

यूनाइटेड मिसन टु नेपाल



United Mission to Nepal

# *ANNUAL REPORT*

## *94/95*



बार्षिक प्रतिवेदन

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## Foreword

Words, statistics, graphs, even pictures, cannot convey the meaning and significance of human development.

Nor can the personal struggles and benefits of efforts to improve the quality of life be appreciated if only viewed from an office in Kathmandu.

To understand the importance of development service we must enter into the experiences of people, such as:

- a malnourished baby regaining health, and the mother learning about nutrition to keep her family healthy.
- a young man acquiring the technical skills that will enable him to secure employment and hope for the future.
- a community discovering it has power through organization to secure ownership of its own forest lands and manage them for the benefit of all in the village.
- a family having enough income for its basic needs because the father has employment in the growing private hydropower sector.
- a woman denied opportunity for schooling, discovering new abilities and power through non-formal education classes.

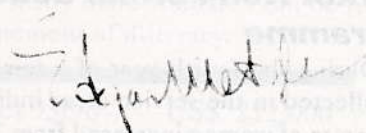
These, and thousands of other individual examples, are the real story of the work of the United Mission to Nepal during the past year. And as individuals, communities, and organizations learn new attitudes, motivation, and skills, the goal of nation-building for the benefit of people is advanced.

Forty-one years ago when the United Mission to Nepal was invited by His Majesty's Government to begin work in Nepal, there was very little infrastructure and few trained personnel. Now there is a comprehensive government structure, many technically and professionally trained Nepalis, and a growing search for people's participation through the non-government sector.

As UMN prepares to enter the next five year General Agreement with His Majesty's Government, which will carry us into the 21<sup>st</sup> century, our clear priority is to work with Nepali communities and organizations in developing their own capacity to do the work they believe will bring a better future for their families and the nation.

For this partnership to succeed, we gratefully look to the cooperation of His Majesty's Government, the donor agencies, the 39 sponsoring agencies from the worldwide Christian community, and to our dedicated and competent staff. Thanks to all of you.

Sincerely,



Edgar Metzler  
Executive Director

## Nepal's wealth lies in its people.



*People with the freedom of choice, enabling them to participate in decision-making processes utilising their resources to their fullest capabilities.*

***"Education programs assist and empower people. Increased skills and confidence through education change lives forever."***

***-Norma Kehrberg, Education Director***

*UMN's involvement in education has always had a focus on innovative work, covering a wide spectrum of educational needs. Frequently the focus has been on marginalised groups with an emphasis on girls' and women's education. This continued to be an emphasis for 1994/95.*

### Vocational and Technical Education

Fifteen years of UMN's involvement with Karnali Technical School (KTS) ended on July 21, 1995 as the last of 50 buildings were handed over to KTS. UMN in a joint effort with the Council for Technical Education and Vocational Training (CTEVT) and KTS, under the Ministry of Education established a vocational school in Jumla. In addition to infrastructure support, UMN provided four technical teachers in health, construction and agriculture. This project was undertaken in one of the most remote areas of Nepal.

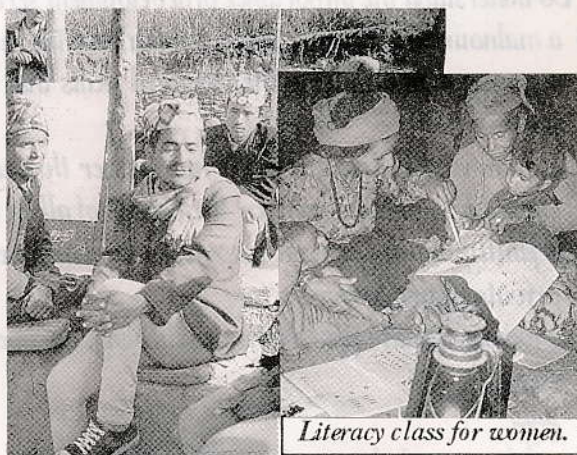
- July 21, 1995 - A celebration was held to mark the completion of the first phase of UMN's involvement in Jumla. Two days of festive celebration included sports events, school tours, talks and cultural programs. The over 1,000 participants consisted of leaders from CTEVT, UMN, KTS, staff, students and community. The guest list included the Minister of Education and various government officials.

UMN will continue to work under CTEVT in KTS in a new program designed to develop skills training in a community extension center located one day's walk from the District Center in Jumla.

### Jajarkot Non-Formal Education Programme

During the fourth year of a ten year program, data collected in the service areas indicated that the literacy rate of women increased from 2% to 23% and for men from 7% to 41%. The programme is in its largest growth period with 3451 participants and 60 Nepali staff.

During the past year there were 119 basic NFE classes, 19 follow-up classes and 35 "out of school" children's classes. Development activities of the classes resulted in the construction of 472 toilets, 755 kitchen gardens, 347 smokeless stoves, 220 public water taps built or repaired, 30,757 meters of foot trails and one suspension bridge repaired. The major impact has been on the lives changed as a result of increased skills and confidence among the formerly non-literate population of this remote area.



*Literacy class for women.*

*Village Development Community leaders discussing NFE Programme in Jajarkot*

### Non-Formal Education Programme

The Non-formal Support Office provides technical and professional support to all NFE programmes within the four departments of UMN work reaching a total of 7,000 participants. This includes:

- *onsite facilitator training,*
- *site visits for evaluation and consultation.*
- *mid level management training in adult education methodology.*

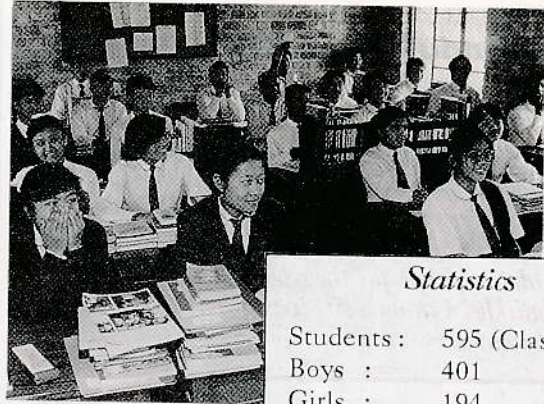
The Kathmandu based office distributes adult functional literacy materials and collects, produces and sells the popular 'PIPAL PUSTAK' series of adult easy-readers based on true stories of the people of Nepal.



*Learning from 'PIPAL PUSTAK' books.*

## Formal Education

### Gandaki Boarding School (GBS)



#### Statistics

Students :	595 (Class 4-12)
Boys :	401
Girls :	194

The first batch of "10 Plus 2" students graduated from the 595 student body school. UMN's involvement in GBS is in a supporting role through provision of 48.1 lakh rupees (approximately US\$ 100,000) for scholarships for 190 students at the school and the secondment of four staff, including the Principal. High academic standards continue in this well functioning institution providing quality education to deserving students.

### UMN's Jajarkot Project

*What's it for... This reading and writing stuff we call "education"?*

Kumari's head was bent low over her test paper. At sixteen, she was the youngest of three women and seven men who were about to complete a three-month tailoring training organised by the local government.

Kumari's face looked familiar and I realized that she had taken part in the literacy program we are running in her village. Why was she here, and how had she managed to join this tailoring training? In our village, tailoring is a man's job.

Later, over a cup of tea, she told me how she had seen (and was able to read!) a letter from the Government advertising the training. She showed the letter to her father and asked if she could join the training. But who would do her daily chores if she joined the training? After all, she did have her seven younger brothers and sisters to take care of, and grass to cut for the ox and buffalo. In the end, her parents agreed to take care of her chores each day while she was at the training from 10 o'clock in the morning until 4 o'clock in the afternoon.

Some days later I ran into Kumari's father. We talked about the rice planting, how little rain there was this year and how the children were doing at school. Remarkably he sends his sons and daughters to school. Here many parents are unable to see the wisdom in sending girls to school. After all, they will only leave home once they are married. And besides, who would cut grass for the animals and take care of the babies if their daughters go off to school?

Trudging through the monsoon rains on my way home, I thought over all my questions about Kumari. Yes, without the literacy skills provided by the project she couldn't have joined the training. But what had motivated her to step out of the mold and try something new? Certainly having a supportive father helped, and perhaps attending the adult education classes helped, too. We will never know for certain. But I believe it was because Kumari had gone to the NFE class, and there became aware that women also have worth and choices, that this process led to Kumari becoming the first female tailor on the village.

*-Reg Naylor, Jajarkot Project*

*"Please make Jajarkot a priority so that many more Kumari's can be released from the confinement of illiteracy"*

In 1995/96 Jajarkot NFE Project will continue to run [132] classes, to give people the chance to learn to read and write. Young girls, whose fathers aren't as enlightened as Kumari's, can attend "Cheli Beti" young girls classes. The project through its "community development"

activities builds on the formulation of literacy to give new skills in the areas of health (mother and child), agriculture and income generation. As you prepare your plans for the coming year please make Jajarkot a priority so that many more Kumari's can be released from the confinement of illiteracy.

Budget 95/96	US\$ 212,000
Total Received	US\$ 114,000
Needed	US\$ 98,00

## Kathmandu University

The Crown Prince of Nepal  
HRH Dipendra Bir Bikram Shah Dev  
graced the auspicious inauguration of the building.

*UMN's commitment  
to provide resources for the science building at the  
new Dhulikhel Campus site was completed during  
the past year.*



The new science building complete!

### Seconded Workers

There are six workers seconded to service in HMG's institutions. They are as follows:-

- Basic and Primary Education Project
- Kathmandu University
- Curriculum Development Centre
- Council for Technical Education and Vocational Training



Scholarship students receiving their stipends.

### Scholarship Programme

UMN continues in its tradition of providing grants for deserving scholarship students. During the past year, 992 campus and school level scholarship students were studying on UMN scholarships. At the end of the year 65 completed their scholarship study with UMN. Thirty-nine new scholarships were granted to campus and school level students.

<b>CONTINUING SCHOLARSHIPS</b>	
<b>GIRLS</b>	<b>BOYS</b>
430	562
<b>NEW SCHOLARSHIPS</b>	
<b>CAMPUS LEVEL</b>	
<b>GIRLS</b>	<b>BOYS</b>
3	11
<b>SCHOOL LEVEL</b>	
<b>GIRLS</b>	<b>BOYS</b>
16	19



Several UMN professional staff are assisting Kathmandu University in the development of programmes in Computer Science, Management and Engineering.



Students in Management Course

These education consultants combine an integrated approach, working together with Nepali colleagues within Nepali systems. Their involvement and expertise is based on requests from various institutions of the Ministry of Education.

### Library Consultant

#### Activities

- ♦ Training and Skills Development in Cooperation with the Nepal Library Association and CTEVT.
- ♦ Advice and assistance on Library matters have been made available to various departments and projects.
- ♦ Community Library Development- Training materials were developed and utilised in workshops and seminars, both for Patan urban area and for rural community libraries sponsored by NGO's.

### **OUR GOAL: To Increase Nepali Capacity**

Our main goal is to increase Nepali industrial 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**

We aim to be pioneering 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 wanted, needed and available.

### **PIONEERING WORK WE ARE SUPPORTING :-**

#### ● **Water Supply Sector**

UMN is the implementing agency of a water supply project funded by the United Nations Development Program. It is seeking to establish the technical and financial feasibility of implementing the Melamchi Diversion Scheme with private investment and resources from within Nepal. 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. Traditionally Nepal has depended on foreign money and expertise for large infrastructure projects of this kind. UMN hopes this Project will be a first step toward breaking that dependency.



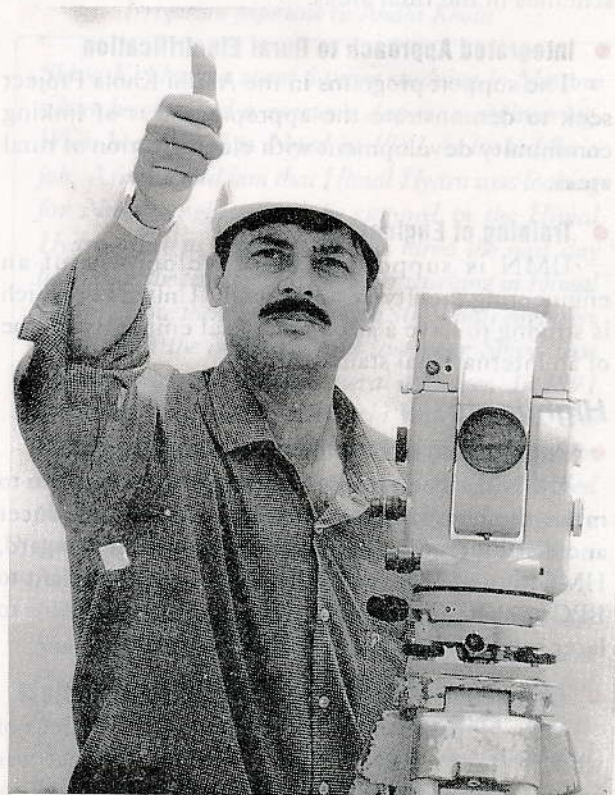
EIDD Director Gerry Kent with BTI Director P.L. Shrestha, the Mayor of Butwal (on the right) and other dignitaries at BTI graduation ceremony.



Entrance to the powerhouse access tunnel at Khimti

#### ● **Private sector hydropower development**

UMN has seconded expatriate expert volunteers (engineers and managers) to Butwal Power Company Ltd., Himal Hydro and General Construction Ltd. and Nepal Hydro and Electric (Pvt.) Ltd. to assist with the promotion and construction of the 60 megawatt *Khimti Project, the first major private sector hydropower development in Nepal.* Nepal's major resource is its abundant economic hydropower potential. It is hoped that the private sector can play a major role in its development.



"Right on Target"

### ● Community Based Hydropower Schemes

There has been an emergence of organizations seeking to develop local hydropower resources. UMN has made a decision to support such organizations in appropriate circumstances. In this way, UMN hopes to encourage the development of hydropower schemes that will mainly benefit the rural areas.

### ● Apprenticeship Training

Butwal Technical Institute remains the only apprenticeship "on the job training" school in Nepal. During the past 32 years approximately 400 trainees have graduated and gone on to jobs and leadership positions in Nepal's industrial sector.

### ● Forestry

Butwal Plywood Factory (Pvt) Ltd. is pioneering leasehold and farm forestry plantations in the Terai in the hope that this will help alleviate the serious deforestation problem in Nepal, besides being a reliable source of raw materials for the plywood manufacturing industry.

### ● Appropriate Technology Development

Development and Consulting Services is seeking to be a pioneer in many areas including the development of an innovative oil expeller, roofing tile machine and entrepreneurial programs. It is at the forefront in the advancement of technologies that assist in the building of mini and micro hydropower schemes in the rural areas.

### ● Integrated Approach to Rural Electrification

The support programs in the Andhi Khola Project seek to demonstrate the appropriateness of linking community development with electrification of rural areas.

### ● Training of Engineers

UMN is supporting the development of an engineering faculty at Kathmandu University which is striving to have a strong practical emphasis and be of an international standard.

### Highlights

#### ● Privatization of Butwal Power Company Ltd.

UMN has been supporting the HMG initiative to make the company a viable private sector producer and distributor of hydroelectric power. In this regard, HMG turned over the Jhimruk hydroelectric plant to BPC as share investment in the company. It plans to later sell these shares to the general public.

#### ● Completion of the Jhimruk Hydroelectric Project

With Nepali companies in the lead in all areas of work, this 12 megawatt, US\$19 million project was completed on time and under budget in spite of its remote location in west Nepal. Butwal Power



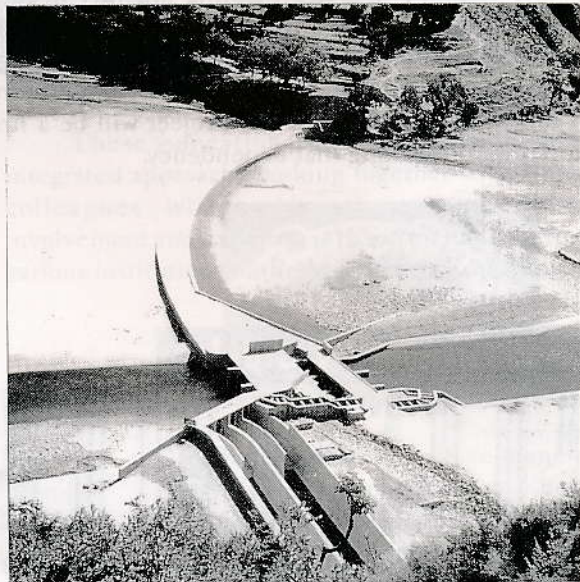
*Leasehold forestry plot*

Company Limited provided the engineering and management services (and will continue to own and operate the plant), Himal Hydro and General

*"Jhimruk will be an enduring symbol of the birth of the private sector power industry in Nepal ...."*

*-EIDD Director*

Construction Ltd. completed the civil construction work and Nepal Hydro and Electric Ltd. was in charge of the electro-mechanical work.



*Jhimruk Dam*

### Nepali leadership

In early November, 1995, Mr. Govinda Devkota was appointed as Director of Development and Consulting Services. As a result, all of the most senior management positions in the related organizations are headed by Nepalis.



### **Creating jobs and stimulation of the economy**

*At the end of the fiscal year, there were approximately 1300 Nepalis and 33 UMN expatriate expert volunteers working in EIDD and the related organizations. The total expenditure in related organizations and EIDD projects during the last fiscal year totalled approximately NRs. 477,000,000 (equivalent to US\$ 9 million).*

### **Opportunities for Women**

The first four female trainees graduated from the Butwal Technical Institute during the last fiscal year and are now employed in local industry.



*BTI Trainees at Work*



*Melamchi-Turning the first sod*

### ● **Significant Advances in Appropriate Technology Dissemination**

Development and Consulting Services successfully developed a fire retardant thatch for the Nepali context. In addition many orders have been received for the Sundhara Oil Expeller from overseas customers who see the machine as being appropriate for use in their countries.



*Irrigation pipeline in Andhi Khola*

● Three years ago in 1992, the Butwal Technical Institute admitted its first four female trainees. One of them, Muna K.C. was 15 years old at the time and comes from a poor family in Tansen. In January, 1995, after excelling in two years of study and on the job training in the electrical trade, she became one of the first female graduates from BTI. She is now working in Nepal Hydro and Electric Ltd. as an electrical technician. She is very much a pioneer of women's involvement in the industrial trades and is justifiably proud of the independence and high standards she has achieved through her hard work.

### **Work Nears Completion at Andhi Khola**

Thirteen years of work are coming to a successful completion in Galyang, Syangja District. The project, involving a 5 MW power station (including extensive rural electrification) and 230 hectares of irrigation was begun in 1982. The power station and distribution network, now owned and operated by Butwal Power Company Ltd has been generating electricity since 1991. The irrigation project will be handed over to HMG by the end of 1995. HMG will then hand it over to the Andhi Khola Water Users Association.

*Shiva K. Sharma spent 6 years studying in Moscow where he obtained a master's degree in engineering. When he returned to Nepal in 1981, he looked for a job. A friend told him that Himal Hydro was looking for Nepali engineers, so he stopped in the Himal Hydro office to inquire. He was hired the next day becoming the first Nepali engineer working in Himal Hydro. Now there are more than 30 Nepali engineers working in the company and last year Shiva was appointed its first Nepali general manager. In 1991 Shiva heard about the Melamchi Water Project. He felt the tunnelling could be done by Himal Hydro. He wrote articles in the newspaper. He lobbied politicians. He argued that the work on the urgently needed tunnel should begin immediately and that a Nepali company, Himal Hydro should do the work. UMN decided to assist in raising money to support Shiva's initiative. The United Nations Development Program also decided to support Shiva's vision and in April, 1995, Shiva turned the first sod. This is an example of UMN's desire to act as a catalyst and facilitator for worthwhile Nepali initiatives.*

***"To raise the awareness and capability of groups and organizations of rural poor so that they can improve the community and their own quality of life."***

*- Markku Vuutilainen, RDD Director*

### Activities

- *Identification and group organizing of marginalized communities;*
- *awareness raising; problem solving;*
- *planning; implementation and evaluation by local people; local resource management;*
- *community development.*

### Nepal Resource Management Project (NRMP)

- Work expanded into one new Village Development Committee (VDC) in both Dhading and Ramechhap district sites (total coverage 3+3 VDCs).
- Awareness raising through 38 Resource Conservation Education classes and other training programs.
- Implementation of Village Action Plans, including forestry and sanitation activities, by local people.
- According to participatory evaluation in Naubise VDC the communities have realized their potential for development.
- Changes in organizational framework based on a management study had a positive impact to project management.



### Okhaldhunga Rural Development Project (ORDP)

- Completed drinking water rehabilitation in old area.
- New project began in two VDCs in the remote northwest corner of the district, where relationship-building, learning/analyzing about local conditions, and marginalized group selection were carried on.
- At the end of the year local NGO support work was started in Okhaldhunga.

### Surkhet Project (SP)

- 46 marginalized self-help groups continued to identify/solve community problems through local leadership and using local resources. An exit-evaluation was conducted in the three first VDCs as community education teams moved out.
- Identification of marginalized communities was completed in three new VDCs where formation of self-help groups will start.
- Four new VDCs were selected for an expansion of work.
- KASARI (Knowledge and Skills Acquisition/Resource Identification) further developed its service to established groups for networking, process consultancy and provision of data-base information of available services or assistance.
- The training section further developed its programs for community educators and group leaders.

***Skills training of rural people for development and improvement of life.***

### Rural Development Center (RDC)

- Total of 6,235 trainee days for 808 trainees (75% for farmers and 25% for client project staff). 13% increase of trainee days and 26% increase of number of trainees over 1993/94.
- According to the RDC-developed wealth ranking system, 44% of trainees were poor and 33% women.
- A tri-party arrangement was made between RDC, USAID (donor) and the NGO Federation - Nepal to conduct training programs for local NGOs (14% of all trainee days).
- Progress on the intended exchange of training techniques and skills with the partner Nepali NGOs was less than anticipated.
- The major RDC farming functions were closed and more training programs were changed from office to field-based.



**P**reviously, the local people lacked the feeling of unity. They also had no sense of belonging to a group. Women lacked opportunities to work on a collective basis. There was a feeling that women must not attend meetings because they knew nothing, and that development depended on the privileged people of the village.

But now, unity among us has grown, and we have begun to work on a collective basis. We have development. Accordingly, we have repaired paths and wells, laid pipelines for water supply, constructed 14 latrines, improved wells to arrange for drinking water for our cattle, etc., and we hope to continue such activities for our children's future."

-The Unity Group, VDC, Sireni



### Village Leathergoods Training Project (VLTP)

- Work was expanded in two old and one new district. Now 73 Sarki families are benefitting from the programme.
- 15 leathergoods trainings were conducted.
- An evaluation revealed that 90% of the trainees (trained 2.5 years ago) are still producing leathergoods.
- Export orders have continued strongly. Buyers developed new designs. A video film about leather work was produced.
- The busiest, most productive and final year of VLTP ended with the formal registration of the Village Leathergoods Training Association by the trained staff who will continue the work.



### NGO-Support Project (NGO-SP)

#### Organizational and technical development support to Nepali NGOs

- The pilot project concluded with much useful insights and experiences: The 'mushroom' growth in number of NGOs, their inexperience, organizational weakness, etc. caused an 'inflation' in the NGO sector, which urgently requires a gradual development of the whole NGO sector.
- NGO-SP made partnership agreements with four NGOs and had frequent or occasional consultancy with 8 other NGOs.
- Representatives from 20 NGOs participated in a Sustainable Agriculture and Development workshop.
- A new 3-year strategic plan was developed with an emphasis on working in the districts where RDD projects are located.

### Operational and Technical Support to RDD/UMN projects

- Agriculture, forestry and drinking water 'Professional Group' meetings were organized. Agriculture and Forestry Advisor services were made available to UMN projects and administration.
- Two senior staff were sent for Masters courses in England and many others participated in on-the-job training locally.
- A new 5-year RDD strategic plan was finalized and approved.
- Negotiations with the Ministry of Local Development for a department agreement was initiated.
- There has been positive response from donors for financial needs of RDD projects.

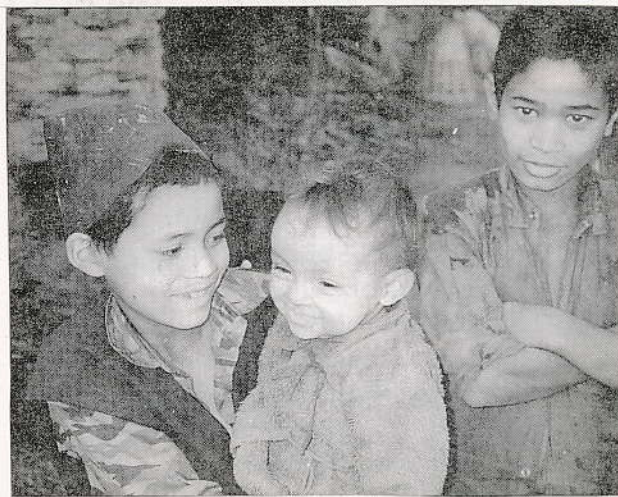


*“We the people belonging to 19 households of the Magar and Sunar communities live in this village. We have, however, been working together to perform all such functions as are necessary, and expect to continue doing so in the future also.*

*At the beginning, we had suspected that the project staff came to the village for some matters connected with our households or for some suspicious purposes, or for missionary activities. We however, realised gradually with the help of our enquiries that this was not the case. Instead, we learnt and slowly developed the confidence that they belong to an agency which inspires us to engage in good activities, makes us capable of working, teaches us the way we should stand on our own feet, and provides skills and knowledge to the innocent village people to resolve their problems.*

*Previously, none of us could express our views; we used to hesitate in doing so. But now, we have been able to introduce some changes and make some progress. For example, we have built latrines, protected the forest, repaired the school building, and planted trees. We, both men and women, will join hands and work with full devotion to this society, and continue to work for development in the future also.”*

*-The Flower Garden Group, VDC, Surkhet*



## Health Services

**D**uring the course of the year more than half a million people have had contact with the 16 UMN Health Services programmes. It is interesting to speculate on the number of families whose lives have been touched as a result of those contacts.

The first half of the year saw all *Health Service Programme* units helping to shape our plans and strategy for the future resulting in a document "Towards the Future" which was approved by the Board of Directors at their meeting in November 1994. We then embarked on the implementation of this ambitious ten year strategy of preparing hospitals, community health programmes and other programme units for Nepali ownership management and leadership of UMN Health Services by the year 2004.

*Sixteen years ago a little girl 2 years old was brought to one of our hill hospitals very sick with Typhoid fever. For several days her life was in the balance but the doctors prayed to the Lord for her healing as they also used their skills and modern medicines. One doctor wrote across the in patient notes "she was nigh unto death but the Lord healed her". Over the years intermittent contact with the family continued. That girl is now in her first year at medical school with the intention to bring healing to the people of her country.*

- UMN's hospitals have been busier than ever before. 368,000 people attended the four hospitals as out patients. 5549 babies were born in the four hospitals. At Patan Hospital in the Kathmandu valley a *Birthing Centre* was opened in the grounds of the hospital with a view to providing for low risk women a safe low cost delivery facility. In its first 6 months 485 deliveries were managed by nurses. Any patient with complications can be transferred to the hospital. This facility is proving popular and we believe it will be copied by other hospitals very soon.

- **THE COMMUNITY HEALTH PROGRAMMES** between them cover district populations of well over 13 lakhs. The emphasis continues to change from service delivery to supporting existing government structures. The increasing emphasis by government on communities taking responsibility for their own villages is one we whole heartedly support.



- TB is Nepal's number one disease. We have just completed a **TB CONTROL SUPPORT PROGRAMME** with HMG in Gorkha District. With the conclusion of that programme came the beginning of a much larger involvement in the country's TB programme with the appointment of Dr Ian Smith our TB specialist as Advisor to the National TB Programme. This is one more of our secondment positions in health care and reflects an increasing emphasis on our support role in Health care.
- **THE MENTAL HEALTH PROGRAMME** and the Oral Health Programme both have separate agreements with the Ministry of Health (MOH) in their support roles of teaching and training as well as treating. We have continued to have input into the National Medical School- the Institute of

### UMN HOSPITALS: SUMMARY STATISTICS Fiscal Year : Shrawan 2051 - Asadh 2052 (1994/95)

Inpatients	Patan	Tansen	Amp Pipal	Okhaldhunga	Inpatients	Patan	Tansen	Amp Pipal	Okhaldhunga
Admissions					Percentage of patients dying in hospital	3.6%	4.0%	1.8%	1.7%
Male	3,087	3,348	1,218	1,019	Deliveries in Hospital				
Female	8,091	3,439	1,239	979	Normal	3,656	524	156	80
Total	11,178*	6,787	2,457	1,998	Complicated	839	166	29	36
Discharges					Total	4,495	690	185	116
Male	3,114	3,360	1,185	969	Births in Hospital				
Female	8,577	3,393	1,257	926	Live Births	4,483	635	183	104
Total	11,691	6,753	2,442	1,895	Still Births	56	65	7	16
Inpatients Operated on	2,486	2,739	619	375	Total	4,539	700	190	120
Percentage of inpatients operated on	21%	41%	25%	20%	Sets of Twins	44	10	5	4
Deaths in hospital	416	271	44	33					

\* Birthing Centre Deliveries - 485.

# GLOBAL

# NETWORK

## SPONSORING ORGANIZATIONS

### ASSOCIATE SPONSORS

Baptist Church Of Mizoram, India  
Baptist Union of Norway.  
Church Missionary Society, Ireland.  
Life Ministries, Australia.  
Navigators, U.S.A.  
Norwegian Santal Mission.  
Pentecostal Mission, Norway.  
South Asia Group, U.K.  
Southern Baptist Convention, U.S.A.  
Tear Fund, Netherlands.  
Volunteer International Christian Services, Canada.

### MEMBERS OF THE BOARD

Assemblies of God, U.S.A.  
Church of Scotland, U.K.  
Church Missionary Society, Australia.  
Church of North India.  
Committee for Service Overseas, Germany.  
Evangelical Free Church of Finland  
Finnish Evangelical Lutheran Mission.  
Interserve.  
Japan Antioch Mission.  
Korean Christian Medico-Evangelical Association.  
Mennonite Board of Missions, U.S.A.  
Methodist Church, U.K.  
Norwegian Himal-Asia/Mission.  
Presbyterian Church, U.S.A.  
Presbyterian Church Synod, Mizoram, India.  
Swedish Free Mission  
Tear Fund, U.K.  
United Evangelical Lutheran Church in India.  
Wesleyan Church, Canada.  
World Mission Prayer League, U.S.A.

# SUPPORT

# WORK

# ORGANIZATIONS

## BOARD OF DIRECTORS

Baptist Missionary Society, U.K.  
Christian Church (Disciples), U.S.A.  
Church Missionary Society, U.K.  
Church of South India  
Danish Santal Mission  
Evangelical Lutheran Church in America  
Gossner Mission, Germany  
Technical Assistance Group, U.S.A.  
Christian Medical Cooperative Service  
Lutheran Church in the Philippines  
Methodist Central Committee, U.S.A.  
Methodist Church in India  
Orebro Mission, Sweden  
Presbyterian Church in Ireland  
Presbyterian Church in Canada  
Swiss Friends for Mission in Nepal  
United Church of Canada  
United Methodist Church, U.S.A.  
World Concern, U.S.A.

## OTHER INTERNATIONAL DONORS

Australian Embassy  
AVSC International, U.S.A.  
British Embassy  
Diakonisches Werk, Germany  
Evangelical Zentralstelle For Entwicklungshilfe, Germany  
International Organization for Development Cooperation, Netherland  
Leprosy Mission  
Regions Beyond Missionary Union  
Tear Fund Netherlands  
UNICEF  
World Council of Churches  
Many Other Small Donors

Australian Churches of Christ  
Bread for the World  
Dan Church Aid, Denmark  
Hope International, Canada  
Norwegian Church Aid  
Tear Fund Australia  
UNDP  
USAID  
International Science & Technology Institute

*Blessed are they that are gracious,  
righteous and compassionate.*

*Blessed are they, who have scattered abroad  
their gifts to the poor..... their horn  
will be lifted high in honour.....*

*Blessed are they who are generous and lend  
freely .....even in darkness  
light dawns for the upright.*

*Their children will be mighty in the land.*

*Psalm:112*

**UMN HOSPITALS : Summary Statistics**  
**Fiscal Year; Shrawan 2051 - Asadh 2052 (1994/95)**

OUTPATIENTS	PATAN	TANSEN	AMP PIPAL	OKHALDHUNGA
New Male	23,524	27,932	5,889	3,696
New Female	31,155	28,257	6,727	3,995
Total New	54,679	56,189	12,61	6,7,691
Old Male	54,004	21,479	12,814	4,419
Old Female	1,00,627	21,818	13,482	6,870
Total Old	1,54,631	43,297	26,396	12,289
Percentage New Patients	26%	56%	32%	38%
Grand Total Attenders	209,310	99,486	39,012	19,980
Clinic Days	251	250	258	257
Average Patients/day	834	398	151	78

Medicine recognising the potential there is in influencing the young people who will be the future doctors and nurses of this country in the years to come. **THE ORAL HEALTH PROGRAMME** started their training programmes for Health Post personnel - teaching basic dental skills to members of the primary health care team.

- **UMN'S NURSING SCHOOL/CAMPUS AT LALITPUR** continues to keep up high standards. Again last year one of our students won the gold medal in the national examinations for the whole country. The latest intake of 45 students started their 3 year course in April. The increase in numbers was requested by HMG in an effort to help meet the country's target of an extra 1000 RN's by the year 2000. HMG's Ministry of Health (MOH) requested us to increase our involvement in Nursing Education by opening a second school! Discussions on implementation and funding are on going.

- **THE NUTRITION PROGRAMME** has continued to expand its influence across the country through its district programme. A new National Director took over at the beginning of 1995. She has a UMN background of training as a nurse at Lalitpur Nursing Campus, serving in both the hospital and the Community Health Programme at Tansen before joining the teaching faculty at Lalitpur Nursing Campus. It is one of Health Services mandates to train personnel and Mrs Roshani Shrestha has come up through the ranks of UMN and it is wonderful to see her shaping this programme now.

- Support of Health Services work comes from the **MEDICAL SUPPLIES DEPARTMENT** which had an annual turnover of more than NRs 20 million last year. The staff are dedicated in their

commitment of getting supplies out not only to UMN and INF projects but also to other non-profit making organisations. This is a completely self funding non-profit making unit.

- **THE HEALTH SERVICES OFFICE** relied heavily on the statistics and data gathering and analysis work of Ian Chadwell and Ram Krishna Maharjan. The Health Services staff sought to support the 1100 Nepalis and 70 expatriates staff who worked in the programme units, during the course of the year.

For the second year running a Health Services Seminar/Consultation was held at Budhanilkantha School. That was a stimulus for senior personnel from each of the Programme units to update their knowledge. But in addition many members of Health Services throughout the year attended training courses in management, computing, accounting, ultra sound, family planning and so on. During the year the **CHAPAGAON HEALTH POST TRAINING CENTRE** was inaugurated providing yet another facility where teaching and training personnel involved in health care is conducted.







1



2

## Our Mission

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.

The dignity of each individual is vitally important to us. We accept no barriers as regards colour, caste, creed or financial status. We give particular attention to providing health care to those who are poor, marginalised, underprivileged, underserved and rejected. We seek to demonstrate how some of Nepal's health needs can be met as we serve in Christ's name. In that service we seek to demonstrate His care, concern and compassion for the individual.



3



6

"It has been a year of accomplishments. Some of those have been identified in publications and papers written by various members of Health Services, most have not been written or even spoken about but lives have been touched and transformed. It has been our privilege in the past year to have been instruments in the hand of God to bring help, relief, healing to individuals, families and communities. To Him we give thanks."

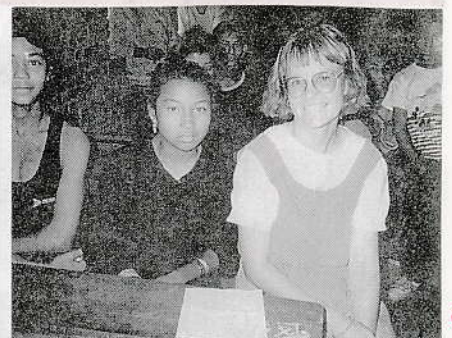
-Dr. Bill Gould  
Health Services Director



4



7



5

## Our Vision

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.

1. Hisa Asaoka receiving the Suprabha Gorkha Dakkhin Bahu (3rd) Gold Medal Award from King Birendra Bir Bikram Shah Dev.

2. Tansen Hospital Staff

3. Mother and Child ( Birthing Centre)

4. Health Services HQ Office Staff with Director.

5. Kaarina Heikkila with sweepers group in Patan.

6. Tansen staff march- Celebrating UMN's 40<sup>th</sup> Anniversary.

7. A speedy recovery thanks to good family support.

## Highlights



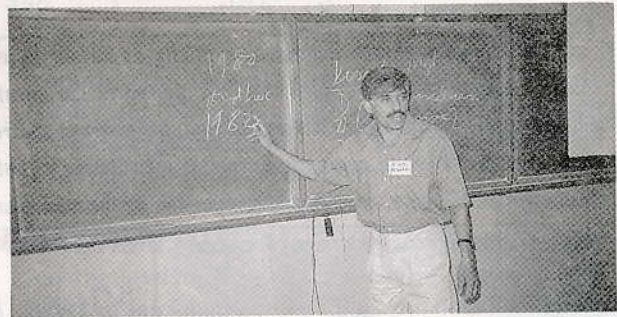
*Dr. Bill Gould signing the General Agreement with the Joint-Secretary of Finance Mr. Mahadev Ghimire in the Ministry of Finance.*



*The Prime Minister Hon. Sher Bahadur Deuba meets with Executive Director Edgar Metzler in the Prime Minister's office to discuss UMN development activities.*



*Dr. Kokila Shrestha from the Ministry of Health receiving her certificate in Disaster Response from Edgar Metzler, UMN's Executive Director.*



*Mr. Achyat Mishra from the Ministry of Home Affairs explaining HMG's response to participants in UMN Disaster Response workshop. The Disaster Response workshop was organised on 25-27th April 1995. It was attended by 21 participants including resource people and facilitators.*

## Advisory Group on Nepali Women

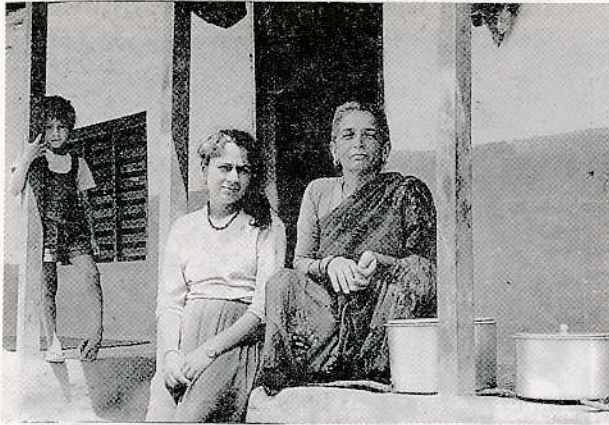


*Women are encouraged to participate in saving schemes leading inevitably to better financial independence.*

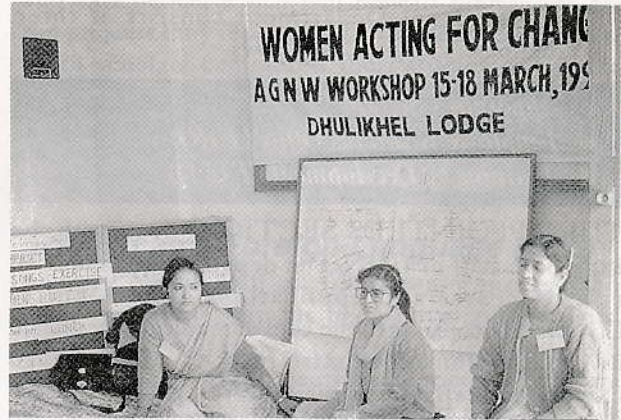


*AGNW recognizes the need to encourage respectful & supportive relationships between mothers-in-law & daughters-in-law*

## Advisory Group on Nepali Women



Women take pride in their newly learned skills.



Women's Legal Rights Workshop.

**T**HE ADVISORY GROUP ON NEPALI WOMEN (AGNW) is an advocacy group of the United Mission to Nepal (UMN). It recognizes the full worth and humanity accorded to women by Jesus and works for equal respect and opportunities for girls and women within Nepali society.

AGNW seeks to raise awareness regarding the conditions of women. It increases sensitivity in cultural, religious, economic and legal systems which deprive women of full rights. 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 project level.

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

### KEY FOCUS AREAS OF AGNW:

- Monitor and influence UMN work to recognize women as equal partners with men; as employees, appointees and service recipients.
- Work toward decreasing the number of women dying in childbirth in Nepal.
- Encourage girls to attend and complete grade five in primary schools and encourage women to enroll and complete non-formal education classes.
- Increase the knowledge of the legal status of women in Nepal and work towards increasing legal rights for women in Nepal.
- Work to reduce violence against adult women in UMN project areas.
- Assist at least one indigenous women's group to be self-sufficient.



Anrita Karthak, AGNW Coordinator,  
Dorothea Vestol, AGNW Advisor,  
Brinda Shrestha, Administrative Assistant.



A time of fellowship-AGNW representatives with colleagues from Bangladesh & India

The Personnel Department consists of three sections. They are as follows.

- **Appointees Section**
- **Employee Relations Office (ERO)**
- **Training & Development (T & D)**

THE APPOINTEES SECTION deals with the expatriate staff of UMN. The department handles all visa processes and applications. The Medical Coordinator consults in the care of medical acceptance or repatriation of expatriate staff. UMN's 170 expatriate staff and their families come from 16 different countries and are sent by more than 40 sponsoring organizations. Most personnel are long termers but some short termers (up to one year) are recruited.

HMG gives one year visas which are then extended year to year. The Appointees Section is busy all year-long! .



*Chabu, Joanne and Tara in- Visa Section*

THE EMPLOYEE RELATIONS OFFICE (ERO) deals with Nepali staff, encouraging participation, representation and planning.

The Employee Relations Office takes up the challenge of setting high standards of good management, effective in improving staff relations in an integrated management approach.

Staff Associations were set up and a new Staff Representation System was implemented.

A quarterly magazine for UMN staff "Sahayatri", ran its first issue in August 1995.

Four workshops were conducted where UMN employees broadened their knowledge and understanding of the various UMN project functions. Selected resource people formed the panel of speakers.

Project Directors expressed appreciation for the workshops positive impact on the attitudes of participants. "I never dreamed that colleagues near and far would have the opportunity, provided through these workshops, to meet together in one place to share with each other their joys and sorrows."



*"It's good to have a staff workshop and interact with each other."*

For several participants it was the first time they had attended a formal training seminar or workshop. Some had to extend considerable effort traveling to attend workshops held in Dhulikhel and Pokhara. And for some an exhausting 4 days walk and bus journey all the way from Jajarkot.

All Nepali staff are given the opportunity to participate and this inevitably leads them ahead in strengthening relationships and building trust with Project Staff Associations as well as within the employee relations framework of UMN.

*"We have a good team of very committed colleagues, Nepali and expatriates. Department staff represent 7 different countries and 4 continents. We are happy to work together. The number of expatriate staff in UMN is getting less. The number of Nepalis taking full responsibility for projects or departments is increasing. We have some Nepali staff who have served with us for more than 20 years. Others joined us only recently. The UMN corporate identity is something we want to promote through our work. We need God's help and blessing for our work."*

*-Dorothea Friederici, Personnel Director*

**Training And Development Section**

***"The ability of staff to learn and adapt quickly and effectively is vital"***

*-Richard Marshall, T & D Manager*

● 12 Nepali staff and 6 expatriates work in 4 teams to help individuals and teams gain the skills and abilities they need to work effectively in all UMN and UMN related programmes. The pace of changes is unrelenting and demands new skills and approaches. Supervisors and managers have used the T & D section in a variety of ways to help them to manage and develop their staff to meet the challenges they face.

**Management Consultancy**

Over the last year, this team consulted with and delivered programmes for more than a dozen projects from Management Development to the Training of Trainers. In most cases the participants used action learning principles, working over a period of time in small groups to apply the new learning to real life project issues.

*Community Health Development Project (CDHP) Palpa approached T & D asking for help in building a new team with a new focus, based out in the community. After much discussion a nine month "Commitment In Action" programme was designed and delivered by the Nepali consultants. Four workshops and many coaching sessions later, Project Director, Mr. Bhagat Bista was pleased with the outcome, "already I can see real changes to the way people are thinking and working together."*

**Staff Scholarship Programme Unit (SSPU)**

In 1994/95, the team provided support to a total 47 scholarship recipients, helping with salary/stipend, tuition fees, book allowances and travel arrangements. These scholarships allowed staff from across UMN to study in Nepal and overseas to gain vital qualifications



*Sher Thapa (T & D), Samu Raja Ranjit (ERO), Raija Hannila (Appointee Sec.), Jenny Dorman (EFL), Dorothea Friederici, Director*

and experience, which will benefit themselves and the projects they represent. During this period, a total of 24 scholars completed their studies in subjects including Engineering, Animal Science, Nursing and Administration, and are now putting their learning into practice, back in their projects where it is needed most.

**English as a Foreign Language (EFL)**

As more Nepali staff are filling senior management posts the EFL Unit has been developing English Language Programmes to enable these people to interact effectively at meetings, in report writing and in all negotiations with international agencies. The need for advanced reading skills to enable Nepali professionals to keep up-to-date in their special areas is also being addressed. The EFL Unit seeks to provide a language key giving access to knowledge and relationships in the wider world.

*Raju Chettri is responsible for training staff in the CDHP programme at Lalitpur. Some of his staff were already following a basic level English language programme and he realised he too could get involved. This entailed English practice, games, role plays, presentations and many hours of self study. By the end of the programme, Raju and his colleagues were able to confidently narrate in public a story from their childhood in English and were better equipped for working in an international setting.*

**The Language and Orientation Programme (LOP)**

All expatriates spend their first 5 months in Nepal on an individually tailored programme designed to prepare them for their work in one of UMN's projects. On average, the students study 300 hours of Nepali language, spend up to 3 weeks in a village, a week on work orientation, and have many days dedicated to lectures and special visits to learn Nepali customs and culture. In 1994/95, more than 40 adults and 25 children were catered for preparing them to work alongside Nepali staff, in over 15 different projects across Nepal.



*Suzanne Harding, Indira Amatya, Shova Shakya*

**D**uring the past year UMN's work has continued to serve the people of Nepal using limited financial resources to great effect.

Expatriate members come as volunteer workers and are fully supported by their sending organisations including the cost of local housing and home leave travel. The cost of their services, valued at UMN's salary scale for Nepali staff, is included in our financial statements as Personnel Contributed Services (PCS's) and represents about 8% of the costs.

Therefore, the real expenditure, with over 60% spent on employing Nepali staff, is primarily spent in Nepal, with only a few items mainly of a capital nature, which are not available here, being spent abroad.

**T**he tougher economic world climate during the

past few years has reduced UMN's income in real terms and as the total figures show expenditure exceeded income in the current year. In fact our revenue reserves were reduced by about 17% in what proved to be an extremely difficult year for UMN's finances.



The finance team together with the Finance Director is responsible for coordinating, monitoring and maintaining records of the financial resources of UMN.



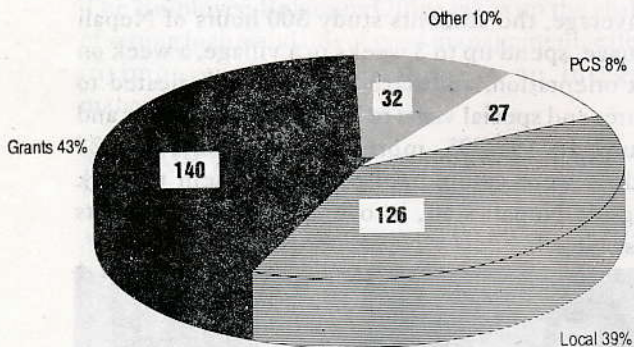
*"It has been encouraging this last year to receive support both of finance and personnel so that neither the quality nor breadth of the work has suffered and UMN can continue to work among the people of Nepal.*

*UMN is now looking positively for new sources of income, while retaining the loyal and valuable support of member bodies and other generous donor agencies and friends around the world"*

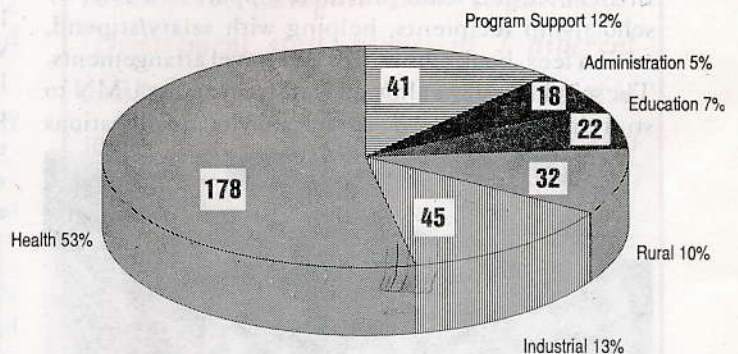
*- Roger Marston,  
Finance Director*

The charts give an overall financial picture of the 1994/95 fiscal year.

**Income**  
Total=Nrs. 325 Million



**Expenditure**  
Total=Nrs. 336 Million



The Missionwide Support Project (MSP) provides the specialist support and logistical infrastructure required by the large sized organisation that is UMN. A wide variety of disparate responsibilities are combined into a single structure together with the responsibility of the Management of the Headquarters (HQ) complex.

As a service provider, our objectives are to meet the often unspecified and frequently unpredicted needs of the organisation.

There are 9 sections :-

- *Central Services*
- *Office Services*
- *Library*
- *Mailroom*
- *Missionwide Maintenance*
- *Valley Housing*
- *Valley Guest Houses*
- *Management Information Systems*
- *Development Communications Production.*

Overall we have invested time and effort in joint Management Development this year. We have exposed our staff to the process of planning, decision making and (important in a service oriented arena) translating complaints into action. They have been put into new situations from which they have been able to develop management abilities individually and corporately. The fruits of this process will be seen in 1995/1996 beginning with the publication of specific standards of performance for each section.

### *Management Information Systems. (MIS)*

The custom built payroll system was extended to 4 major sites away from HQ. Email was made a credible and user-friendly facility within HQ and between UMN projects, providing access to the worldwide Internet.

### *Mailroom*

The mailroom provides centralised mail collection and delivery for Kathmandu and Missionwide projects. In addition to internal mail, well over 2000 items a week are collected from the Post office and distributed. A million rupees of stamps were sold.

### *The Library*

Nearly 400 additional books were added to the central library stock. They also provide a purchasing service of books for projects.

### *Development Production and Communication (DCP)*

Amongst a variety of video productions, books and other publications produced for in-house as well as non-UMN organisations; DCP has been developing contacts and demonstrating technical expertise in this creative department. Desktop Publishing has also been made available.

### *Guest Houses*

Reasonable accommodation for Language Orientation Programme students and project personnel is made available with meals and facilities provided. Despite a slightly reduced bed occupancy rate, and increased facilities for guests, the guest houses achieved a balanced budget for the first time.

### *Missionwide Maintenance*

Training in bio-medical maintenance techniques has been given to several staff during the year.

### *Valley Housing*

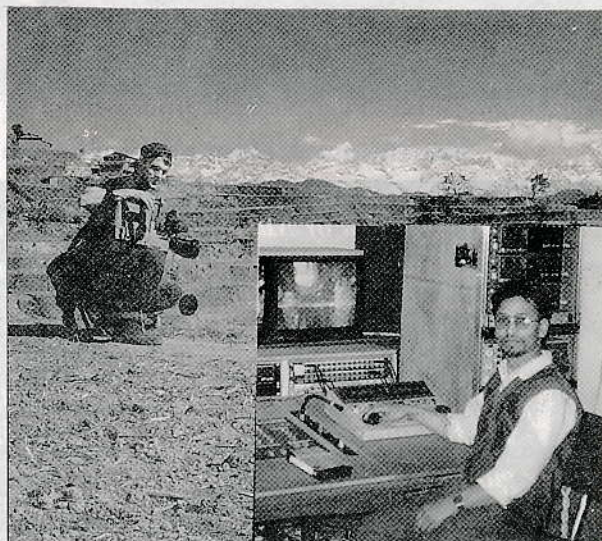
This section negotiates leases and maintains properties regularly by UMN in the Kathmandu area.

### *Central Services (CSD)*

Central Services will help with purchasing, shipping, transportation, insurance and arranging licenses and tickets for travel. All importing of supplies and equipments for UMN is done by this office. The transport services to Andhikola, Butwal, Tansen and Pokhara Projects have been added carrying passengers, luggage and mail weekly.

### *Office Service*

Office Services provides support needed for HQ/MSP offices including stationary, photocopying, telephone and fax services as well as circulating information as necessary.



*DCP's technical crew, Andy Collins & Surya Shahi in action*

# MISSIONWIDE SUPPORT SERVICES



*“The work of Missionwide Support Services covers a range of disparate skills and responsibilities. The smooth running of this area is the “oil” that keeps the cogs of UMN turning.*”

*We plan to continue to improve our support of UMN programmes by a combination of training, motivation and new initiatives. We will be taking the idea of Service as our guiding principle.”*

*- P.V. Chandy, HQ Director, UMN*



### **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 behaviors 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 & 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.

### **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.

## कर्मचारीका लागि मिशनको मूल्य र मान्यता

### प्रस्तावना

प्रत्येक संस्थाले पालना गर्ने गरेको आचरणभित्र त्यस संस्थाको मूल्य र मान्यता समावेश हुन्छ जसले त्यस संस्थाको कार्य प्रकृति र स्वभावलाई निर्दिष्ट गरेको हुन्छ। यू.एम.एन. लाई सहयोग जुटाउँदै आएका संस्थाहरू र यिनीहरू मार्फत नेपालमा पठाइने स्वयम सेवकहरूको ईसाई प्रतिबद्धताको वयान यू.एम.एन.को विधानमा प्रष्ट उल्लेख भएको छ।

यू.एम.एन. मा कार्यरत अथवा यू.एम.एन. को प्रतिनिधित्व गर्ने सम्पूर्ण नेपाली तथा विदेशी कर्मचारीहरूको निमित्त महत्वपूर्ण ठानिएका मूल्य र मान्यता सम्बन्धी आचरणहरू देहायवमोजिम उल्लेख गरिएको छ। यू.एम.एन.का यी मूल्य र मान्यताले हामी सबैलाई उच्च आदर्शतर्फ उन्मुख गराएको छ, ता पनि यी सबको पालनाप्रति सचेत रही यिनको अभिव्यक्तिद्वारा यू.एम.एन.को कार्यक्रम तर्जुमा, छनौट र कर्मचारी विकासमा प्रभाव पार्दै लाने कार्यमा हामी उत्तरदायी रहने छौं।

### समानता

हामी सबै व्यक्तिको कदर र आदर गर्छौं र कसैलाई पनि पद, सम्पन्नता, जात, धर्म, नाता, लिङ्ग वा जातीको आधारमा कुनै भेदभाव गर्दैनौं।

### विपन्न र उपेक्षितप्रति विशेष चिन्ता

गरीब, कमजोर र अपहेलितहरूलाई हामी विशेष प्राथमिकता दिन्छौं र समाजका ती संरचना र मनोवृत्ति जसले गर्दा यी वर्गमा यस्ता दूरावस्था आइपरेका छन् तिनमा परिवर्तन ल्याउन खोज्छौं।

### स्नेह र सेवा

हामी कुनै पनि कामलाई सानो र तुच्छ नसम्झी आवश्यक सहयोग गर्न चाहन्छौं र जनताको बीचमा गई उनीहरूको आवश्यकता र आकांक्षालाई पूरा गर्ने ध्येयले हामी उनीहरूलाई साथ दिन चाहन्छौं। यस प्रक्रियामा हामी हाम्रो समय र सामर्थ्यलाई उनीहरूको निमित्त ईश्वरको कृपा सम्झी बाँड्नुपर्छ।

### क्षमाशीलता

कामको सिलसिलामा एक अर्काप्रति आइपर्ने अपसन्नतालाई हामी स्वीकार्छौं, तर त्यस प्रक्रियामा हामी क्षमा दिने र मेलमिलाप गर्ने कुरामा विश्वास राख्दछौं। आपसी विवादलाई खुल्ला र सकारात्मक ढंगमा छलफल गरी सुल्झाउन हामी प्रयत्नशील रहनेछौं।

### सचरित्रता

हामी सत्यवादी रहने छौं। हाम्रो कर्तव्य पूरा गर्ने प्रक्रियामा हामीलाई उपलब्ध भएका सामाग्रीहरू, रकमको व्यवहार र सुम्पिएका जिम्मेवारी वहन गर्दा निष्ठावान, इमान्दारी एवं प्रतिबद्धताका साथ पूरा गर्नेछौं।

### व्यावसायिक दक्षता

हामी उच्चतम ढंगले हाम्रा कार्यहरू गर्न चाहन्छौं। आफ्नो कार्य क्षमतालाई अभिवृद्धि गर्न चाहन्छौं र कामकाजको क्षेत्रमा कुशलताको साथै कार्य पद्धतिलाई मानवोचित बनाई नमूनाको रूपमा प्रस्तुत गर्न चाहन्छौं। उदाहरणीय परिणामको आकांक्षा राखेर नै हामी काम गर्छौं।

### सहभागिता

निर्णय लिने प्रक्रियामा हामी सम्बन्धीत व्यक्ति वा समूह विशेषलाई निर्णयको सहभागी बनाउन प्रतिबद्ध छौं। यसले गर्दा उनीहरू आफ्नो जीवनस्तर प्रभावशाली ढंगमा वृद्धि गर्न सक्षम हुने छन्। यस पारस्परिक क्रियामा हामीले सहयोग लिने-दिने छौं र सिक्ने र सिकाउने पनि छौं।

### प्रशिक्षण

हामी अरुलाई प्रतिदिन प्रशिक्षण दिने कार्यमा प्रतिबद्ध छौं। यसबाट हामी हाम्रो सीप अरुलाई बाँड्छौं। हामीले अपनाएका यी मूल्य र मान्यताद्वारा व्यक्ति व्यक्ति मात्र नभै समष्टिगत रूपमा राष्ट्रनै लाभान्वित हुनेछ।

### सांस्कृतिक संवेदनशीलता

हामी रहन-सहन र कामकाजको सिलसिलामा कसैको भावनालाई चोट नलागोस् भनि संवेदनशीलता अपनाउछौं। देश व्यापी विद्यमान संस्कृति र परम्पराको विविधतालाई दृष्टिगत गर्दै हामी सोही अनुरूपको जीवन यापन गर्न प्रयत्नरत रहने छौं।

### पर्यावरण

पर्यावरणको सम्बर्धन र विकासप्रति हामी महत्व दिन्छौं। पर्यावरणको हिसावले सम्पूर्ण मानवजाती, पशुपंक्षी र वनस्पति आदि सबै एक अर्काको गहन पराश्रयतामा बाँचिरहेका र सबैले सबैका लागि जीवनाश्रय दिने तथ्यको हामी पालना गर्दछौं।

### नेपालसंगको परिचय

हामी यस देश र जनतासंग अभिन्न रहेको महशूस गर्छौं। यस राष्ट्रको विशिष्टताको कदर गर्छौं। प्रगति हासिल गर्ने संघर्षमा हामी सहभागी बन्न चाहन्छौं। नेपालले हासिल गरेको उपलब्धीलाई सकाउँदै यसको समुन्नतिको लागि आफूलाई समर्पित गराई हामी यो राष्ट्र र यहाँका जनतासंग स्वयं परिचित हुन्छौं।

### विनम्रता

हामी सिकाउनु भन्दा पहिले सिक्न चाहन्छौं। यसको तात्पर्य यो हो कि यहाँका डाँडा, पहाड, उपत्यका र तराईका फाँटहरूमा सयौं वर्षदेखि बसोबास गर्दै आएका यस देशका विविध वासिन्दाहरूले आफ्नै किसिमका सीप, ज्ञान र रीतिरिवाजहरूको विकास गरिसकेका छन्। यी सबै कुरालाई समग्र रूपमा ध्यानमा राखी आगन्तुकले उनीहरूसँगै मिलिजुली सेवा गरून् भन्ने हामी चाहन्छौं।



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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

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UMN was founded in 1954 and has since then been working under agreement with HMG, most recently renewed in 1990 for another five years. UMN's Board of Directors is made up of representatives from the 39 member bodies, and meets annually to set policies and elect the Executive Committee.

The international headquarters of UMN is located in Thapathali, Kathmandu, and is responsible for coordination of the programmes in Nepal, being the link between the member bodies and supporters around the world.

UMN seeks to serve the people of Nepal in the name and spirit of Jesus Christ in undertaking proper care and treatment of the sick, prevention of disease, education of children and adults, rural and industrial development. In all its activities UMN seeks to train the people of Nepal in professional skills and leadership.

**For more information, please contact the**

Communications Office, UMN

P.O. Box 126, Thapathali, Kathmandu

Phone 228118, 228060. Fax 977-1-225559