahmin said, "I have benefitted from the project as well. The Sarkis repay their debt in time and if I run out of money, I can go to them." This empowerment is perhaps the most important benefit of all.

"Because of VLTA's work I don't have to borrow money from anyone, nor do I have to leave home for work, nor do I have to carry other peoples' loads. You came to our home and village and have shown us a good path to follow. You have taken a lot of trouble to teach me, and I will remember that for the rest of my life. I can now carry my own load."

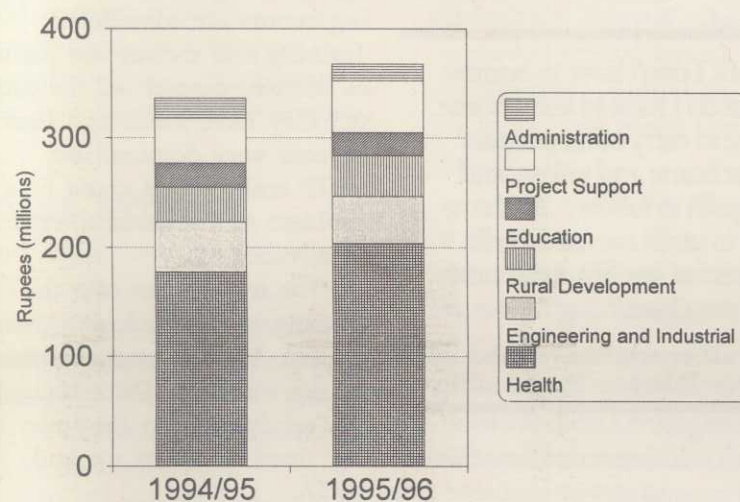
— a leather worker trained by Village Leather Training Programme.

Finance Department

Income



Expenditure



The Past

The year 1995/96 was a year of consolidation and growth. The total income, including contributed services of appointees, increased in volume by about 15% over the previous year.

This increase in activity reflected the secure project funding committed and received during the year enabling all projects to fulfill their programme commitments.

Specific fund balances were carried forward but our central fund showed a deficit.

The Present and Future

In the current year UMN continues to receive support from UMN member agencies, long-term supporters and also excitingly from new donors.

As UMN looks ahead it is aware of its dependence on those of like mind, and we thank God for the richness of our partnership with our supporters.

"Aid helps people in developing countries to escape the awful grind of poverty and to live longer, healthier and more fulfilled lives. Most of all, through health, population, economic and education programmes, aid helps to give people choices over their own lives and their children's future."

ODA

Members of the Headquarters finance team visited 24 projects in the last 12 months to support the project staff in their work. Detailed financial statements are available on request from the Finance Director.

The Finance Team – Headquarters

- ◆ A small team services Headquarters and all projects.
- ◆ They are based at UMN HQ in Kathmandu.
- ◆ They use networked computers and modern communication technology.
- ◆ They are in constant touch with agencies around the world.
- ◆ They administer many special funds and help in monitoring income and expenditure.

The Finance Team – Projects

- ◆ Business managers serve the individual projects.
- ◆ They are mostly based in remote areas and some sit in cool drafty offices with no glass in the windows.
- ◆ They may or may not have a computer.
- ◆ Their electricity supply is inconsistent and communications can be a challenge.
- ◆ They are responsible for administration and financial records.

"When trekking recently I was able to visit one of your rural hospitals which has left a lasting impression with me. The love and compassion shown to all their patients was very special. I enclose a small gift for the Medical Assistance Fund and intend to make this an annual commitment. Please put me on your mailing list."

– A new supporter

Personnel Department

The Personnel Department serves all other UMN departments and their personnel in a way which expresses Christian care, and facilitates the departments and programme units to fulfil their objectives.

The vision of the department is carried out through the work of:

◆ APPOINTEES SECTION

The Appointees Section deals with UMN expatriate staff - recruiting, visa processing, and ongoing pastoral support and advice.

◆ EMPLOYEES RELATIONS SECTION

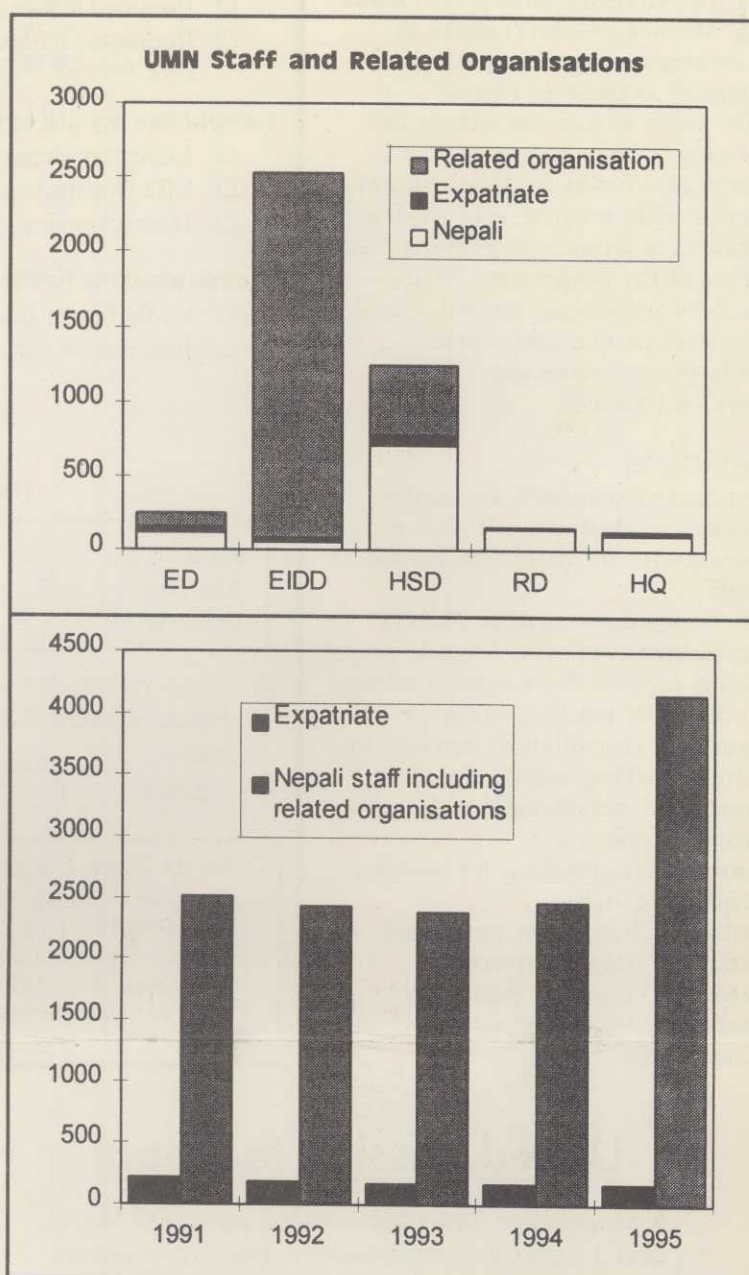
The Employee Relations Section was established in 1993 with the objective of improving interpersonal relations in UMN. Its target audience is the UMN Nepali staff.

Sahayatri Magazine (Journeying Together) is published quarterly by the Employee Relations Office and aims to be a network for all UMN personnel. It is the first staff magazine of its kind in Nepal.

◆ TRAINING AND DEVELOPMENT SECTION

T&D was established in 1992 to act as a focal point for training and development activities throughout UMN. The work is carried out through the English Language Unit, Language and Orientation Programme, Management Consultancy Unit and Staff Development Unit.

Graphs indicate staff directly employed by UMN or through "Related Organisations": the industrial organisations with which UMN is involved, Patan Hospital (a joint HMG/UMN project) and KISC (Kathmandu International Study Center).



Admin Support

Missionwide Support/Headquarters Project

Missionwide Support/Headquarters Project provides central and specialist support services for all of UMN, and administrative support for HQ.

CENTRAL SERVICES provides a range of facilities relating to purchasing, travel, and import/export.

DEVELOPMENT COMMUNICATIONS PRODUCTIONS (DCP) provides audio visual productions and graphics/desktop publishing services.

The VALLEY HOUSING section provides and maintains affordable housing to valley-based appointees, and manages some of the UMN offices.

MANAGEMENT INFORMATION SYSTEMS (MIS) provides information systems consultancy, usually in the form of computer software development, support and training.

MISSIONWIDE MAINTENANCE (MWM) provides specialist bio-medical maintenance expertise to the UMN hospitals and maintenance for equipment.

OFFICE SERVICES embraces a number of logistical functions within the HQ complex: mailroom, library, photocopying, faxes, telephones and stationery supply.

The two VALLEY GUESTHOUSES serve those on Language and Orientation Programme as well as visiting UMN staff and other guests.

Highlights of 1995/96

- arranged for transportation of over 68 tonnes of freight including medicines and equipment to UMN personnel and projects, similar to shipping a large Asian elephant each month
- installed a computer network in HQ, and extended email services.
- set up of a task force to review HQ and the services it provides, the recommendations from which will provide future direction for improved levels of service
- appointed two Nepali staff to Missionwide Support, bringing the total of Nepali managers to four.

Advisory Group on Nepali Women

The Advisory Group on Nepali Women (AGNW) seeks to raise awareness regarding the situation of women in Nepal. AGNW seeks to increase efforts in UMN programmes to meet special concerns of women in development and to provide positive role models. It encourages women to present their concerns at the programme level.

AGNW recognizes the value and worth of all people and works towards positive changes within families and society.

HIGHLIGHTS

conducted women's awareness raising workshop on "Gender Sensitivity" for male and female staff.
encouraged twenty-six AGNW representatives who provide on-going support for women's issues in 36 UMN working areas.
provided consultation services in seven working areas.
continued networking with other women's groups.
provided counselling for women requesting help.
initiated changes in personnel policy of UMN to promote women's concerns regarding maternity leave and sexual harassment.

UNITED MISSION TO NEPAL

I would like to make a gift of

- ☐ Enclosed a cheque payable to the "United Mission to Nepal"
- ☐ Requested a transfer to a United Mission to Nepal (UMN) bank account (see below)

I would like my gift to be used for

- ☐ Education Department
- ☐ EID Department
- ☐ Health Department
- ☐ Rural Development Department
- ☐ Medical Assistance Fund
- ☐ Scholarship Fund

Please send me further information

- ☐ UMN Prayer Information
- ☐ Information concerning opportunities for service

Please complete and return to:

Office of the Executive Director
UMN, P.O.Box 126, Kathmandu, Nepal.

Name:
Address:
Postcode: Country:

- ☐ Please remove my name from your circulation list.
- ☐ Please note my change of address.

Name:
Address:

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New York, NY 10008, USA
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|---|---|

United Mission to Nepal

A cooperative effort between the people of Nepal and 39 Christian organisations from 18 countries



HEALTH SERVICES

Cares for the sick and promotes health through hospitals, community health and education programmes



EDUCATION SERVICES

Assists in the development of education at different levels through formal and non-formal methods/training



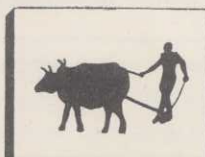
INDUSTRIAL DEVELOPMENT

Facilitates private sector industrial development, appropriate technology dissemination and technical training



RURAL DEVELOPMENT

Assists rural communities in their efforts to improve their quality of life through awareness building, non-formal education/training and technical support



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