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UMIN^{News}

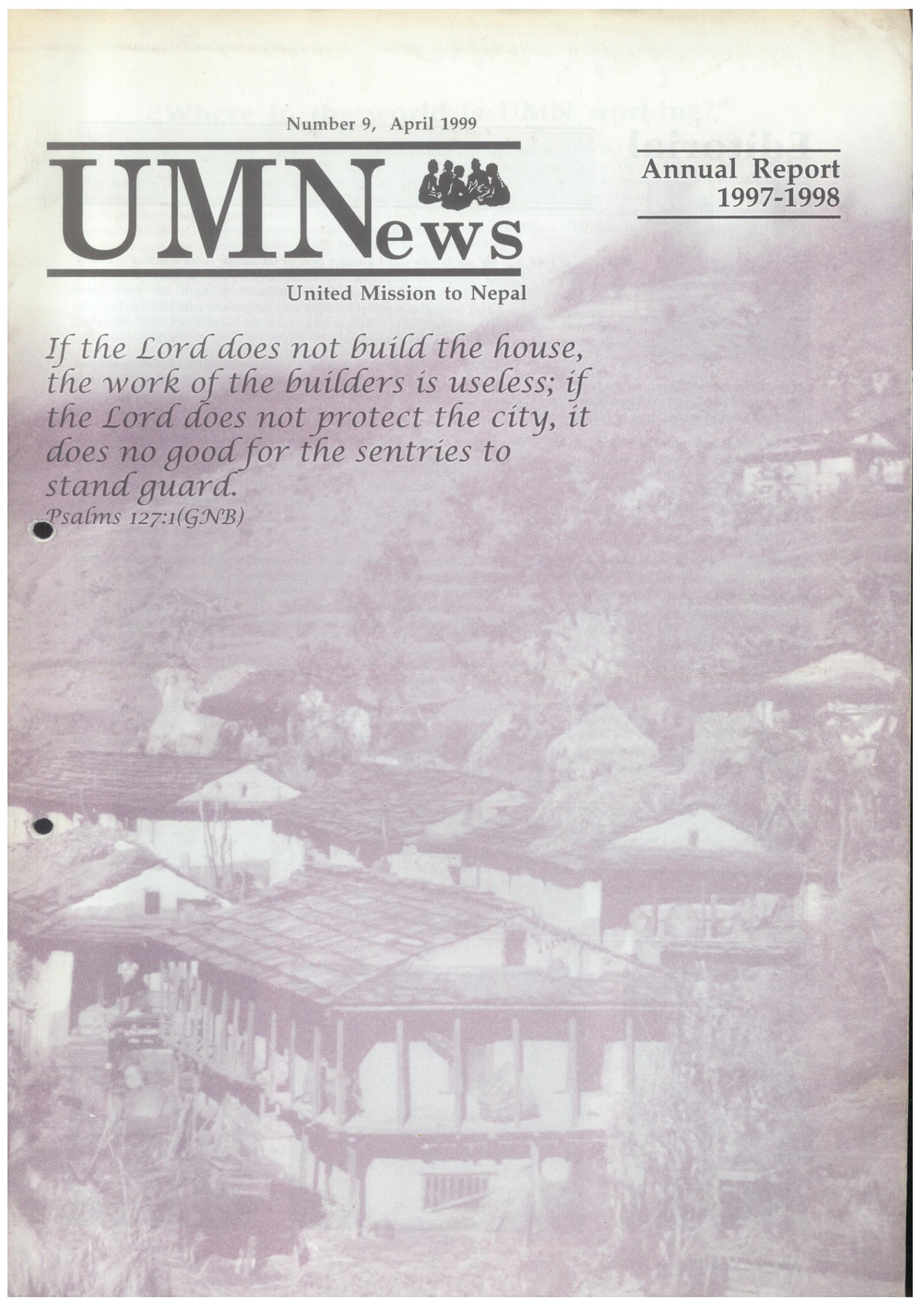


Annual Report
1997-1998

United Mission to Nepal

*If the Lord does not build the house,
the work of the builders is useless; if
the Lord does not protect the city, it
does no good for the sentries to
stand guard.*

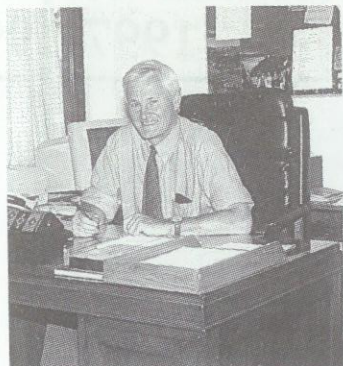
Psalms 127:1(GNB)



Editorial

"What does the Lord require of you? To act justly and to love mercy and to walk humbly with your God."

Micah 6:8



The year 1998 was for my family and I a major year of transition. After a career of nearly 28 years with United Nations Development Programme (UNDP) I left in March 1998 to join the United Mission of Nepal (UMN). We arrived in Kathmandu in April. My predecessor as Executive Director, Edgar Metzler completed his eight year assignment with UMN in June. In other words, I am distinctly unqualified to comment on a year in the life of UMN, 1997 - 98, when to all intents and purposes, I was not operational.

Nevertheless, I find on arriving in Kathmandu a strong, vibrant and well managed organization, moving ahead on the basis of solid work done in the past and sound operating principles and values. I am both honoured and privileged to be part of the UMN management team as we to move UMN into the 21st century, and try to strengthen its contribution in many areas of Nepali society.

The annual report for the period July 1997-1998 provides a brief glimpse of some of the main areas of endeavour of UMN, relating to health services, education, rural development and engineering and industrial development. It has been another rich and successful period in the history of UMN. Whether it relates to providing top quality care to nearly a million people, (approximately 25% of the health services provided throughout the country), to supporting the technical and managerial work of private companies established with UMN assistance, whether it is in the area of rural development or non-formal education, UMN's work in strengthening rural communities and in training human resources at different educational levels, is widely respected and appreciated. UMN can claim significant results.

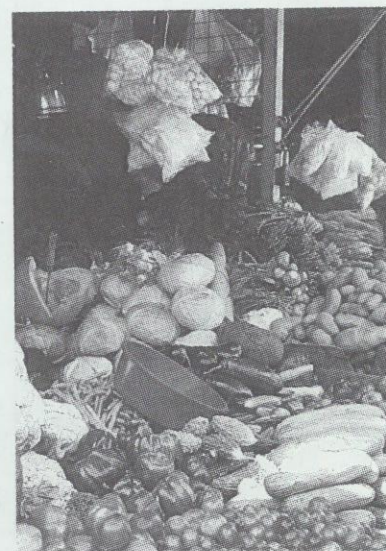
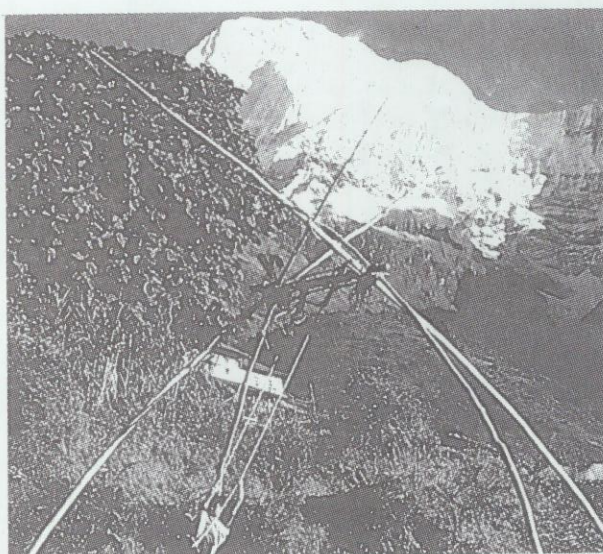
Results achieved however are not due to UMN alone. They are the outworking of effective collaboration and mutual support from a variety of stakeholders: His Majesty's Government which has provided the overall framework as well as the political and institutional support, UMN's Member Bodies and Affiliated Member Bodies for the provision of specialist expatriate services and financial support, local communities and authorities who have supported UMN-assisted activities in project areas, and other multilateral, bilateral, and INGO's for vital complementary inputs, and most importantly over 1000 Nepali staff employed by United Mission to Nepal.

As UMN celebrates in 1999 the 45th Anniversary of its founding in 1954, we wish to pay tribute to our many supporters, and to give thanks to God for enabling UMN to contribute to many varied aspects of Nepal's development in the name and spirit of Christ.

Michael Askwith
Michael Askwith
Executive Director

The day will come when nations will be judged not by their military or economic strength, nor by the splendour of their capital cities and public buildings, but by the well-being of their peoples; by their levels of health, nutrition and education; by their opportunities to earn a fair reward for their labours; by their ability to participate in the decisions that affect their lives; by the respect that is shown for their civil and political liberties; by the provision that is made for those who are vulnerable and disadvantaged; and by the protection that is afforded to the growing minds and bodies of their children.

THE PROGRESS OF NATIONS
UNICEF, 1998



“Where in the world is UMN working?”

Situated in south Asia, Nepal is bordered by the Tibetan Region of China in the north and by India in the east, south and west. It is roughly rectangular in shape with a total land area of 147,188 square kms. The country can be divided into three distinct regions from north to south: the mountains, the hills, and the flat plains known as the Terai, with an altitude ranging from 8,848 to 70 metres above sea level. Eight of the ten highest mountain peaks, including Mount Everest are found in Nepal. Due to its diverse topography, almost all the climatic zones of the earth from sub-arctic to tropical are found. The mean annual temperature is about 15 degrees Celsius; rainfall varies between 250 mm and 4000 mm, with about 80% of the precipitation occurring during the monsoon season, which typically lasts from June until September.

Nepal's 6,000 rivers and streams total 45,000 kms in length. Forests occupy about 38% of the landmass and accounts for over 90% of rural household energy consumption. Almost every known forest type, with the exception of the equatorial tropical rain forest is found. This diversity supports more than 100 species of mammals, 850 species of birds and almost 10,000 species of plants. Unfortunately, because of the heavy dependence of rural households on forest products for livestock fodder, and the commercial logging in the Terai forests many forests have been destroyed.

The population in Nepal is over 21 million - an estimated 144 persons per square km. The urban population is around 10% and growing annually at approximately 7%. Almost 40% of the country's urban population is in Kathmandu valley. Nepal is ethnically as diverse as it is geographically. It is home to some 75 different ethnic groups speaking about 50 different languages, both Tibetan-Mongoloids and Indo-Aryans. The majority are Hindus followed by Buddhists. Islam, Christianity and Animism are also represented. The 1990 Constitution states that the official language is Nepali in the Devanagari script. National language status is accorded to all other mother tongue languages.

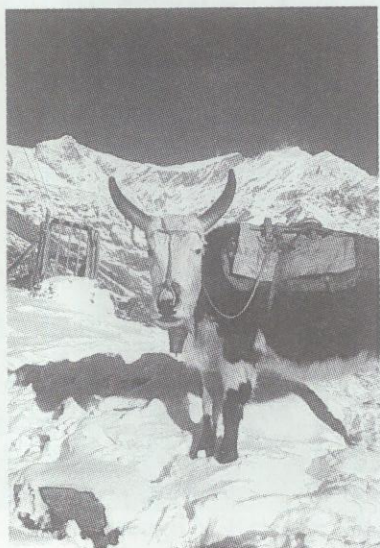
The beginning of the country's modern history dates from the second half of the eighteenth century when Prithivi Narayan Shah, the King of Gorkha, began the unification of the various kingdoms in Nepal. In 1959 an election was held which brought the Nepali Congress Party to power. Its leader, commanded a majority in the parliament. During his second year of office, King Mahendra, father of the present King Birendra, dissolved the first popularly elected government of the country and replaced the government with a partyless Panchayat system. This system lasted until April 1990, when a successful pro-democracy movement, led jointly by the then banned political parties compelled, the King to lift the ban on political organisations. An interim government was formed, and as mandated, accomplished two major tasks: i) it prepared and promulgated a new Constitution incorporating elements of constitutional monarchy, multiparty democracy and fundamental freedoms, and ii) it held the first multi-party elections in thirty years.

Members of the House of Representatives are elected every five years through national elections and the next elections are in May 1999. Administratively, the country is divided into five regions, fourteen zones and seventy five districts. The districts are the main units of local governance, with the structure comprising of Village Development Committees with a Chairperson and Vice-Chairperson and members elected from various wards (local areas), and the District Development Committees elected indirectly by them. The urban areas elect their own Mayors and Vice-mayors who lead municipalities that have similar structures.

Many indicators have significantly improved in recent years. Life expectancy has increased by 13.5 years in the past 20 years, and is now 55 years. Nepal is only one of three countries in the world where life expectancy for women is estimated to be lower than that of men by two years. Infant mortality has decreased by 80% in the past 20 years but still one in every ten children dies in infancy. The Maternal Mortality Rate is one of the highest in the world. Malnutrition is widespread with over one half of all households reporting inadequate food intake. The national literacy rate stands at 37.8%, but this is much lower for women, at 24.4%, compared with 52.2% for men.

Nepal remains one of the poorest countries in the world, with an annual per-capita GDP of around \$200. The number of people living in absolute poverty has nearly doubled in the past twenty years to 9 million - roughly 45% of the population. The incidence of poverty varies across caste/ethnic groups, place of residence, occupation and family size among other factors. The levels of human development attainment also vary widely across regions: e.g. human development in Kathmandu is four times that of Mugu, the most deprived district.

For the past 45 years UMN has been working in Nepal, and in Nepal alone.



Education Department

"Education enables individuals and communities to grow in awareness, appropriate self confidence and resourcefulness to develop skills and understanding to reach their full potential. Using Jesus's example, the Education Department seeks to enable Nepali people to improve their quality of life. Emphasis will be upon the poor, marginalized and underserved in society."

- Education Department: Vision Statment

Adult Education

Adult Education, or Non-Formal Education (NFE), is a mission-wide activity. All of UMN's departments are involved in NFE work. Within the Education Department adult education is by far the largest activity. The Jajarkot NFE and Dailekh NFE projects, situated in the mid-western region, are primarily functional literacy projects which use the teaching of reading and writing skills to introduce various community development activities. Throughout UMN various NFE methodologies are used. Some utilise the government's 'Naya Goreto' material, which uses the 'key word' approach; others are experimenting with the 'REFLECT' approach, pioneered by Actionaid, centred on each group generating its own material. Dailekh NFE is pioneering exciting unstructured approaches which seek to incorporate NFE activities into everyday life. It offers a range of learning approaches to the community, and participants can select the approach that best suits their circumstances. A delay in receiving government approval meant that Dailekh NFE project commenced in December 1998, one village development committee overseeing the initiation of 21 Development Cooperative Groups of women. Each group elected to run literacy classes, giving a total of 21 classes with 364 women participants.

Studies in Nepal have shown that for every kilometre a child walks to school, the likelihood of school attendance drops by 2.5 per cent.

*The State of the World's Children
UNICEF 1999*

NFE class participants and development co-operative group members are encouraged to become involved as interested parents in the functioning of their children's schools. Once parents and the wider community begin to feel that the school is theirs and that they

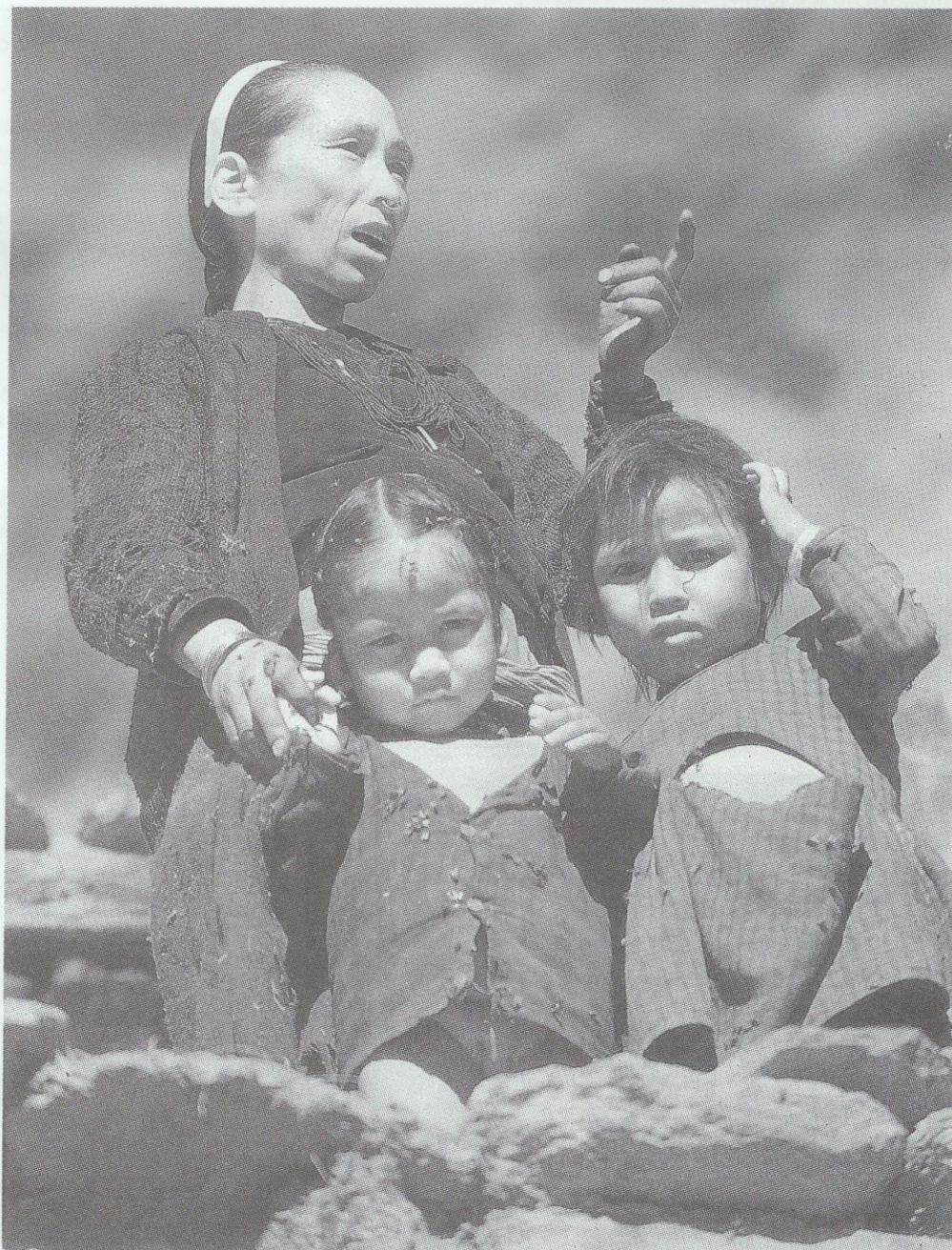
have a right as stakeholders to voice their concerns and offer support, then change can begin.

1997/98 was the Jajarkot NFE project's 7th year. A total of 138 classes were held in 13 village development committees, and 2883 participants enrolled in the classes. While the primary objective of both these projects is to increase literacy within their districts, an important secondary objective is to increase the communities' awareness

and expand their capacity to implement activities that impact their lives. Through the project's encouragement, the literacy classes built or repaired 355 toilets, 1083 kitchen gardens, 181 smokeless cooking stoves, 188 public water stands, 44km of path and 55 new public resting places.

Jajarkot Update

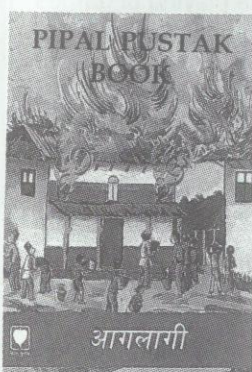
Throughout 1997/98 security in Jajarkot district deteriorated. Innocent people, including women and children, lost their lives. By mid-May 1998 it became clear that project staff could no longer perform their activities safely and all project activities were suspended. On 15th January 1999 work was re-started in two of the 13 village development committees formerly worked in. The situation remains tense and uncertain.



Women and children, West Nepal

The Karnali Community Skill Training project, situated in Jumla district, Western Nepal focuses primarily on vocational training. In this remote eastern corner of the district, a total of 51 literacy classes were held for 1001 participants.

The Non-Formal Education Support Office (NFESO) & Book Project continued to provide a critical resource base for all of UMN's literacy activities. NFESO gave technical support to projects across UMN by providing NFE materials, staff training and project visits. It continued to collect and disseminate



information on new approaches and the latest thinking on NFE. Staff attended national level NFE meetings and workshops, taking every opportunity to share UMN's rich experience in the practical

implementation of NFE projects. The Book Project produced three new Pipal Pustak books, bringing the total to 28 titles. These simple readers are produced to assist newly literate persons to retain their reading skills. Subjects relate to different social issues, such as mental health and earthquakes. Approximately 13,500 were sold during the year.

"Women who do not complete primary school have two to three more children on average than women with some secondary education."

UNICEF report

Vocational Training

Since 1980 UMN has co-operated with the Government's Council for Technical Education and Vocational Training to build and support the Karnali Technical School in Jumla. The Karnali Community Skill Training project seeks to improve the practical experience the students need in order to translate their classroom instruction into appropriate community development activities, in the fields of agriculture, health and construction.

The project worked with local farmers, distributing improved seeds and conducting training in fruit processing and bee-keeping.

Many health topics, including personal hygiene, treatment for worms, skin diseases and safe motherhood were covered through NFE classes. The project

also assisted with a Leprosy Skin Camp.

A 50% subsidy for smokeless stoves was provided and 42 were sold and installed. Forty pit latrines were built in nine villages and a village drinking water system was largely completed. The experimental replacement of wooden turbine blades with metal blades in a water-driven flour mill resulted in increased efficiency and a reduction in the time taken to grind the grain.

The Education Department's Library Consultant worked with the Library Association of Nepal to develop various levels of training for librarians and to provide advice and expertise to librarians operating in other UMN projects.

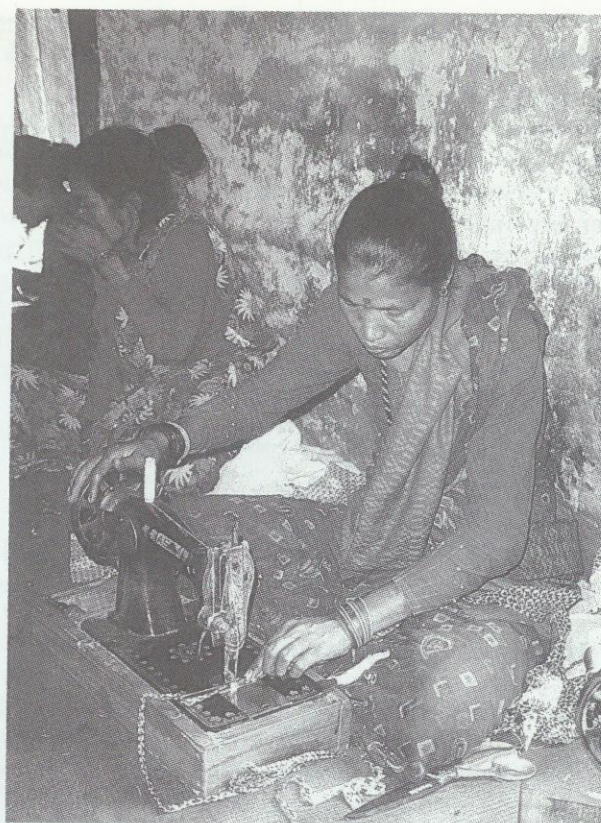
University Education

UMN continues to second personnel to Kathmandu University a private university established in 1992. These highly qualified and experienced academics provide an invaluable support to this young and developing university. The Education Department seconds people to the Education and Computer Faculties and to the School of Management. The Vice Chancellor of Kathmandu University continues to look to UMN to provide teaching and moral support as he builds a university based on academic excellence.

Higher Secondary and Secondary Education

The School Partnership Project (previously known as the Ten Plus Two Project) works in Dullu, Dailekh to improve the teacher training received by 11th and 12th grade students embarking on a primary school teaching career. This was the first year of this exciting and challenging partnership with the Government's Higher Secondary Education Board (HSEB).

UMNs two seconded expatriate personnel in Dullu faced numerous structural, curriculum and managerial difficulties in their task of impacting the quality and practical experience of the training received by the trainees. The politicalisation of the school's management, and specifically the hiring



Non-formal education class, Jajarkot

and firing process for school staff, continues to give cause for concern. The students come with a fixed idea of how to learn and as a result they frequently express their frustration towards the introduction of a problem solving method of teaching, rather than the familiar rote learning method. The road ahead remains steep and rough but UMN continues to seek ways to impact the quality of primary education.

Gandaki Boarding School (GBS) continues to provide an international level of education and received from the Prime Minister, for the fifth year in a row, the award for being the best school in the Western Region. The students exam results were the highest ever, with every student passing their School Leaving Certificate (SLC), the majority with a 1st Division pass. UMN's involvement has evolved over the years and presently seconds the principal and

GANDAKI BOARDING SCHOOL

1st division pass- 60 students

2nd division pass - 8 students

Total GBS students 613

Total GBS Scholarships 180

two senior teachers, as well as a scholarship coordinator who manages the programme that provides nearly one third of the students with scholarships.

Text book development and the training of trainers and teachers remains an area of great need. UMN seconds to the Ministry of Education a highly, experienced expert who, through her years of service in Nepal, has gained an invaluable understanding of Nepal's education system. Her contribution in all these areas continued throughout the year.

UMN SCHOLARSHIPS

	School level	General
Boys	149	57
Girls	192	23

Primary Education

Primary Education is the most critical area of education within Nepal. The quality of teaching young children receive forms the foundation of all future learning. While many children still do not attend school, this is usually for cultural or gender reasons rather than lack of opportunity. However, the real battle Nepal faces is to improve the quality of education received and this is particularly true for the primary sector. For this reason every project in the education department is concerned to promote an improvement in primary schooling.

The Village School Support projects in Dailekh and Syangja seek to improve the quality of future primary school

Primary School enrolment	3.4m
Lower Secondary enrolment	790,000
Secondary education enrolment	330,000

Central Bureau of Statistics, 1997

JUST A BEGINNING

Raja Ram, a primary teacher with nine years experience, from a school six hours' walk away, was initially skeptical and uncooperative when he found the new UMN teacher expected him to attend classes regularly and to participate in active learning. With his experience surely Class 12 was little more than a formality on the road to a B.Ed.?

However, Raja Ram proved an able student with a desire to excel. He was surprised to be asked to teach the same class during the whole of his teaching practice instead of the usual method of subject based teaching to different classes, but he enjoyed the experiment.

In his classroom, as he used the new teaching techniques that he had learnt the children in his care thrived. He used techniques such as the playing of games and the writing of songs to aid their learning, and attendance and performance improved as the children found the classes interesting and fun.

"I've learned so much this year," he said, "But the most important thing has been class teaching and getting to know the children really well. I have told the school's staff that we must teach this way from now on - and they have agreed. As soon as my exams are over we are going to start."

It's only a small result, just a beginning, for our year's work in Dullu, but Raja Ram's enthusiasm and openness to new ideas has been the best encouragement I could have had to persevere with the village school partnership.

UMN teacher in Dullu

teachers. These projects focus on giving practical teaching skills to trainees within the higher secondary feeder schools. Selected feeder school teachers and management committees receive training and encouragement. It will take many years of dedicated and committed work to see change but many progressive communities are aware of the need to provide a better education to their children and are eager to link up with UMN.

Education Support Services

The Kathmandu International Study Centre (KISC) and the various Tutorial Groups in UMN project locations continue to provide a high quality of education to UMN, INF, other expatriate. KISC continued to enjoy a growing intake of children.

1997/98 must go down as one of the worst years for recruiting primary school teachers for Tutorial Groups. Despite direct advertising and numerous pleas to member bodies, UMN did not receive one application for long term service from a primary school teacher. Fortunately many short term offers of service allowed us to get through the year and we are very grateful for and appreciative of these generous offers to teach. Without this help more parents would have had to home school adding pressure to already busy lives.



Jumla Tutorial Group

Engineering and Industrial Development Department

"EIDD's vision is that skilled people will be working in ethically operated and appropriate enterprises participating in a sound and just industrial economy that contributes to basic needs fulfillment."

- Engineering and Industrial Development Department: Vision Statement

Vocational Training

The history of UMN in the industrial development of Nepal goes back to 1963 when the Butwal Technical Institute (BTI) was established. This was largely born out of the vision and determination of Odd Hoftun, a Norwegian engineer. He was supervising the unskilled workers during the construction of the United Mission Hospital in Tansen, Palpa when the idea of providing technical training crystallised in his mind.

He assisted the industrial development of Nepal by setting up a group of workshops, employing apprentices to work and learn various "on the job" trades. His Majesty's Government of Nepal considered the idea excellent and gave approval for Butwal Technical Institute and workshops to be established and located in Butwal, an important trading town in the middle plains of Nepal.

BTI started as an apprenticeship training centre in 1964 and produced the first three graduates in 1967. So far it has produced 377 graduates and 157 tradesmen in various trades. BTI has been the only apprenticeship training institute in Nepal. About 60 BTI graduates have established industries and workshops in Butwal and other parts of the country and almost all are employed or own their own business. These graduates are participating actively in BTI training programmes, sponsoring new trainees and providing employment during and after graduation. Two year courses in Mechanical, Welding and Electrical trades are offered and discussions are on-going to establish BTI as an autonomous body.

Some of the workshops and industries of Butwal promoted by UMN have grown and built up their capacity over the years to become national organisations contributing both to appropriate technology development and the hydropower development.

Technology Development

Development and Consulting Services (DCS) was established in 1972 in Butwal as a local centre to provide engineering consultancy services for UMN building programmes and hydropower activities. It later recognised

The basic principle is that training and development in the Engineering and Industrial sector must go hand in hand. The training needs to be closely tied to production in order to be more effective and, in the long run, self sustainable.

the need for appropriate technology in remote rural areas of Nepal. Today there are four divisions and fourteen programmes and it has been successfully involved in Bio-gas technology, the installation of more than 270 micro hydro plants, with training of operating and service personnel, the development

of low wattage electric cookers, Sundhara oil expellers, mechanical apple peelers and corn shellers and roof-tile technology as well as training. Consultancy services for the construction of Patan Hospital, Okhaldhunga Hospital, Tansen Mission Hospital, Gandaki Boarding School, Amp Pipal Hospital and the Anandaban Hospital extension have also been provided.

Efforts continue to be made to make DCS an autonomous institution with its own legal status, in order to enable it to operate on a long term sustainable basis.

Hydropower Development

UMN owns shares, appoints members to the Board, seconds expatriate personnel and channels funds to the following partnering companies..

UMN established Butwal Power Company Limited (BPC) under a joint venture with HMG/N to promote Hydropower development in Nepal. UMN used to own more than 96% of the share investment in BPC but currently holds only 3%. BPC develops, builds, owns and operates two Hydropower projects - Andhikhola and Jhimruk. The Company is also actively involved in rural electrification works. The Hydroconsult division of BPC carries out



Butwal Technical Institute trainees



Khimti Hydropower Project

feasibility studies and technical designs for projects initiated by BPC and other clients.

Himal Hydro and General Construction Company Limited (HH) is involved with civil construction works, mainly in building hydropower projects, hospitals, office and industrial buildings and installation of ropeways. It is now earning a reputation as a specialist in tunneling work in Nepal. Its main on-going project relates to Khimti Hydropower project.

Nepal Hydro and Electric Pvt. Ltd (NHE) manufactures electromechanical equipment for hydropower projects. A heavy machinery workshop has recently been built to assist the same purpose. It works closely with BPC and HH in Hydropower development. It also provides on-the-job training to the trainees of BTI.

Himal Power Limited (HPL) in collaboration with other UMN-related and foreign partners, is currently building the 60 MW Khimti project. It will own and operate this project for a specified period. This project is considered the first of its kind with in the private sector.

Through these companies United Mission to Nepal has assisted with the building of :

- ♦ Tinau (1 MW in Butwal)
- ♦ Andhikhola (5MW in Syanja)
- ♦ Jhimruk (12 MW in Pyuthan) hydropower projects.

With the experience and expertise gained from the above hydropower projects, these organisations are implementing the Khimti hydropower project.

After the completion of the 12 MW Jhimruk Hydropower Project with money in hand, and with the donor approval, a proposal to undertake development work in the Jhimruk area for the benefit of the people affected by the construction of the hydropower project was considered. A number of options were discussed and finally it was decided to establish a company with development objectives. The idea was to replicate the experience gained from Butwal and so the **Jhimruk Industrial Development Centre Pvt. Ltd. (JIDCO)** was formed.

JIDCO's aims are to assist the local community through industrial and community development programmes.



Mr. K.P. Poudel, inaugurating JIDCO, 8th December 1998

By opening a workshop and introducing programmes such as skill training, enterprise support and other community development programmes are being undertaken. In co-operation with DCS and BTI short technical training programmes will be offered, and appropriate technology development and promotion of small and micro enterprises will be implemented. This new venture expects to generate opportunities for employment, providing skilled labour to the local community.

Community Based Hydropower Development

In order to decide upon future areas and activities in the field of Hydropower, research was carried out in order to study the present situation of community based hydropower schemes, to highlight areas not currently addressed and to learn from the problems and experiences faced by the rural communities.

It was decided that community based hydro power schemes should be in the range of up to 100 KW and that local people need to be involved in every aspects of the planning and implementation. It was also recognised that local management and staff require adequate training and support for running and maintaining a community based micro-hydro project. Due to remote locations only high quality equipment and tested technologies should be installed, and as part of the total project a maintenance fund should be established.

Forestry

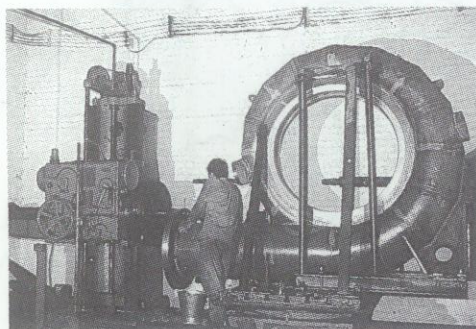
Butwal Plywood Factory Pvt. Ltd. was established in 1973, the primary objective was to provide employment for the Butwal Technical Institute students. It was later converted into a Private Limited Company. In 1989 the factory was closed since there was shortage of timber for raw material. Since 1996, UMN's main interest has been agro-forestry and promotion of private plantations.

Butwal Plywood Factory Forestry Programme works in two sectors; Leasehold Forestry and Farm Forestry and operates nurseries to supply these sectors. The programme operates on a break-even or profit-making basis to demonstrate that a Leasehold Forestry project without operating a factory to process raw materials is economically sustainable. The programme also aims to show that poplar tree growing by farmers is also economically viable in the Terai (flat plains of Nepal, bordering India). To date, the trees have not been harvested and the full cycle viability of the programme has not been

demonstrated. This will take place in the 1998 - 1999 financial year. There are possibilities of moving the ownership of the programme into the hands of local farmers and staff.

Higher Education

Kathmandu University (KU) and UMN signed an agreement in 1994 to support the University's Engineering Programme. UMN through donor funds is providing scholarships to engineering students and for the purchase of equipment and textbooks. The first batch of engineers graduated in September 1998. A total of 67 engineering students in Electrical and Electronics, Mechanical and Computer engineering received their BEng Degree at the convocation ceremony.



Nepal Hydro Electric Company

Born in Tansen, Palpa to middle class Newar Hindu parents, I grew up in Tansen and Butwal but finished my university education in Kathmandu. After I had my B.Com, I went to Singapore where I obtained a B.A. in Theology and also a Diploma in Pastoral Ministry. After a further two years working in Kathmandu, with my wife and two children, I then went to the Philippines where, with the provision of a scholarship, I had the opportunity to complete a Masters in Theology.



Mahesh Thanju

While living in Butwal, I worked for Butwal Plywood Factory (1975-1979) and Gobar Gas Company (1979-1981) which were then UMN Projects, and started to read a book with a black hard cover. My quest to enjoy life as a single young person led to the use of marijuana and other substances. Association with like-minded friends made my life even more miserable. Visits to temples and religious pilgrimages, study and meditation of Hindu scriptures became my futile attempt to find peace. I wanted to get rid of my unproductive lifestyle. One evening while I was reading a Nepali New Testament (my book with a black hard cover) I read about someone who could help me change from within-out and save me from my sins. His name is Jesus. In order to understand more, I studied my black hard-backed book for ten months, and on Easter Sunday 1978 accepted that its contents were true. After which I had joy and complete peace of mind.

This decision led to me spending 26 days in police lockup in Butwal. The separation from my family was worse than being in the police lockup. My family now considered me an outcaste and did not speak to me for a year. In 1985, I married Shakuntala who was at that time a Staff Nurse and she was my great encouragement. One day I asked her "what if I was thrown into prison?". She replied "she would bring dahl-bhat (food) everyday to feed me. I praised God for her support in so many tangible ways.

Currently, I am in full-time ministry and realize the need for being involved in caring for the holistic needs of the Nepali people in general. We need to be concerned for the overall development of the nation and not just for planting churches.

Advisory Group On Nepali Women

"All people in Nepal will recognise the full worth and humanity accorded to women by Jesus. All women in Nepal will have access to the right to their just share of resources. Women who are empowered will result in a positive change in their communities and nation.

AGNW will raise awareness, increase sensitivity, advocate and encourage action to address women's concerns and conditions. AGNW will work toward positive changes for women in families and communities...."

- Advisory Group on Nepali Women: Mission and Vision Statment

In Nepal more than half of the population are women but they are not recognised as individuals. Society has relegated women to the lowest rank and a subordinate position. Due to this discrimination, women have been deprived of equal opportunities and fundamental rights and are facing many problems. They are disadvantaged and marginalised in every field. The Nepali women's status is regarded as very low. Women have fewer opportunities in employment, leadership roles and for participation in the decision making process. One reason is that the education of girls is not a priority. Many girls leave school at an early age and many families think education for girls is a wasted investment.

- ♦ Only 27% of women are literate (nationwide)

- ♦ Political participation is very low.
- ♦ Out of 100,000 live births 745 result in the death of the mother. Causes of maternal mortality include child marriage, lack of prenatal care, poor nutritional status of women, unattended childbirth and traditional childbirth practices. Women's health is never considered as family wealth.
- ♦ Women are subjected to various forms of violence, rape, girl trafficking, battering, teasing and sexual harassment.
- ♦ Discriminated against in divorce, polygamy and dowry.

During the year :

- ♦ A workshop was conducted on

"Present Law in relationship to Nepalese women."

- ♦ A workshop was conducted on "Safe Motherhood."
- ♦ In conjunction with the education department skill training for three women in crisis was provided.
- ♦ Scholarships were provided for 19 girls.
- ♦ 3000 educational calendars were produced and sold.
- ♦ A video "Our Life" which focuses on gender balance in household work was produced.
- ♦ AGNW assisted with the production of a book on the legal rights of women.
- ♦ Organised a women's professional network to discuss gender balance policy.

Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly, defend the rights of the poor and needy.

- Proverbs 31:8-9

ALL THESE MAKE

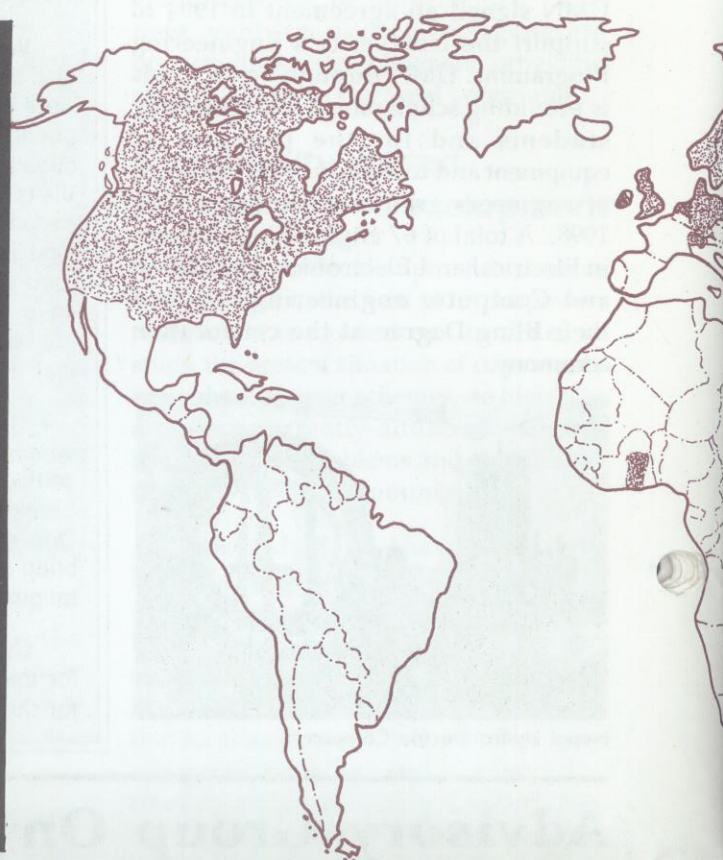
Go in search your people, Love them, Learn from them, Plan with them, Serve them

UMN MEMBER BODIES

Assemblies of God, USA	Interserve
Baptist Missionary Society, UK	Japan Antioch Mission
Common Global Ministries Board of Disciples of Christ and United Church of Christ, USA	Japan Overseas Christian Medical Cooperative Service
Church Mission Society, UK	Mennonite Board of Missions, USA
Church Missionary Society, Australia	Mennonite Central Committee, USA
Church of North India	Methodist Church, Britain
Church of Scotland, UK	Norwegian Himal-Asia Mission
Church of South India	Presbyterian Church in Canada
Committee for Service Overseas, Germany	Presbyterian Church in Ireland
Danish Santal Mission	Presbyterian Church Synod, Mizoram, India
Evangelical Free Church of Finland	Presbyterian Church, USA
Evangelical Lutheran Church in America	Swedish Free Mission
Finnish Evangelical Lutheran Mission	Swiss Friends for Mission in Nepal
Gossner Mission, Germany	Tear Fund, UK
InterAct, Sweden	United Church of Canada
Int'l Technical Assistance Group, USA	United Methodist Church, USA
	Wesleyan World Mission, USA
	World Concern, USA
	World Mission Prayer League, USA

UMN AFFILIATED MEMBER BODIES

Baptist Union of Norway	Netherlands Reformed Church
Church Missionary Society, Ireland	Norwegian Santal Mission
Korean Christian Medical Evangelical Association	Pentecostal Mission, Norway
Life Ministries, Australia	South Asia Group
Lutheran Church in the Philippines	Southern Baptist Convention, USA
Methodist Church in India	Tear Fund, Netherlands
Navigators, USA	United Evangelical Lutheran Church in India
	Volunteer International Christian Services, Canada



JUMLA



Karnali Technical School **
Karnali Community Skills Training Programme

RUKUM



Nutrition Programme

POKHARA



Mental Health Programme
Gandaki Boarding School
Rural Development Centre

JAJARKOT



Jajarkot Non Formal Education Project



Nutrition Programme

DULLU



Non Formal Education Project



Nutrition Programme

SURKHET



Surkheta Project

SALYAN



Nutrition Programme

JHIMRUK



Jhimruk Industrial Development Centre +

BUTWAL



Butwal Technical Institute **
Development & Consulting Services**
Nepal Hydro & Electric Co. ^
BPF Forestry Programme +^

SYANGJA



Mental Health Programme



10 + 2 Programme *



Andhikhola Irrigation Project
Drinking Water & Sanitation Project
DCS Enterprise Development Programme +^

Expatriate personnel from 18 countries work with Nepali staff in over 50 different locations and programmes.

THIS POSSIBLE

Build on what they know, Build on what they have. (Author unknown)

GLOBAL NETWORK

OTHER INTERNATIONAL PARTNERS

AVSC International
Beatrice Laing Trust, UK
Bread for the World, Germany
British Embassy
Christian Child Welfare Association, Japan
Church World Service & Witness, USA
DanChurch Aid, Denmark
Global Health Ministries, USA
ICCO, Netherlands
Inter-Church Action, Canada
Hilda Laing Charitable Trust, UK
Methodist Relief Development Fund, UK
Netherlands Reformed Church
Scottish Episcopal Church
TEAR Australia
USAID
World Council of Churches
World Health Organisation
Other Small Donors

KATHMANDU/LALITPUR

Scholarship Section
Librarian Consultant
Non Formal Education Support Office
Tutorial Groups
Kathmandu University ^
Ministry of Education ^
Council for Technical, Educational and Vocational Training ^
Basic Primary Education Programme ^
Kathmandu International Study Centre
Anandabhan Leprosy Hospital ^
Community Development & Health Project
Institute of Medicine ^
Lalitpur Nursing Campus
Medical Supplies Department
Mental Health Programme
Oral Health Programme
Patan Hospital ^
Sakriya (Response Support Unit/HIV/AIDS)
Yala Urban Health Programme
Agro-Forestry Consultancy
NGO Support Project
Butwal Power Company +^
Himal Hydro & General Construction Co. +^
Kathmandu University ^
Headquarters & Missionwide Support
Advisory Group on Nepali Women

GORKHA

Amp Pipal Hospital
Gorkha Community Health Programme

DHADING

Dhading Resource Management Project

KHIMTI

Butwal Power Company & Himal Hydro who are working on Khimti (I) Hydropower Project +^

RAMECHHAP

Ramechhap Community Development Project

OKHALDHUNGA

Okhaldhunga Integrated Health Programme
Okhaldhunga Rural Development Programme

PALPA

Palpa Hospital
Palpa Community Health & Development Project

MAKWANPUR

Community Development & Health Project

0 50 100km

* UMN/HMG Joint Venture
^ Seconded to
+ UMN Share-holders

Health Services Department

"UMN Health Services through its different programmes seeks to serve the people of Nepal in the name & spirit of the Lord Jesus Christ. In our service we aim to make Him known by word, deed and especially by the quality of our lives...."

"Our vision is to see people made whole through promotive, curative and preventive health care, believing that health is a state of complete physical, spiritual, mental and social well being...."

- Health Services Department: Mission and Vision Statement

HEALTH SERVICES



Maternal and Child Health Clinic

12 on-going projects:

- ◇ Tansen, Amp Pipal, Patan Hospitals
- ◇ Okhaldhunga Health Project (integrated hospital & community health project)
- ◇ Lalitpur and Makwanpur, Palpa and Gorkha community health projects
- ◇ Lalitpur Nursing Campus
- ◇ Medical Supplies Department
- ◇ Oral Health Programme
- ◇ Mental Health Programme
- ◇ Nutrition Programme

One new project started:

- ◇ tb.net support project

Two projects completed their first year:

- ◇ Yala Urban Health Programme
- ◇ Sakriya Unit (HIV/AIDS)

One project in the process:

- ◇ Tansen Nursing School

Four additional assignments:

- ◇ Three seconded personnel (to WHO, Institute of Medicine, Anandaban Leprosy Mission Hospital)
- ◇ One NGO support coordinator (for NGOs working with people who are physically disabled)

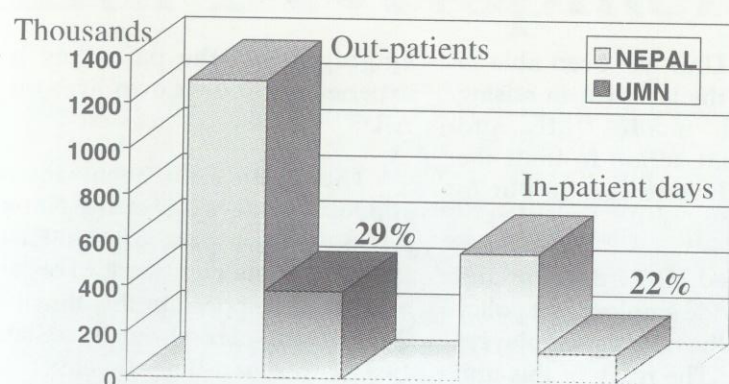
UMN's health services continue to develop

It was with Health Services that UMN's work in Nepal, in 1954, all began. Since then, the contributions in the area of health have kept growing and now comprises 16 different projects.

Highlights of the year include:

- ◆ Initiation of new training programmes, the Medical Doctorate Graduate Programme (MDGP) and post basic midwifery course at Tansen Hospital, and MPhil in Clinical Psychology at the Dept. of Psychiatry, Institute of Medicine.
- ◆ Completion of training of 55 Community Medical Auxiliaries to provide basic dental services at rural health posts.
- ◆ Development of new services at Patan Hospital.
- ◆ Significant steps taken towards the re-opening of Tansen Nursing School.
- ◆ Progress towards financial sustainability of UMN institutions:
 - a) 90% of operational costs raised locally at Patan and Tansen Hospitals, while at the same time provision of free care to poor patients increased.
 - b) Substantial increase in the endowment funds for the four UMN related hospitals.
 - c) Introduction of a new fee structure for Lalitpur Nursing Campus including a scholarship system for low-income students.
- ◆ Successful handover of Bhattedanda Health Post in Lalitpur to the local Health Post Committee.
- ◆ Agreement with the Lalitpur Sub-Metropolitan Area for the opening of a municipal Public Health Unit in Patan. This will facilitate the development of a health care strategy for the city.
- ◆ The development of a response capacity to the emerging problem of HIV/AIDS.
- ◆ Important contributions towards control of TB, through introduction of DOTS (Directly Observed Therapy Short-course) at Amp Pipal hospital and a new DOTS programme in urban Patan.

UMN'S SHARE OF HOSPITAL CARE EXCEEDS 20 PERCENT



Proportion of all hospital care in Nepal provided by UMN 1997/98

Despite the growth in hospital care across Nepal, UMN continues to play a major role in the country's hospital services.

- ♦ According to national statistics, last year UMN provided more than 20% of both in-patient and out-patient services in Nepal.
- ♦ While TB remains the disease with the biggest impact on health in Nepal, Tansen Hospital is the number one centre for detecting new cases, diagnosing more than any other institution, including the National TB Centre.

New Services

As health needs change and alternative health services develop, adaptation is required.

- ♦ Tansen Hospital added endoscopy to its range of investigations. As each

new piece of technology is introduced, difficult decisions of what is appropriate in relation to the level of care are raised. New equipment increases the quality of care on one hand, while increasing the workload and challenging sustainability on the other.

- ♦ Amp Pipal Hospital introduced DOTS treatment for TB, becoming the first rural hospital in Nepal to do so. An immediate reduction in treatment defaulters from 29% to 9% followed.
- ♦ Patan Hospital strengthened its services by opening a five-bed Intensive Care Unit. Private care was expanded with the opening of a 26-bed private ward, a measure designed not just to treat those with a high income, but more importantly to provide additional income that will safeguard UMN's mission to serve the poor.

New directions

Training programmes continue to be developed in order to build up the pool of high quality medical personnel.

- ♦ Tansen Hospital was approved by the Institute of Medicine for the post-graduate MDGP course and admitted its first student in April. This is one of the most important medical degree programmes in Nepal as it trains doctors to work in district hospitals where they are critically needed.
- ♦ Four midwives successfully completed the new one-year post basic midwifery course at Tansen. This course has been praised by the Nepal Safe Motherhood Project.
- ♦ Strengthening of non - UMN hospitals is a growing priority as we seek to reduce dependency on UMN hospitals.
- ♦ The District Doctor Training and Support Programme at Tansen has become involved in support of hospitals in the surrounding districts.
- ♦ The integrated approach to hospital and community health work has begun to bear fruit in the Okhaldhunga Health Project.
- ♦ Last year the number of referrals from health posts to Okhaldhunga hospital doubled, as did the number of children referred to the Okhaldhunga nutrition rehabilitation centre.

Modern technology used to promote and facilitate TB control

tb.net is ...

... a network of organisations and individuals interested in TB control. Most of the tb.net partners are from developing countries in South Asia, but also from other parts of Asia, Africa, Europe and America. The purpose of tb.net is to promote communication between individuals and organisations involved in TB control, with the overall goal of improving TB control activities throughout the world.

tb.net Support Project is ...

... a project set up in 1998 to formalise UMN's existing involvement in this important and innovative network. UMN provides administrative support and has formed a steering committee.

tb.net activities in the last year ...

- ♦ Annual Conference on NGOs and TB Control: A Workshop on

advocacy, self-help and micro-credit (tb.net '98) was held in February 1998, in Kathmandu. This was organised by the Tuberculosis Control Network of Nepal, UMN and the National Tuberculosis Centre. 125 participants representing over 40 organisations from 13 countries attended the workshop.

- ♦ A Global Resource Centre for TB Control on the World Wide Web: The tb.net web site (www.south-asia.com/ngo-tb) was started in February 1997 and has been developed into a TB resource centre to provide resources to individuals and organisations looking for information about TB and TB control. The web site includes information about the disease, and also about training programmes, conferences, computer software, publications, organisations, databases etc. There were about 3100

visits to the web site during the year.

- ♦ Discussion group by e-mail: The e-mail discussion group was started in February 1998. Now it has around 500 participants from all over the world. This provides a forum for sharing experiences, discussing policy matters, asking questions and expressing opinions relating to TB and TB control.
- ♦ Resource materials: Although access to e-mail and Internet is increasing rapidly, many smaller organisations in developing countries do not yet have these facilities and resource materials can be a way of actively distributing information. The resource materials include TB Fact Sheets on various topics, and CD ROM images.

Sakriya Unit pushes back HIV/AIDS

'Sakriya' means 'active' in Nepali and UMN's renamed 'HIV/AIDS Training Unit' has certainly been that. The increasing prevalence of HIV positive people continues to be of concern in Nepal: about 1 in 500

"TB accounts for one-third of AIDS deaths worldwide"

- WHO Report on the Global Tuberculosis Epidemic, 1998

randomly tested blood donors are now HIV positive. While the trafficking of women to brothels in India, or the use of brothels in India by Nepali men working there continues to be the primary source of infection for Nepalis, there is growing concern that HIV may be spreading in the heterosexual community in Nepal.

The Sakriya Unit has been able to take a lead over the last year in raising awareness both inside UMN and nationally, so that action to limit the spread of this disease can be put in motion - in time.

Sakriya helped UMN develop and adopt a missionwide employment policy which addresses the needs of employees with HIV/AIDS. The reach of this unit has gone far beyond UMN.

Papers have been presented to national and international conferences. A basic reader (Pipal Pustak) for use by women's literacy groups has been published; a Nepali aerogramme giving information on the back about HIV/AIDS was produced to disseminate information about the problem to Nepali nationals living abroad; a cassette in local dialects was produced with local women

singing about the pain they have experienced in their own lives due to AIDS... and the list goes on.

The unit has been actively supporting the work of the National AIDS unit, a part of the Health Ministry, in its own work to organise a national response to this threat. All this is being carried out by a staff of two, with a part-time director!



HIV/AIDS educational material

I was born in Darjeeling, India to Buddhist parents. My father was a Lama, a Buddhist priest. Even though he was not a practicing Lama because he was in the British Army, we children were brought up in the Buddhist way of life. I was the eldest child in the family. When I was six years old my parents separated. My mother stayed in Darjeeling while my father returned to his home in Nepal, with my sister and I. After my high school, I went to Kathmandu to study nursing. I had no idea about nursing training, but for some reason I chose UMN's Shanta Bhawan nursing school. It was during my time in Kathmandu, I learnt about the Light of the World and its true meaning.

I started working in the UMN Shanta Bhawan Hospital and then went to work in Okhaldhunga Hospital. Later, with a UMN scholarship I went to India to study Ward Sister and Nursing Administration courses, and following my return I worked in Okhaldhunga Hospital until I got married. I was then transferred to Lalitpur Nursing Campus (formerly called the Shanta Bhawan Nursing School) as a tutor. After a few years I completed my Bachelors' in Nursing (BN) with the aid of UMN's scholarship and also started a degree course in Sociology and Anthropology but was unable to finish the course. I thank God for what He did to me and I pray to Him to give me the heart that is willing to do what He wants me to do. By God's grace, I was also able to obtain a partial



Sukuntala Thanju

scholarship to study for a Master of Science in Nursing (MSN) degree in the Philippines. I am happy about this because I think education also equips us to serve God. In God, I hope to see my family living and working for His Kingdom so the people of Nepal will see the true God.



Child with a fractured leg in Tansen Hospital

	Nepal	U.K.
Total population (1996)	22.0 m	57.1 m
Population under 18	10.9 m	13.3 m
Annual number of births	822, 000	706,000
Annual number of under 5 deaths	95,000	5000
under 5 mortality rate	116,000	7000
GNP per capita	\$ 210	\$19,600
% of under 5 underweight	47	0
% net primary school enrolment	65	100
Total fertility rate	5.1	1.7
Maternal mortality rate (1990)	1500	9
Total number doctors	874	
Ratio of hospital beds to population	1:4139	
UNICEF, Progress of Nations, 1998		

Rural Development Department

"We share in the vision that marginalized and oppressed people in rural Nepal will have knowledge, skills, and equitable access to resources which can equip them to carry out change towards improving the quality of life of their families and communities. By quality of life we mean that state of well-being intended by God for all creation."

"We share in the vision that people in rural Nepal, on a local level, will have the opportunity and skills to organize themselves and carry out their own development efforts."

"We share in the vision that Nepal will have its own sincere and able non-profit, government and non-government organizations which will help facilitate and support the development efforts of local people in rural Nepal."

- Rural Development Department: Vision Statment

Partnership with Nepali Organisations

The NGO Support Project assisted eight Nepali NGOs through action planning, as well as co-operating with other UMN projects working with NGOs. An Organisational Assessment manual was produced which can be used to analyse and understand an NGO. A quarterly Nepali newsletter is produced.

The Nepali Organisation Unit was established in order to partner with organisations working with community groups to improve their standards of living.

A Shared Goal of Poverty Alleviation

The government of Nepal's Ninth Five-Year Plan, which commenced in 1998, challenges all development organisations in Nepal to alleviate poverty. This plan has an ambitious goal: that within 20 years the 42% of the population presently living in poverty will be reduced to only 10%.

As well as alleviating poverty, UMN's rural development projects seek to improve the overall quality of life of poor and marginalised people in rural areas.

Each project focuses on such people and seeks to share skills, build capacity and increase community awareness so that people can begin to escape from the 'poverty trap'.

The Nepal Resource Management Project completed work in twelve village development committees in Dhading and Ramechhap. During its six-year history, over 400 community groups were formed and many continue to work on their own in managing forests and on other community development activities. Local communities built 52 drinking water systems, benefiting 1400 households.

"Do two walk together unless they have agreed to do so?"

-Amos 3:3

The Surkhet Project successfully finished its community awareness work in ten village development committees in the District, with the result that many people are now better able to solve their own problems and are committed to improving their own quality of life.



Rural village scene, Pokhara

Pokhara's Rural Development Centre (RDC) expanded its training work and established a 'satellite' in Surkhet to provide technical training to the community groups formed by the Surkhet Project. Some 714 farmers were trained in 45 courses, ranging from animal health and husbandry to off-season vegetable cultivation. The RDC also facilitated the Government's certification of Village Animal Health Workers in Nepal.

The Okhaldhunga Rural Development Project works with six village development committees in northwest Okhaldhunga, strengthening local government and community groups. These groups undertook a variety of activities: repairing footpaths, building resting places, mobilising group savings and loan funds, and running adult and children's literacy classes.

Until 1998, UMN implemented its rural development activities largely through projects managed by UMN. Since 1998, it has commenced new partnering initiatives whereby Nepali

"By any reasonable international standard, everyone in Nepal is poor, except for a few professionals and businessmen, and perhaps some large farmers"

World Bank

organisations (non-government organisation and community based organisations) are given responsibility for managing UMN-assisted projects.

Resources Interdependently Shared for Empowerment, is a new fund to provide financial resources to community-based organisations.

NEVER AGAIN?

Shanta Rai is a hard-working wife and mother who belongs to her village women's group. Shanta tried raising pigs to help support her family, but the pigs never reached 25 pounds (10 kilos), even after two years of feeding. What a waste of feed and labour! She said she would never raise a pig again.

UMN's Okhaldhunga Rural Development Project encouraged and helped Shanta's women's group to form a non-government organisation (NGO). Similar groups in nearby villages were formed.

The Okhaldhunga Rural Development Project along with UMN's NGO Support Project (NGOSP) gave assistance to the group and in response to the women's requests to learn how to grow vegetables, UMN's Rural Development Centre, Pokhara was asked to provide training.

Shanta was excited about what she learned in the training, and immediately put her new skills to use. Within a few months, several people were stopping by Shanta's garden to see the impressive results.

A few months later training was offered in pig-raising, and Shanta was selected by her village women's group to attend. After the course Shanta decided to give pig raising one more chance. After all, a few simple lessons had transformed her vegetable garden. Would it be the same with pigs?

Following training, Shanta made a few simple changes to the traditional pig raising practices. She added a few ventilation holes to the small stone pig house, cleaned the manure out of the pen weekly (and composted it for her vegetable garden), administered worm medicine and fed the pigs with a home-made salt-mineral mix.

With these changes, Shanta raised a piglet from weaning to 25 pounds in just five months. She slaughtered the pig, fed her family a feast during the festival season with half the meat, and sold the other half for a source of cash income.

This coming year looks brighter for Shanta's family because she has new skills, due to the cooperation of three different UMN Rural Development Projects working in partnership with a local NGO.



Organisations formed in Surkhet and Okhaldhunga Districts by previous UMN project staff have formed associations which aim to relate with UMN. All these initiatives are co-ordinated with the Government's District Development Committees in each district.

Agro-forestry

UMN's Agriculture Forestry Consultancy Unit works closely with the Nepal Permaculture Group in promoting sustainable agriculture in Nepal and both organisations benefit from working together. The Agriculture Forestry Consultant supports UMN projects with visits, and by assisting with technical needs. As result of this combined effort, there is the potential for 1600 farmers in ten districts to improve their agricultural production using sustainable agriculture methods. A quarterly Nepali newsletter is produced.

"The Spirit of the Lord is upon me, because He has chosen me to bring Good News to the poor, He has send me to heal the broken-hearted and announce that captives will be released and the blind will see; the oppressed will be set free and that God is ready to give blessings to all who come to Him".

Luke 3:18;19 (Living Bible, paraphrased)

UMN & HMG: GOOD PARTNERS

One often hears about the difficulty of working with HMG (His Majesty's Government of Nepal) in project sites. Government officials as well complain about the lack of coordination and transparency they experience with NGO projects. However, this was certainly not the case in the development of the Dhading Resource Management Project (DRMP) in early 1998.

Two years before the project was scheduled to start in July 1998, the staff and the government forestry offices began discussions. The forestry office enthusiastically supported UMN's continued involvement in Dhading District after the completion of the six year Nepal Resource Management Project.

A rural appraisal of the proposed new project sites was conducted jointly by the local government officials, local residents and UMN staff. From the learning generated by this appraisal, government and UMN staff designed the final strategic plan for the DRMP proposal. When the jointly written plan was submitted to the HMG Department of Forests and they suggested a workshop for all interested parties.

The workshop was held in May, 1998. Participants included HMG officials, local forest user groups community members, local NGOs and UMN staff. After an open and honest look at the shortcomings of the previous project, the workshop turned their attention to the future. Many new ideas were generated from the wide breadth of experience and expertise represented. A task force of HMG officials and UMN staff was created to prepare a detailed project document based on the workshop recommendations and previous experience.

This project document formed the basis of a new agreement between UMN and HMG for "community capacity development with a special focus on the forestry sector", signed in August, 1998. The approval process, contrary to previous experiences of delays and difficulties, was smooth and quick since HMG had been involved in the design of the project right from the first. This approval took only two months compared to the eleven months for the previous project. UMN and HMG are partners for the development of Nepal and cooperation can bring results for the poorest, and most marginalised in our communities.

LIGHT HAS COME INTO THE DARKNESS

It is as different as night and day, since UMN came to the area, all because so many people have studied in NFE classes (adults and children), our homes have become like a school.

The primary school in my locality was a two-hour walk away, too far for small children to walk. After we formed a group, we discussed building a school. Our group is made up of people from two toles (neighborhoods), both groups belonging to different political parties. The people of one tole didn't talk to or help the people from the other tole and could not cooperate with each other.

UMN staff came and talked to our group about the importance of working together as a group, and also about the benefits of having a school for our children. After a discussion, we made a decision to stop quarreling with each other, and to work together on building a school.

We requested 70,000 rupees (\$1000) from the Village Development Committee to build a primary school. The group members built the school. First of all, we had to dig a level area on the steep hillside, then we built the walls and roof.

Before, if a family sent their children to school, people would say, "They won't work at home any more." But after the adults studied in NFE class, they realized the importance of sending their children to school, and now send their children, including their daughters, to school.

Before the project began, the people used to buy one or two onions to use as medicine. Now, we have been taught to grow vegetables and in many homes there are baskets of home-grown onions and chili peppers. People have started to sell onions and peppers to buy salt and clothes.

The animals have also improved. I work as a dhami (traditional healer). If an animal got sick, people would call me and give me a chicken to sacrifice to the gods to make their animal well, now, people go to the village animal health worker trained by UMN.

The poor people used to be afraid of the rich people, who used to call them to work for small wages in their fields. Now, the poor people have become aware, and are not afraid of the rich people anymore.

Beside each home, there is now a small house (latrine).

After studying, people understand about their problems, and their eyes are opened. That is development.

- Sabra Village, Okhaldhunga



Emmett Khadka



Vegetable garden

"Happy are those who know they are spiritually poor; the Kingdom of heaven belongs to them!"

Happy are those who mourn; God will comfort them!

Happy are those who are humble; they will receive what God has promised!

Happy are those who are humble; they will receive what God has promised!

Happy are those whose greatest desire is to do what God requires; God will satisfy them fully!

Happy are those who are merciful to others; God will be merciful to them!

Happy are the poor in heart; they will see God!

Happy are those who work for peace; God will call them his children!

Happy are those who are persecuted because they do what God requires; the Kingdom of heaven belongs to them!

Happy are you when people insult you and persecute you and all you all kinds of lies against you because you are my followers. Be happy and glad, for a great reward is kept for you in heaven".

Matthew 5:3-12 (GNB)

"We used to think that development was bringing electricity or a motor road. Those projects were too big for us to do. Therefore, it seemed to us that development was not something we could do. Development was something that had to be done by the government or someone else from outside our village. After working with UMN staff, we now realize that small projects like forming a group to work together, and building latrines and growing vegetables are development. Now we know we can do development ourselves, it is not just from outside."

- Manisa Gurung, from a rural location.

Finance Department

The good news

UMN financial resources have continued to strengthen during the year 1997/98 and are now in a sound position to move into the twenty-first century. Careful stewardship of our resources has enabled the work of UMN to continue without funding restraints, and we give thanks to God for His provision.

As UMN is a large and complex organisation, only salient facts are highlighted.

Total income actually received:

US\$ 7.5 million of which:

- ◆ 36% (US\$ 2.7 million) came from income generated in Nepal mainly hospitals fees and training income,
- ◆ 22% (US\$ 1.7 million) from donors in Europe and North America,
- ◆ 11% (US\$ 0.8 million) from other donors,
- ◆ 12% (US\$ 0.9 million) from Sending Bodies to cover expatriate volunteers costs incurred in Nepal,
- ◆ 11% (US\$ 0.8 million) from individuals and small donors,
- ◆ 8% (US\$ 0.6 million) from interest and exchange on currency conversions,

Free of cost to Nepal!

In addition to the actual income received of US\$ 7.5 million in 1997/98, UMN receives the services of specialist expatriate volunteers who are provided, absolutely free of cost to UMN by their sending organisations. It is very roughly estimated that such a provision cost those organisations about US\$ 3 million in 1997/98 and that this is substantially less than the equivalent cost of specialist consultants provided by other multinational and bilateral donors, and some other international NGO's and organisations.

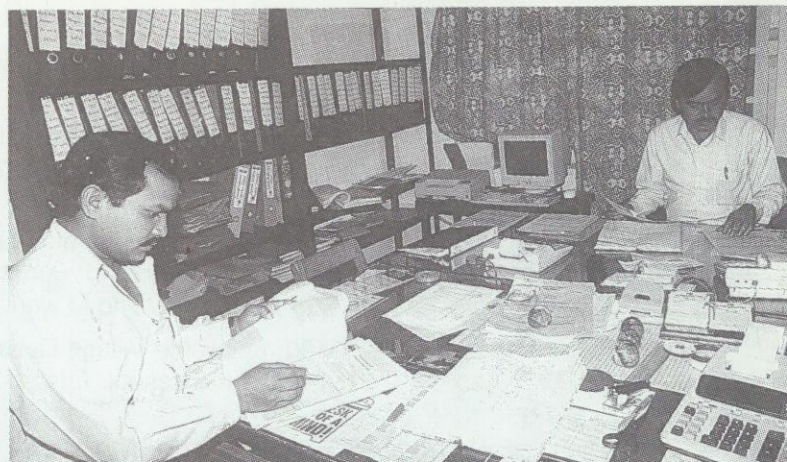
UMN's financial statistics

- ◇ Operating income has increased by 6% whereas costs have marginally decreased.
- ◇ Designated funds have increased by 30%.
- ◇ All operating costs of UMN have been fully funded.
- ◇ Central costs in real terms have been reduced by about 7.5% over last year.

Wonderful support and thanks

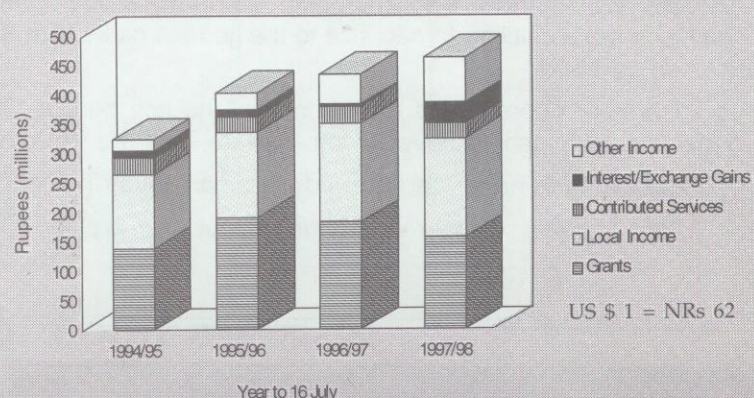
As we look back at the past year we would like to thank our donors, old and new, for their continuing faithfulness. With such committed support we can look forward with confidence.

For those who wish to know more, a full set of accounts is available from the Office of the Finance Director.

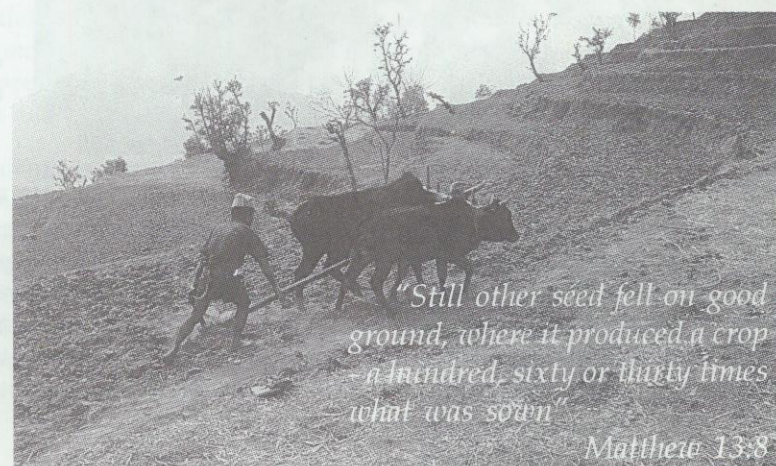
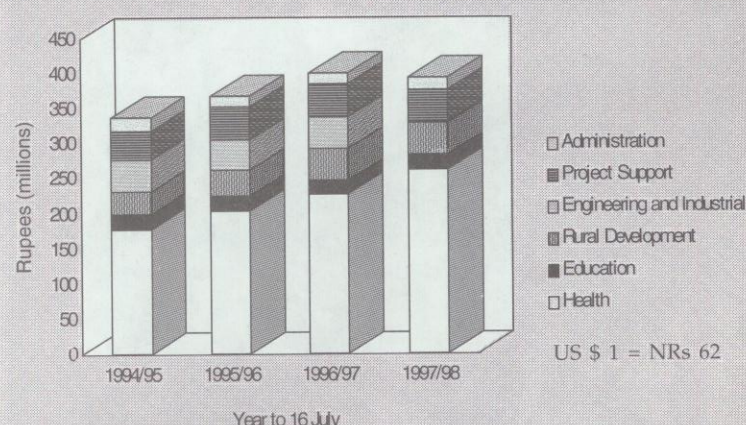


Account Office, HQ

OPERATING INCOME



OPERATING EXPENDITURE



"Still other seed fell on good ground, where it produced a crop a hundred, sixty or thirty times what was sown"

Matthew 13:8

Personnel Department

"... to enable UMN and its partner organisations to accomplish their visions and strategies by facilitating the personnel functions they need, with specific emphasis on managing change and releasing the potential of their people".

- Personnel Department: Mission Statment

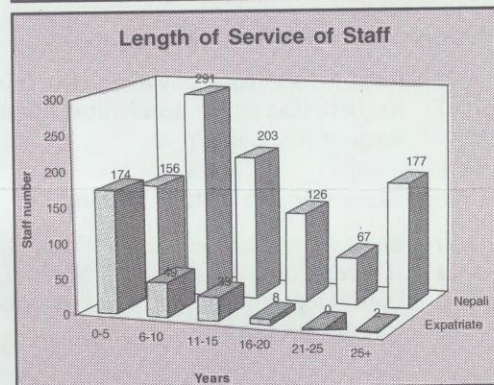
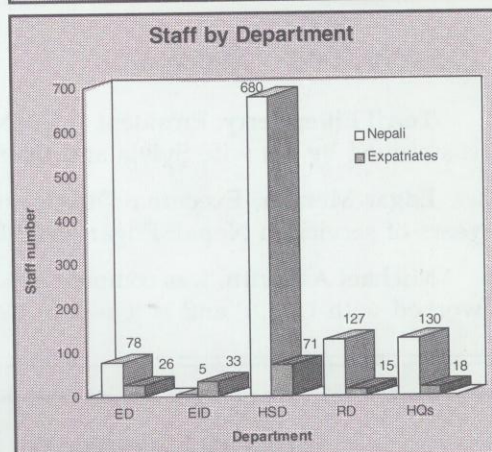
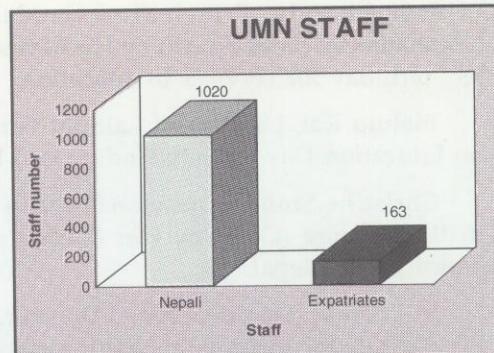
UMN's Personnel Department seeks to serve the needs of UMN staff, both Nepali and expatriate, through its work in the following areas: Employee Relations, Recruitment, Appointee (Expatriate) Support (including visa aquisition and pastoral care), Training & Development (T&D), and the Language/Orientation Programme (LOP).

Activities in 1997/98:

- ♦ A further 4 Employees Relations Staff Workshops were held (bringing the total held to date, to 16)
- ♦ Recruitment of 62 short-term (up to 1 year) and 26 long-term (more than 1 year) expatriate personnel
- ♦ LOP basic training given for 22 new long-term personnel, and individually tailored courses for most of the 62 short-termers.
- ♦ Provision of T&D input (Management Consultancy and English Language development) to almost all UMN projects and related organisations; development.
- ♦ Launch of the T&D Learning Centre.
- ♦ A new Pastoral Care Team commenced work.
- ♦ All expatriate visas were renewed successfully.

We are not primarily put on earth to see through one another, but to see one another through.

- Peter de Vries (born 1910).



Highlights from Mission Support



UMN Headquarters

Missionwide Support Project (MSP) provides central and specialist support services for all of UMN, and administrative support for the Headquarters complex.

A major highlight of 1997/98 was the preparation of an updated Strategic Plan, covering 1998-2000. Strategic direction consisting of the five principles of effectiveness, customer

satisfaction, staff development, innovation and efficiency.

"to provide high quality services which add value to the work of UMN programme units and staff."

- Missionwide Support: Mission Statement

Other highlights include :

- ♦ MSP vehicles covered 148,000 km.
- ♦ for the third year, a HQ Handbook/Diary was published with standards of service for each HQ section.
- ♦ the Mailroom handled around 228,000 international letters and packets, equivalent to 900 items/day.
- ♦ 53% of MSP staff took part in a wide range of training courses and workshops.
- ♦ all four MSP sections are now managed by Nepali staff.
- ♦ with the availability of cheap email, HQ fax bills have decreased by over 50% in 2 years.
- ♦ Pucho Niwas Guesthouse provided 7,700 bednights, equivalent to 21 guests every night of the year.
- ♦ UMN information and news was made available as a web page (www.umn.org.np) on the Internet.

Congratulations, UMN Staff were honoured in 1997/98 through some significant awards.

P V Chandy, Principal of Gandaki Board School awarded the Prabal Gorkhadaksin Bahu Fourth by His Majesty the King on the occasion of the King's 53rd birthday for services to education.

Bishnu Rai, Director of Lalitpur Nursing Campus, awarded the gold medal on Education Day for outstanding and long service to the field of Education.

Christine Stone, Education Specialist, awarded as Officer of the Order of the British Empire (OBE) by Her Majesty the Queen Elizabeth II for services to education in Nepal.

Bill Gould, Health Services Director, awarded as Officer of the Order of the British Empire by Her Majesty the Queen Elizabeth II for services to health services in Nepal.



His Majesty the King with P V Chandy

Executive News

Terril Eikenberry, President of UMN Board of Directors died after a short battle with cancer on January 11, 1998. Terril is survived by his wife Sylvia and their three sons.

Edgar Metzler, Executive Director of United Mission to Nepal completed his term of office in June 1998, after eight years of service in Nepal. Edgar and Ethel are currently living in the USA.

Michael Askwith, was commissioned as Executive Director, United Mission to Nepal in April 1998. Michael previously worked with UNDP and is joined in Nepal with his wife Celia and youngest daughter Rose

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
- ☐ A specific project.....
- ☐ Rural Development Department
- ☐ Medical Assistance Fund
- ☐ Human Resource Development

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 :
Country : Postcode :

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

Name :

Address :

- ☐ Grindlays Private Banking
13 St. James's Square
London, SW1Y 4LF
England, U.K.
A/C 2990580-1 (US \$ deposits)
A/C 2990580-2 (UK £ deposits)
A/C 2990580-021 (Euro deposits)
Sort Code 60-92-76
- ☐ UBS AG
P.O. Box 395. Dept. 628
Church Street Station
New York, NY 10008
U.S.A.
A/C 101-YR-547980-000

UMNews9

Personnel needs

Urgent Personnel Required:

- ◆ General Practitioners
- ◆ Psychiatrists
- ◆ Teachers - all kinds, for all ages, for all subjects
- ◆ Engineers
- ◆ Community Development Advisors
- ◆ Management Trainers

United Mission to Nepal welcomes enquiries from individuals, indicating qualifications, experience, interests and availability. Subsequent follow up, will than be channelled through a UMN Member or Affiliated Member Body (as enumerated on pages 10 and 11). All applicants should be in agreement with the UMN Statement of Faith.

Over 50% of expatriate personnel serving with UMN are seconded to work with government institutions, industrial companies and private organisations. Personnel interested in these types of positions need to be able to work independantly, have strong inter-personal skills and adaptability to a different working environment. An adaptitude for language is also an advantage.

For further information, contact:

Personnel Manager (Recruitment)

Email: personnl@umn.mos.com.np

Special thanks to every one who contributed in the production of this report, especially those who submitted articles, photographs, creative ideas and assisted with layout.

For more information, please contact United Mission to Nepal, P O Box 126, Kathmandu, Nepal
Phone : 977-1-228118, Fax : 225559, E-mail : xdo@umn.mos.com.np, <http://www.umn.org.np>