

APOSTOLIC PLAN (2022-2025)

JESUIT CONFERENCE OF SOUTH ASIA

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Preface

In 2016, GC 36 had mandated Fr General “to evaluate the current apostolic preferences and, if appropriate, to identify new ones...should establish procedures for assessing the Society’s complex processes for apostolic planning at all levels and encourage the use of ongoing discernment and planning.” (GC 36, D.2, no.4). Responding to this mandate, Fr General initiated the process through his letter (2017/13), which resulted in the promulgation of the Universal Apostolic Preferences (UAPs) on 19 February, 2019. At the promulgation of the UAPs, Fr Arturo Sosa pointed out that this process needed to be contextualized “in accord with persons, times, and places in the life of the Church’s orientations and Spirit’s guidance.”

The Jesuit Conference of South Asia (JCSA) began the process of planning with Spiritual Animation Process (SAP) first and, then, with “Reorienting for Greater Apostolic Effectiveness” (REGAE) which culminated in the announcement of the following five Conference Apostolic Preferences (CAPs) for the Jesuits and mission partners for the next ten years at the JCSA-Ranchi in October 2019:

A. Foster Peace and Reconciliation

B. Ensure Quality Education

C. Encourage Ignatian Spirituality

D. Promote Ecology and Justice

E. Accompany Youth

However, these CAPs needed to be translated into specific goals and actions by the JCSA common houses of formation, apostolic institutes and secretariats.

To begin the work on an apostolic plan for the Conference, Fr Stanislaus D’Souza (POSA) created a core team consisting of Fr Arjen Tete, Fr Joe Arun, and Fr Shajumon in February, 2021. To evolve a methodology, the core team met on 3rd March, 2021 and held an orientation program on 11th March, 2021 for the heads of all the JCSA apostolic institutions and the secretaries. Listening to their suggestions and taking into account the COVID-19 surge in the country, the core team organized an online ‘Training of Trainers’ (ToT) workshop from 8-11 April, 2021 to facilitate and to enable the participants to animate their respective apostolic units and secretariats to design their

apostolic plans. Twenty-seven Jesuits and a diocesan priest (our mission partner) enthusiastically participated in this workshop.

The letters of Fr General on Discernment in Common, Discernment of Universal Apostolic Preferences, Universal Apostolic Preferences and Assimilating and implementing the Universal Apostolic Preferences were shared and reflected upon prior to the workshop. The participants were welcomed and exhorted to join the ToT with dispositions like Ignatian indifference, inner freedom and generosity. In an atmosphere of prayer and a familiarity with the methodology (input, prayer, spiritual conversation and plenary), they went through a process of discernment in common following the directives provided by the Jesuit Curia in Rome.

The core team gave inputs on 'Method of Spiritual Conversation', 'Methodology of Apostolic Planning', 'History and Nature of CAPs', and 'Way of Evolving Goals and Action Plans'. These inputs and brief explanations of the concepts, contexts and applications of each of the CAPs were used as matters for prayer and spiritual conversation in smaller groups. At the plenary, goals and rationale were reported and fine-tuned. Each day ended with an examen and prayer. The active participation and perseverance of the participants made the workshop productive. The trained animators were confident to conduct similar discernment process in common through spiritual conversation. Taking few standard operating procedures (SOPs) and apostolic plan manuals, they returned to animate their respective units.

Having chalked out action plans for their respective communities and secretariats through the process of discernment in common under the supervision of Fr Joe Arun and Fr Shajumon, the animators submitted them on 8th September, 2021. Subsequently, in a meeting (18-19 Sept, 2021) at ISI, Delhi, each animator presented the plan for a review, reflection and further discernment in a spirit of prayer. Having deliberated, discussed and discerned, the animators agreed to include qualitative and quantitative outcomes as key performance indicators (KPIs) for evaluation. They returned to their communities and submitted their reworked apostolic plan on 15th October, 2021. The updated and consolidated apostolic plan was presented at the JCSA Hyderabad (24-30 October, 2021) for its approval by the provincials.

The apostolic plan contains one achievable goal and two measurable possible outcomes for each of the CAPs with two or three activities for three years (2022-25). We joyfully present the Conference Apostolic Plan (2022-25), the fruit of discernment in common during last eight months, to Fr POSA for its approval by Fr General. We hope Fr POSA will create an effective mechanism for implementing and monitoring progress through yearly evaluation.

We, the core committee members, express our sincere gratitude to Fr Stanislaus D'Souza (POSA) for the opportunity given to us to coordinate the process of the JCSA apostolic plan and for his continued support, encouragement and guidance. Our special thanks to the Rectors, Superiors and Directors of works who brought on board their community members and mission partners to get involved in this discernment process. We appreciate and applaud the patience and perseverance of the animators of the apostolic communities and the secretariats. Their generosity with their time and talents and readiness for teamwork have seen the fruition of the JCSA apostolic plan. We owe a debt of gratitude to each one of them. We extend our heartfelt thanks to Joe Xavier for his painstaking reading, editing and synchronizing of the KPIs with activities. Above all, we thank the Blessed Trinity, for inspiring us and interacting with us as we journeyed together. May the Spirit of God continue to awaken and alert us in the path of renewal and conversion.

Fr Arjen Tete, SJ

Fr Joe Arun, SJ

Fr Shajumon, SJ

JCSA-AP Core Committee

Phases of Conference Apostolic Planning

Phase	Date	Discernment in Common	Goals to be achieved
Phase I	a) 03 March, 2021 b) 11 March, 2021	Core Committee (Arjen Tete, Joe Arun, Shajumon) POSA, President (JD), Principals (VJ, SN), Rectors, Superiors, DOWs, JCSA Secretaries	To evolve a methodology for JCSA Apostolic Plan Online Orientation Program – To send 2-3 representatives to the Training of Trainers (ToT)
Phase II	08-11 April, 2021	POSA, President (JD), Principals (VJ, SN), Rectors, Superiors, DOWs, JCSA Secretaries & Representatives	Online Workshop - (ToT)
Phase III	12 April - 07 September, 2021	a) Discernment in communities b) Discernment in respective Secretariats	a) Evolving goals, rationale, action plans for respective apostolic communities b) Evolving goals, rationale, action plans for respective Secretariats
Phase IV	18-19 September, 2021	POSA, JCSA Secretaries & Apostolic Community Representatives	Presentation of the Apostolic Plan – Reflection and Review
Phase V	24-30 October, 2021	JCSA (Hyderabad)	Presentation, reflection, review and approval

Foreword

The journey of evolving the Conference Apostolic Plan (CAP), a dream of a better future, a design to realize the goals of our ministry, and a pathway to serve the Lord and His people better in South Asia is finally completed with the approval of Fr General. And I must say that this journey has been eventful, an enriching experience.

This journey had its origin in the GC 35, which stated: "With a view towards better serving our universal mission, the General Congregation requests the General to commission a process of reflection on Provinces and Province structures which will lead to practical proposals for adapting this aspect of our governance to today's realities." (D5 'Governance at the Service of Universal Mission', no. 26). It was accentuated when the GC 36 gave a clear mandate to Fr General to initiate processes for apostolic planning at all levels and encourage the use of ongoing discernment. Fr General responded to it by appointing Fr John Dardis, a General Counsellor for Discernment and Apostolic Planning, to initiate a process, which culminated in the promulgation of the Universal Apostolic Preferences (UAP). At the same time Fr General also directed all the major superiors to begin the process of apostolic planning.

Responding to the call of Fr General this Apostolic Plan has been drawn up. It contains goals and activities for the five Conference apostolic preferences. It includes a strategy to concretize these preferences according to the vision and mission of the Society.

In other words, the CAP tries to answer a few questions like: Who are we? What is our vision? What is our mission? What are the goals we seek to achieve to make our vision realized and mission fulfilled? What is the course of action to achieve those goals? What are our resources? What are the challenges? What are the opportunities? What capabilities and capacities will we require? To be precise, the CAP has considered who we are, our vision and mission, strengths and limitations, challenges and opportunities and has initiated a pathway to achieve a greater good within framework the Society.

However, no plan is complete without the execution methods, key indicators to measure impact and review mechanisms. Hence, including the above, we have tried our best to make the CAP as complete and comprehensive as possible.

The Conference Apostolic Plan, primarily is not a mere enterprise to realize the goals. It is not a business plan, listing some goals and activities. It is not even a compilation of all our dreams and decisions. It is a fruit of discernment, an encounter with the reality in and through the eyes of faith. It is a way of seeing, or looking at our life and ministry through the eyes of God, leading to personal, community and institutional conversion.

This discernment has not been an individual discernment nor a discernment in common of Jesuits alone. It was a collaborative venture which included other stakeholders, including the lay collaborators. Hence, not only the product but also the process of formulating the apostolic plan has been an enriching experience.

At the end of this journey which began in February, 2021, I am very grateful. I compliment Frs. Arjen Tete, Joe Arun and Shajumon for spearheading this great process and guiding it to its fruition. I am also indebted to the support extended by the community and institutional heads and members of our common houses of formation and common works, the Secretaries and members of the various Secretariats of the Conference. I also thank Fr General for approving it. Although it has been a tedious and trying journey, we have the satisfaction of having found a definite pathway to move ahead and glorify God in our life and mission.

As I usually say: I have a dream for our Conference. Given our numerical strength, learned wisdom, varied experiences and resourceful expertise, we need to make a difference within and beyond the Conference. We need to make the Conference spiritually vibrant and apostolically effective so that it could render a signal service to the Church and society at large. To this end, the Conference Apostolic Plan will surely help us to put all our resources – human and material – into an effective use. I am sure that like a lampstand, it will guide our life and mission in South Asia. It will surely inspire and enable us to be efficient and effective in our service to the Lord and His people.

I thank God for being with us during the journey and working great things in and through us. I am sure that He will continue to guide us on our way ahead and give us the necessary graces to realize his dreams for the people in South Asia. I ask Mother Mary to place us and the Conference Apostolic Plan close to her heart and to that of her Son.

Jerome Stanislaus D' Souza SJ
President, Jesuit Conference of South Asia

Secretariat for Formation

CAP 1 - Foster Peace and Reconciliation

Rationale: Roots of conflict lie in the divisions within the human heart

Goal		KPIs					
To establish right relationship with God, oneself and others through personal healing and conversion among the formees and the formators		<ol style="list-style-type: none"> By 2025, about 120 formees would have gone through dynamics of personal and social transformation. By 2025, about 120 formees and 45 formators are reconciled with themselves to be healers of others. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing an annual workshop on Inner Child Healing for 40 philosophers each year	1 Year Philosophers	Zonal	Fr Wilson Anugraha (Dindigul)	2022-2025	Contributions from Participants + JCI	PCFs/RCFs + Conference Secretary for Formation (CSF)	CSF
2. Organizing a Mental Health First Aid Workshop for 15	Vocation Promoters and Pre-Novitiate Directors	Conference	Dinesh Braganza & Team	June 2023	Contributions from participants + JCI	CSF + Zonal Coordinators	CSF

CAP 2 - Quality Education with Jesuit Tradition

Rationale: To move away from rote learning and move towards independent study and intellectual curiosity.

Goal		KPIs					
To inculcate habits of reading, reviewing, reflection and research during the formation and capacitate them to develop skills to communicate through print and electronic media, and personal conversations.		<ol style="list-style-type: none"> By 2025, about 150 scholastics develop and strengthen their rational and intellectual lives. By 2025, 30 promising scholastics are identified and trained in creative writing, public speech, and digital communication. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Conducting an annual essay/short story writing competition for 50 each year	Juniors	Conference	Deans of the Juniorates	Every year from 2022-2025	JCI	Deans of the Juniorates and the CSF	CSF
2. Organizing an annual video making contest focused on public education and educational issues	Theologians	Conference	Fr Richard Vivien + Fr Francis Lobo	Every year from 2022-2025	JCI	PCFs + JEA Secretariat	CSF

CAP 3 - Promote Ecology and Justice

Rationale: We face a complex crisis that is both social and environmental and we cannot afford to ignore its gravity.

Goal		KPIs					
To develop a "loving awareness" of our common home we share and to act on the values we hold dear.		<ol style="list-style-type: none"> By 2025, the students of philosophy, about 300, are awakened and alerted about ecological issues through intellectually rigorous, pastorally realistic, and spiritually and socially experience-based study. By 2025, the 300 students of philosophy are sensitized to opt for the cause of the poor, the migrants, and the subalterns. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing a contextual study and online presentation on <i>Fratelli Tutti</i>	I Year Philosophers	Conference	Satya Nilayam and De Nobili + Eco-Jesuits c/o CDO	Every year from 2022-2025	JCI	Fr Martin Kumar + Fr Rhyan Rodrigues + CSF	CSF
2. Conducting a contextual study and online debate on <i>Laudato Si</i>	II Year Philosophers	Conference	Same as above	Same as above	JCI	Fr Martin Kumar + Fr Ryan Rodrigues + CSF	CSF

CAP 4 - Encourage Ignatian Spirituality

Rationale: There is a need to nurture a culture of discernment in common and prepare resource persons for future.

Goal		KPIs					
To foster a spirit of reflection and discernment that leads the formees discover a deeper meaning and purpose in their lives and authentic actions.		<ol style="list-style-type: none"> By 2025, about 50 scholastics are enabled to have learnt the art of spiritual conversation and discernment in common By 2025, about 15 men in formation are identified for specialization in Ignatian Spirituality. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Publishing articles by scholastics on Ignatian Spirituality through independent study and research.	Philosophers + Theologians	Conference	Spiritual Fathers in Common Houses + Fr Somy Mannoor (IGNIS Editor)	Every Year from June 2022-2025	Documents of the Society & JCI	PCFs/ RCFs and Rectors of the Common Houses	CSF
2. Identifying and sending 15 scholastics to existing programs to reinforce their aptitude/commitment	Theologians + Young Priests	Conference	Spiritual Fathers + Prerana, Bangalore and CISR, De Nobili, Pune	2022-2025	JCI	PCFs + RCFs	CSF

CAP 5 - Accompany Youth

Rationale: We Jesuit formators seem to ‘push, stretch, and squeeze’ in order to fit men into the Jesuit mould rather than use probations to let God form men calling forth their unique talents for mission.

Goal		KPIs						
Activities (SMART)		To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
To recruit, screen and promote vocation with utmost care to ensure a generation of quality scholastics				1. By 2023, about 40 formators are sensitized about the problem of automatic promotion of formees. 2. By 2025, about 40 formators are skilled to accompany young formees.				
1. Organizing a workshop for 3 days to skill 30 young formators who accompany young men	Vocation Promoters and Pre-Novitiate Directors	Conference	Fr Dimesh Braganza [SJES (Youth Secretariat)]	June 2023	JCI	PCFs/RCFs and CSF	CSF	
2. Organising two sessions on ‘Learned and Intellectual Approaches to Ministries’ and ‘Socially Oriented Formation’	PCFs and RCFs & JFFSA Members	Conference	Fr Lancy Lobo and Fr Jossie Lobo	June 2023	JCI	PCFs + RCFs	POSA	
3. Organising Ongoing Formation Sessions for 3 days for 10	Spiritual Fathers	Conference	Fr Jossie D’Mello	Every Year	JCI	CSF	POSA	

Secretariat for Service of Faith

CAP 1 - Foster Peace and Reconciliation

Rationale: To equip the pastoral team (SJ pastors and competent lay & religious collaborators) in Interreligious Dialogue (IRD) as we live in a multireligious and multicultural context with peace and harmony the need of the hour.

Goal		KPIs					
Goal		<p>To skill the Jesuit pastors and collaborators in the art of Interreligious Dialogue.</p> <p>1. By 2025, about 50 Jesuit pastors and collaborators are equipped and are confident to organize IRD programmes in and around their parishes, cherish diversity of religions and cultures and develop mutual respect.</p> <p>2. By 2025, a practical manual of IRD is printed and is used to conduct IRD by Jesuit pastors and collaborators.</p>					
Activities (SMART)	To whom	Level	Collaborators	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Bringing out a manual of IRD	SJ pastors & Collaborators	Conference	Vincent Shekar, Victor Edwin and Roushnee Sur	June 2025	JCI	Xavier Tharamel and Secretary of SoF	Victor Edwin and Secretary of SoF
2. Organizing TWO, 3-days of IRD training programmes	50 SJ Pastors & Collaborators	50 zonal (10x4=40) representatives & 10 religious	IRD Team	June 2025	JCI	Zonal Coordinators and Secretary of SoF	Secretary of SoF

CAP 2 - Quality Education with Jesuit Tradition

Rationale: To equip the school teachers of Jesuit parishes with the Ignatian Pedagogy to motivate the poor students in learning.

Goal		KPIs					
To prepare the school teachers from the Jesuit parishes with the Jesuit pedagogical teaching, who will then be the harbingers of Jesuit education with the preferential option and concern for the poor.		<ol style="list-style-type: none"> 1. By 2025, about 20 teachers, 5 from 4 zones are adequately equipped to use Jesuit pedagogical teaching to help the poorer students learn well. 2. By 2025, 20 teachers will be able to see the changes in their teaching methodology and the students faring well in their classes. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing ONE, 3-days workshop on Jesuit Pedagogical teaching	20 School teachers of our parishes	20 teachers from the 4 Zones of the Conference	Joye James, JESCOL team Ashirvad	June 2025	JCI	Zonal Coordinators	Secretary of SoF

CAP 3 - Promote Ecology and Justice

Rationale: At the background of grave global ecological crisis, the care for common home is an important need.

Goal		KPIs					
To instill the importance and urgency of ecological consciousness through the insights of <i>Laudato Si</i> and undertake practical Eco-Auditing system in the pastoral sector.		<ol style="list-style-type: none"> By 2025, 100 Jesuit parishes of the JCSA be turned into green and eco-friendly parishes. By 2025, 100 Jesuit parishes of the JCSA become eco-friendly parishes by implementing annual Eco-Audit 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. One day seminar on ecology during annual pastoral gathering	100 Jesuit Pastors/pastoral team	Conference (25 from 4 zones)	Luke Rodrigues and Robert Aththickal	June 2025	Provinces	Secretary of SoF, Host Province of the meeting	Secretary of SoF and Province revisors
2. Bringing out an Eco-Audit Toolkit and implementing it in our parishes.	For all Jesuit Pastors/pastoral team members	Conference	Lumnesh Kumar SJ and Eco-Jesuit Team, Delhi	June 2025	JCI	Lumnesh Kumar and Luke Rodrigues	Secretary of SoF in collaboration with Eco-Jesuit team, ISI-Delhi

CAP 4 - Encourage Ignatian Spirituality

Rationale: To skill the Jesuits & members of Ignatian Family (IGFA) and to impart the legacy of Ignatian spirituality with the people in our parishes which are the first schools of Catholic faith.

Goal		KPIs					
To equip Jesuit pastors and the members of Ignatian Family (IGFA) by imparting Ignatian Spirituality through 'Retreat in Daily Life' (RDL) and the Ignatian methods of praying with the support of Ignatian experts.		<ol style="list-style-type: none"> By 2025, about 25 pastors and IGFA members are enabled to conduct 19th Annotation Retreat to the Catholics and help people pray at ease with Ignatian methods of praying. By 2025, about 25 persons will be competent to conduct RDL and Ignatian ways of praying certified by Ignatian experts with resourcefulness (personal expertise & RDL handbook). 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Bringing out a handbook of RDL	RDL guides and for the interested Catholics	Conference	Ignatian Experts - Jnana Deepa PRERANA team Jesuit Volunteers	June 2025	JCI	RDL Committee	Somy Manoor and Secretary of SoF
2. Organizing a 15-days intense training programme in RDL & Ignatian ways of praying	25 SJ Pastors & IGFA members	Conference (5 Jesuits from 4 zones and 5 IGFA members)	JD Ignatian Experts and PRERANA team	June 2025	JCI	Zonal Coordinators	Secretary of SoF

CAP 5 - Accompany Youth

Rationale: The present pandemic pain and financial distress calls us to help our youth to heal themselves first and to equip themselves with the tools of coping mechanisms and to help others.

Goal		KPIs					
To initiate and equip the Catholic youth with the process of inner healing through Psycho-Spiritual development and Crisis Management in and outside the parish community.		<ol style="list-style-type: none"> By 2025, about 50 youth (25 Hindi & 25 English) are better in handling their crisis moments and are open to help the other youth in their crisis. By 2025, about 50 youth (25 Hindi & 25 English) are helped in healing themselves and their self-esteem and psychological well-being is measured with psychometrics. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing a weeklong or 3-days therapeutic programme in Hindi & English	50 youth of the Jesuit parishes of 4 zones	25 youth in Hindi at Delhi 25 youths in English at Bangalore	Jesuit Counsellors of Psychologists Forum, Fr Anil DSa SDB and Fr Chetan	June 2025	JCI, ISI-B & D	Jesuit Parish Priests & Province coordinators of SoF	Secretary of SoF

Secretariat for Education

CAP 1 - Foster Peace and reconciliation

Rationale: In the context of intolerance and communal divide, there is an urgent need to equip ourselves with skills that promote peace and reconciliation.

Goal		KPIs					
To promote & institutionalize a culture of dialogue, respect for one another irrespective of one's background, inclusivity and justice to the marginalized by training peace practitioners in schools, who will accompany students		<ol style="list-style-type: none"> By 2025, about 500 students in 10 schools positively engage in peace practices, with mutual respect, cherishing diversity of religions and cultures By 2025, about 50 teachers in 10 schools understand peace concepts, support the efforts and guide the students by initiating peace clubs in their schools 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing 4 workshops or seminars on Peace & Reconciliation for 3 days for 200 participants (4x50)	School Leaders & Teachers committed to Peace Education	Zonal	Neighbouring school leaders & teachers both Christian and non-Christian & Govt. school leaders	2024	Internal - Provinces	JEA & Loyola Institute of Peace & International Relations (LIPI), Kochi	Zonal Coordinators & JEA Secretary
2. Conducting academic program on Peace Education - Peace Studies using special syllabus and textbooks prepared by LIPI through 4 zonal workshops for 200 participants (4x50)	Schools committed to peace education	Zonal	Neighbouring schools both Christian and non-Christian & Govt. schools	2024	Internal - Provinces	JEA, Loyola Institute of Peace and International Relations (LIPI), Kochi and XLRI, Jamshedpur	Zonal Coordinators & JEA Secretary

CAP 2 - Ensure Quality Education

Rationale: There is an apostolic need to reinterpret and affirm our educational mission and identity in the changed context

Goal	KPIs						
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
To strengthen our schools' participation in the new global reality and to serve our mission of reconciliation and justice	<ol style="list-style-type: none"> By 2023, all Jesuit Schools will have policies and protocol in place with regards to safety and security of children and vulnerable adults By 2024, 70% of staff of Jesuit Schools would have imbibed Ignatian Legacy (Characteristics of Jesuit Education, IPP, UAP) 						
	1. Orientation program on 10 global identifiers of Jesuit Schools at least twice a year (Each Zone will have roughly 1500+ Teachers)	All Teachers	Zonal	Parents and Alumni of the school	2024	Internal - Province	Zonal Coordinators and PCEs
2. Seminar on Ignatian Legacy	All Teachers	Province	Parents and Alumni	2024	Internal- Province	PCE	Zonal Coordinators
3. Training Sessions on IPP and its implementation	All Teachers	Zonal	Neighbouring Catholic School Teachers	2024	Internal - Province	Zonal Coordinators & PCEs	JEA Secretary & A Special Committee

CAP 3 - Promote Ecology and Justice

Rationale: In response to the UN call (SDGs by 2030) aligned with the 4th UAP: Care for our common home

Goal		KPIs					
To promote and strengthen eco-consciousness among the staff and students enabling them to become agents of eco-justice and social-justice		1. By 2025, about 300 students in 12 schools positively engage in eco-friendly activities inspiring other student communities to develop eco-consciousness	2. By 2025, about 30 teachers in 12 schools passionately engage in eco-friendly activities and accompany eco-promoters by initiating eco-clubs in schools				
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Reviewing, if needed reformulating and implementing the existing eco-policy of JEA	All schools	All stake-holders	Local/State level NGOs engaged in pro-environmental activities	Drafting by March, 2022 Dissemination and Implementation by December, 2023	Internal - Province	Review Committee: 1. John Kennedy, SJ (Chair) 2. P. J. James, SJ 3. Francis Macwan, SJ <u>Implementation:</u> 1. PCEs 2. Principals	JEA Secretary & Zonal Coordinators

2. Establishing and strengthening eco-clubs for 300 students and 30 teachers from the 12 schools of 4 zones.	All schools	Province	Neighbouring Catholic & Christian as well as govt. schools	March, 2024	Internal-Province	Principals	PCE & Zonal Coordinators
3. Organizing annual tree-plantation and cleanliness drive in and around the campus program	All schools		Neighbouring Catholic & Christian as well as government schools	Starting from academic year 2022- 23	Internal -Province	Principals	PCE & Zonal Coordinators

CAP 4 - Encourage Ignatian Spirituality

Rationale: There is a need to make our schools truly Jesuit Schools and to facilitate the shift from self-centredness to God-centeredness

Goal		KPIs					
To enkindle the spirit of service, compassion and altruism among the staff and students		<ol style="list-style-type: none"> By 2025, around 1000 students in 10 schools positively engage in charitable works like visiting slums, orphanages, jails and homes for the aged, etc., promoting the spirit of compassion and love By 2025, around 100 teachers in 10 schools accompany and motivate interested students for voluntary social service. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing 3-days Ignatian School Leadership Program for 50 participants from each zone.	Select group of committed school teachers and young Jesuits	Zone	Well-wishers of our schools	March 2023	Internal-Province	Core Team members: 1. John Ravi, SJ 2. Norbert Menezes, SJ 3. John Kennedy, SJ 4. P.J. James, SJ 5. Robert Das, SJ 6. Mario Fernandes, SJ	Zonal Coordinators
2. Organizing at least 3 annual exposure programs in slums, orphanages, homes for the aged, jails, etc.	Interested students and members of LTS Club and NSS	Province	Interested students of neighbouring schools	March 2023	Internal-school	LTS & NSS Coordinators	Principals
3. Introducing 'Self – Ex-amen' (<i>Atma Manthan</i>) in all schools	All students	Province	Interested senior students of neighbouring Catholic Schools	March 2024	Internal-Province	Trained Jesuits/ Teachers in Examen	Principals

CAP 5 - Accompany Youth

Rationale: There is a need for creating young leaders for social change and to counteract the tendency of undermining the constitutional values and secular fabric of the society

Goal		KPIs					
To empower and accompany the youth to imbibe, live and spread constitutional values		1. By 2025, about 500 students in 10 schools specially trained in the constitutional values 2. By 2025, about 50 teachers in 10 schools specially trained in the constitutional values					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organizing 2 training programs annually in secular & constitutional values	Selected staff & senior students	Zone & Province	Selected staff & senior students of neighbouring schools	Zonal level by March, 2024 Province level by March, 2025	Internal - Province	JEA Secretary & PCEs in collaboration with Conference level Youth Commission Members and Province level Youth Commission Members <u>Core Team:</u> 1. Philemon Raj, SJ 2. National LTS Coordinator 3. Brain Pereira, SJ 4. Anthony Prakash, SJ	JEA Secretary & Zonal Coordinators

2. Organizing regular Quiz programs, Debates, Essay Competition, etc. on the Indian Constitution	Senior Students	Province	Senior students of neighbourhood schools	Starting from academic year 2022-23	Internal-Province	Assigned Teacher Coordinators	PCEs & Principals
3. Conducting 2 workshops for 50 to equip them in critical thinking and social analysis.	Senior students	Province	Senior students of neighbourhood schools	March, 2023	Internal-Province	Experts from the professional world	PCEs & Principals

Secretariat of Jesuit Higher Education in South Asia

CAP 1 - Foster Peace and Reconciliation

Rationale: There is a lot of violence and divisions in the society based on gender, caste, creed etc.

Goal		KPIs					
To organise two days training for college teachers in Peace Club Formation to enable them to become agents of social harmony and peace.		<ol style="list-style-type: none"> 40 Teachers are equipped to animate students. Peace clubs in 10 colleges in South Asia within one year. 					
Activities	To whom	Level	Collaborator	By When	Resources Available	Responsible Person	Monitoring
Two days Training	40 College Teachers	Conference	LIPI, Kochi	September 2022	Registration fee	Fr Binoy Jacob S.J. Director LIPI, Kochi	Secretary, JHEASA

CAP 2 - Ensure Quality Education

Rationale: To equip the teachers about new ways of student centric learning processes.

Goal		KPIs					
To organise 2-days workshop for teachers on Student Centric Learning.		<ol style="list-style-type: none"> 1. 40 Teachers are enabled to help students in SCL 2. 20 teachers will use it in classes within a year 					
Activities	To whom	Level	Collaborator	By When	Resources Available	Responsible Person	Monitoring
Two days Training	40 College Teachers	Conference	JHEASA Central Zone	September 2023	B Ed College teachers	Fr Jerome Minj SJ Zonal Coordinator	Secretary, JHEASA

CAP 3 - Promote Ecology and Justice

Rationale: UAP, Pope Francis' Laudato Si & ecological crisis.

Goal		KPIs					
To Organize 2 days workshop on ecology to mitigate ecological crisis and to create environmental consciousness.		<ol style="list-style-type: none"> 40 Teachers will become conscious of care for environment. Ecological clubs in 10 colleges in South Asia within one year. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available	Responsible Person	Monitoring
Two days Training	40 College Teachers	Conference	JHEASA North Zone	September 2024	Jesuit Ecology Research Centres	Fr Rex Angelo SJ Zonal Coordinator	Secretary, JHEASA

CAP 4 - Encourage Ignatian Spirituality

Rationale: Teachers in JHEIs should know the basic tenets of Ignatian Spirituality.

Goal		KPIs					
To organise 2 days training for college teachers to make them aware of the basics of Ignatian Spirituality.		<ol style="list-style-type: none"> 1. 40 Teachers are equipped to guide students. 2. At least 20 teachers attend an Ignatian Retreat as a follow up 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available	Responsible Person	Monitoring
Two days Training	40 College Teachers	Conference	JHEASA West Zone	September 2025	Ignatian Spirituality Centre, Pune	Fr John Rose SJ Zonal Coordinator	Secretary, JHEASA

CAP 5 - Accompany the Youth

Rationale: Training in Social Analysis and Leadership is important to play a role in social transformation.

Goal		KPIs					
To organise 3 days Training on Social Analysis and Leadership for Jesuit College students of South Asia.		<ol style="list-style-type: none"> 40 Students are equipped to leadership styles Social Action Clubs in 10 colleges in South Asia within one year 					
Activities	To whom	Level	Collaborator	By When	Resources Available	Responsible Person	Monitoring
Two days Training	40 College Students	Conference	JHEASA South Zone	January 2023	Youth Centre, Vijayawada	Fr Francis Xavier A SJ, Zonal Coordinator	Secretary, JHEASA

Secretariat for Development CAP 1 - Foster Peace and reconciliation

Rationale: Peace and Reconciliation is required in the context of violence and conflicts in South Asia

KPIs							
Goal	KPIs						
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
<p>To enhance the Peace and Reconciliation Network and increase the number of institutions participating in the Network at the conference and zonal levels.</p>	<p>Students, teachers, and people from minority and marginalised communities</p>	<p>Province, Zone, Conference</p>	<p>(JEA, JHEASA, Alumni), CDO and team.</p>	<p>September 2022.</p>	<p>Local institutions, Provinces, and Conference-level fundraising</p>	<p>Coordinator of the JCSEA Peace Network, Nodal persons of Zones, Representatives of PDDs, thematic experts, and JEA Secretary.</p>	<p>CDD & A team of PDDs with one PDD as the convenor</p>
<p>To organise discussions and dialogue at the level of the Conference, Zones, Provinces and institutions.</p>	<p>Same as above</p>	<p>Province</p>	<p>Same as above</p>	<p>September 2022. Ongoing</p>	<p>Same as above</p>	<p>Same as above</p>	<p>CDD and Coordinator, JCSEA Peace Network</p>

CAP 2 - Ensure Quality Education

Rationale: Need and demand to provide quality education to the poor and marginalized communities

Goal		KPIs					
Setting up a hub for SANKALP to coordinate education to the marginalized, both formal and non-formal, at the Conference level.		<ol style="list-style-type: none"> By 2025, 150 new learning centres will be started. By 2025, 50% of the learning centres would have improved in quality delivery. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. To establish a coordinating hub for Sankalp based in Delhi which will operate through the CDO, having links in Provinces.	Marginalised community	Conference	Secretary, JEA, Secretary, JHEASA, B. Ed Colleges	Dec. 2021	CDO office	Coordinator of Sankalp	Conference Development Director (CDD)
2. To develop policy, a manual, teaching and learning modules in line with IPP.	Marginalised community	Conference	Secretary, JEA, Secretary, JHEASA, B. Ed Colleges	June 2022	Resources - institutions of formal education.	Coordinator of Sankalp,	CDD
3. Establishing 150 new learning centers in Provinces.	Marginalised community	Province	Secretary, JEA, Secretary, JHEASA, B. Ed Colleges	June 2023	Resources to be mobilized by Province	Coordinator of Sankalp	Provinces SANKALP Network Coordinator and PDDs.

CAP 3 - Promote Ecology and Justice

Rationale: Emerging issues of climate change, environmental degradation which affect the life and livelihood of common people

Goal		KPIs					
To support and strengthen the efforts of the Ecology Network and promote inter-sectoral/inter-ministerial collaboration at the Conference, zonal and international levels.		<ol style="list-style-type: none"> By 2025, a culture of collaboration worked out at the level of inter-sectoral/inter-ministerial in the Conference. By 2025, all ecology-based institutions and centres at the Conference are linked. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Initiating Green-Audit, create a repository of resources, to map existing models, promote advocacy and replicate best practices.	All centres And all ministries	Conference	Secretaries of JEASA, JHEASA, SJES, thematic expert and a lay collaborator	2021-23	Institutions, PDDs and CDO office	Coordinator of the Ecology Network	CDD and Coordinator of the Ecology Network
2. To organise learning/ sharing meetings, training programs (TOTs) at the zonal and Conference levels.	All centres And all ministries	Conference	Secretaries of JEASA, JHEASA, SJES, thematic expert and a lay collaborator	2021-23	Institutions, PDDs and CDO office	Coordinator of the Ecology Network	CDD and Coordinator of the Ecology Network

CAP 4 - Encourage Ignatian Spirituality

Rationale: Focusing on the individual and institutional conversion, make available Ignatian spirituality to the larger community.

Goal		KPIs					
To create a digital repository on Ignatian spirituality in collaboration with the Secretariat of faith, and the Ignatian Spirituality Centre (Pune) and make available for all people in our ministries.		<ol style="list-style-type: none"> By 2025, a digital repository on Ignatian spirituality is set up. By 2025, all people irrespective of religion, age and caste will benefit from the digital repository. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. To create a repository web page on Ignatian Spirituality with a space for content in vernacular languages	All people irrespective of religion, age and caste.	Conference	Director of the Conference Communication Department, a thematic expert and a lay collaborator	July 2022		Director of JC-SA Ignatian Spirituality Centre at Pune	Conference Development Director
2. To disseminate the repository through various programmes - retreats, online retreats, Webinars and so on.	All people irrespective of religion, age and caste.	Conference	Director of the Conference Communication Department, a thematic expert and a lay collaborator	July 2022 and continues.		Director of JC-SA Ignatian Spirituality Centre at Pune	Conference Development Director

CAP 5 - Accompany the Youth

Rationale: Need for employable skills for the poor youth and especially from marginalized communities

Goal		KPIs					
To strengthen the JESUITEC Network to provide life skills and job opportunities for marginalised youth by upgrading the capacities of the participating institutions.		1. By 2015, 30% of JESUITEC Network partners capacities upgraded. 2. By 2015, 90% the students who pass out JESUITEC Network will find jobs.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. To prepare life skill modules and make them available to the network institutions and organisations	Marginalised Youth: Tribals, Dalits, poor	Province and Conference	Coordinator of AJIT (Association of Jesuit Institutes of Technology), Directors of technical institutions, thematic experts	June 2022- June 2023	1) AJIT 2) JESUITEC Network 3) Technical institutions	Coordinator of JESUITEC Network	CDD
2. To establish a placement cell under JESUITEC at the Conference level	As above	Conference	As above	June 2022- June 2023	As above	As above	CDD
3. To brand, promote and assist in fundraising efforts for JESUITEC-run programs	As above	Province	As above	August 2021- August 2025	As above & CSR, funding agencies, Government projects, Institutional tie-up	As above	CDD

Secretariat for Social Justice & Ecology

CAP 1 - Foster Peace and Reconciliation

Rationale: Societal Peace and Harmony is disturbed. There is a need to educate people of the need for communal harmony through better appreciation and knowledge of other Faiths, Cultures and Politics.

Goal	KPIs						
National Platform of 200 NGOs/CSOs with 20000 peace ambassadors working for peace and reconciliation	<ol style="list-style-type: none"> National Platform formed of 90% NGO/CSOs by 2023 to initiate the process of peace and reconciliation. 80% of peace ambassadors are formed and trained by 2025. 500 peace committees function by 2026 						
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Identification and Formation of a National Platform comprising of 200 NGOs/CSOs (8-12 NGOs/CSOs per province)	NGOs	National	NGOs /CSOs	2023	SJES /Province	PCEJ	SJES
2. Forming 20,000 peace ambassadors and practitioners. (700-1300 per province)	Peace ambassadors	Province	NGOs /CSOs	2024-2025	Province	PCEJ	SJES
3. Once a year zonal level meeting for sharing experiences and cross learning.	Jesuits/ Partners	Zonal	NGOs /CSOs	2022-2026	Province, Zone	Zonal Coordinator	SJES

CAP 2 - Ensure Quality Education

Rationale: In the context of 'fundamentalisation' of education, declining educational standards, increasing cultural conflicts, the exclusion of marginalized groups, lack of promotion of critical thinking among teachers and students, and the National Education Policy 2020 (NEP 2020), how do we recommit ourselves to an education model that is inclusive, quality-oriented, community-based, and socio-culturally critical, promoting cultural integration from local, national to global integration, having recourse to the best practical and scalable models in Jesuit tradition.

Goal	Objectives	KPIs					
A scalable education model that is inclusive, quality-oriented, community-based, and socio-culturally critical and promoting cultural integration	Identify and adopt an education model that is inclusive, quality-oriented, community-based, and socio-culturally critical, promoting cultural integration from local, national to global integration, having recourse to the best practical and scalable models in Jesuit and other traditions.	<ol style="list-style-type: none"> 1. 50% of Jesuit social action centres join the pilot project to identify and adopt an education model adaptable to them. 2. At least 50% Jesuits engaged in social action centres train themselves through a learning facilitator course such as the one available in Jesuit World-wide Learning (JWL) 3. At least 50% Jesuits and 25% willing field partners join the Learning Facilitator course under JWL 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available / Accessible	Responsible Person	Monitoring
Conduct a three-day workshop/seminar/webinar (one at Conference or one for each zone) to critically assess the present state and direction of our education system and its social implications.	Jesuits in social action and other interested Jesuits and religious working in the social action centres.	Province Zonal Conference	Education Secretariat Resource Persons from JWL Resource Persons in NEP	December -March 2022	JWL, Conference, Province & Social Centers	Directors of Social centers, PSJES and Zonal coordinators, SJES	PSJES and Zonal coordinators, SJES

Conduct a three-day workshop/seminar/webinar (one at Conference or one for each zone) to explore a scalable education model such as JWL and their application to our contexts.	Same as above	Same as above	Same as above	June-July 2023	Same as above	Same as above	Same as above
Conduct an LF Course under JWL through a combination of online and onsite facilitation including a practicum.	A select group of Jesuit Learning Facilitators and other willing LFs	Same as above	Same as above	March-September 2023	Same as above	Same as above	Same as above

CAP 3 - Promote Ecology and Justice

Rationale: Alarming rate of Environmental Degradation all around and the worst affected are the poor. There is a need to create sustainable model villages.

Goal	KPIs						
Building 200 green villages at the Conference level with an eco-conscious and eco-justice dimension.	1. By 2026, 75% or 150 model green villages realizing SDGs, Clean water and sanitation, Good health and wellbeing, Responsible consumption and production, and Climate action. 2. By 2026, out of 2000 community leaders at least 70% imbibed, inspired and animated eco-justice communities.						
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Each PSJES (Social Delegate) in collaboration with other ministry sectors will adopt 10 - 15 villages	Jesuits in social and education sectors	Province and Conference	Jesuits, social centres, edu. institutions, NGOs (Environmental)	In 2022	Province, Conference, others (funding)	PSJES in the Provinces	PSJES and Teams
2. Each PSJES will capacitate about 100 – 150 community/village leaders (total 2000) with eco-friendly practices and eco-justice in relation to SDGs through 3- day workshops, conducted twice a year with follow up actions.	Village leaders (men, women, youth)	Province and zones	Jesuits in other Provinces, NGOs and other experts	2022 – 2026 (ongoing)	Province, Zones, Conference	PSJES, Zonal Coord	Zonal coordinators, SJES
3. Awareness on V Schedule generated in the communities and Gram Sabhas strengthened.	Village leaders, as above	Provinces and zones	Jesuits in Other Provinces, NGOs and Lawyers	2022 – 2026 (ongoing)	Provinces, zones and Conference	PSJES, Zonal Coordinators	PSJES, Zonal Coords and SJES
4. 200 youth eco-clubs formed and functioning.	Jesuits in social and other sectors	Provinces and Conference	Social centres and other educational institutions, colleges etc.	2022-2026	Provinces and Conference	PSJES	PSJES, SJES

CAP 4 - Encourage Ignatian Spirituality

Rationale: There is a need to revisit and strengthen our Ignatian Tradition to revitalize our Ministries for the greater apostolic effectiveness in the Church. There is a need to promote inclusive idea of Jesuit mission, engrained with social Justice, peace and reconciliation.

Goal		KPIs					
To deepen the knowledge of Ignatian tool of Discernment among Jesuits, collaborators and beneficiaries in SJES Ministry.		1.	By the end of 2026, 70% Jesuits in SJES ministry competently use the Ignatian tool of discernment in our SJES centres.				
		2.	By the end of 2026, at least 60% of our staff, collaborators and our beneficiaries in SJES ministry participate and learn the Ignatian Discernment.				
		3.	By the end 2026, about 240 Jesuits in the conference SJES ministry have been trained in Ignatian spirituality.				
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Organize seminars/ workshops on Ignatian tool of discernment.	Staff, Collaborators and the beneficiaries in PSJES ministry	Province	NGOs	2022-2025	Province Zone Conference	PSJES	PSJES
2. Organize 8 days Ignatian Socio-Eco Spirituality Retreat	Jesuits in PSJES ministry	Zone	Zonal provinces	2022-2026	Province Zone Conference	PSJES	SJES
3. Train every year 3 Jesuits in Ignatian spirituality.	Jesuits in PSJES ministry	Conference	Provinces in the Conference	2022-2026	Province Zone Conference	SJES	POSA

CAP 5 - Accompanying Youth

Rationale: Youth unrest is because of lack of job opportunities and unprecedented pandemic caused by Covid19 and sudden lockdown with further extension to contain the spread of disease greatly affected them. Youth is faced with unemployment and uncertainty causing aimlessness and depression.

Goal		KPIs					
Youth for self-employment for a better life.		50% of our trained youths will get self-employment 5% will be incorporated in our institutes.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Train 100 youth per Province on life-skills and employability skills in four years – Total about 1, 500	Unorganized Youth	Province	Jesuits, NGOs & Govt. Dept	2022-2025	Conference, Province & Social Centers	Dir. Of Social centers	Zonal Coordinators
2. Assist 50 youth per Province to tap government schemes in four years – Total about 750	Unorganized youth	Province	Jesuits, NGOs & Govt. Dept	2022-2025	Conference, Province & Social Centers	Dir. Of Social centers	Zonal Coordinators

De Nobili College, Pune

CAP 1 - Foster Peace and reconciliation

Rationale: Society is ridden by conflict and violence. In this context, there is a need to reach out to children who are the future bridge builders of peace. Hence there is a need to conscientize them and help humanity toward a peaceful co-existence.

Goal		KPIs						
Create awareness and provide training for school children to help them become promoters of peace and reconciliation		1. By 2025, 50% of the students will display greater awareness of issues related to various conflicts in society and become promoters of diversity, mutual respect, and harmony in their context. 2. By 2025, at least ten students from 3 schools will be motivated to take up leadership positions in supporting their schools' peace-building activities.						
		Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person
1. Creating peace clubs in three schools in Pune and weekly meetings and engaging members of the club		Students	8 th and 9 th Std.	Respective schools	2025	DNC personnel	Dolichan	House Consult
2. Teaching constitution through peace clubs twice a year		Peace club members and other interested students	8 th and 9 th Std.	Respective schools	2025	DNC personnel	George Beck	House Consult
3. Once a year, organizing a half-day workshop for interested scholastics in DNC on promoting peace and reconciliation through children		Scholastics	Philosophy and Theology		2025	DNC personnel	Paul Chemparathy	House Consult

CAP 2 - Ensure Quality Education

Rationale: The quality of Jesuits as educators depends on our quality as learners. Therefore, it is vital that our scholastics do an in-depth study of philosophical and theological literature, enabled through classroom teaching and are initiated into critical thinking and contextual analysis.

Goal		KPIs					
Fostering in-depth learning and academic rigour in Ecclesiastical studies		<ol style="list-style-type: none"> At least 75% graduating batch of Scholastics from 2022-25 will achieve depth in their Ecclesiastical studies, thus become leaders of Church and the Society About 25% of Scholastics from every Graduating batch will be capable of disseminating Ecclesiastical knowledge and show interest in these matters while they are placed in their context 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Once a year, each scholastic presents an integration paper 2-3 pages guided by the staff guide	Scholastics		Staff guide for study groups and Louis Level	Two days will be scheduled for paper presentation in Feb. every year (2022-2025)	Teaching Staff House Library	Henry Almeida	House Consult
2. Organizing inter-seminary theological and philosophical exchange and interactions with the students of the campus houses once a year	Scholastics and Staff		DNC & Campus Houses	Once a year from 2022-2025	Staff from DNC and Campus houses	Henry Almeida (c), Louis Level	House Consult

<p>3. DNC Teaching Staff will present talks on various topics related to theology and Philosophy and facilitate creative and critical sharing and discussion</p>	<p>Scholastics and Staff</p>			<p>Once a Semester from 2022-2025</p>	<p>DNC teaching Staff</p>	<p>Henry Almeida (c) and Louis Leveil</p>	<p>House Consult</p>
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CAP 3 - Promote Ecology & Justice

Rationale: Despite discussions and awareness programmes at various levels, there is a need for visible models of Ecological sustainability.

Goal		KPIs					
Growing in greater awareness of two cries—the cry of the earth and the cry of the poor—through various programs on ecology.		<ol style="list-style-type: none"> By 2025, the scholastics of DNC will learn to appreciate the beauty of creation and be motivated to care for creation. Every year, at least ten scholastics will be identified and trained as animators of ecology and justice. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Once a semester, a recollection talks on Eco-spirituality that leads to integral justice	DNC Community	Community		Once a semester from 2022-2025	Staff and resource person from the Campus	Jacob (c), Richard, John and Tony Matta	House Consult
2. Planting and taking care of trees by each new community member at the beginning of an academic year	DNC Community	Community		Once a year from 2022-2025	DNC Minister	Jacob (c), Richard, John and Tony Matta	House Consult
3. An awareness program on waste management resulting in practical and ongoing implementation in one's life and community	DNC Community	Community		Once a year from 2022-2025	Resource persons to be identified by the Team	Jacob (c), Richard, John and Tony Matta	House Consult

CAP 4 - Encourage Ignatian Spirituality

Rationale: Ignatian spirituality is at the core of our Jesuit life. As a formation house, it is important that we deepen our familiarity with Ignatian sources and draw profit for our spiritual growth.

Goal		KPIs					
Growing deeper in knowledge and love for the Spiritual Exercises of St Ignatius		<ol style="list-style-type: none"> At least 80% of graduating students develop in-depth knowledge of the Spiritual Exercises By 2025, the staff and students will acquire expertise in at least one of the themes in the Spiritual Exercises 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. 18 well-researched articles on the Spiritual Exercises, which will be used for recollections & published as a book	Community Members	Community	DNC Staff	2022-25	Library Online resources	Francis P (c), Selva Rathinam and Konrad	House Consult
2. Two-week course on Ignatian Themes – one theme a year (Discernment, Prayer & Dynamics of the Spiritual Exercises)	Scholastics Religious Priests	JD Campus Pune City	DNC Staff	2022-25	Library Online resources	Francis P (c), Selva Rathinam and Konrad	House Consult
3. Invite an Ignatian Expert once a year for the Annual Triduum	Community Members	Community	Ignatian Scholars Group	2022-25	Ignatian Scholars Group	Francis P (c), Selva Rathinam and Konrad	House Consult

CAP 5 - Accompany Youth

Rationale: There is a large amount of organized and unorganized youth in our country. There is a need to develop their leadership abilities for their future and the good of the country. Our Scholastics need to be better equipped to accompany the youth of today.

KPIs							
Goal							
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. 75% of our Scholastics equipped to develop leadership abilities among the youth. 2. About 10 Scholastics per year trained in advanced youth animation skills							
1. Conduct Four Training sessions (of 2 hrs. each) at the beginning of the year for the Scholastics	10 Scholastics every year	Community	Don Bosco Fathers and DNC Scholastics	2022-2025 (June and July every year)	Remuneration Charges for each of the Sessions	Ryan (c), Anthony Andrade, Patrick	House Consult
2. Conduct once a month Leadership Skills and offer Counselling and Carrier guidance through Online Platform	Youth in Jesuit Schools and Colleges of Pune Province	Higher Sec Schools, Evening College and Technical School	Students, Jesuits of Pune Province and DNC Scholastics	2022-2025 (Aug – Feb every year)	Internet Facilities / through online and offline mode / DNC Scholastics	Ryan (c), Anthony Andrade, Patrick	House Consult
3. Conduct weekly Youth Ministry in the Parishes and assist in conducting the Annual Diocesan Youth Fest	Catholic Youth	Pune Diocese Level	Parish Priests, Diocese Youth Coordinator and DNC Scholastics	2022-2025 (Aug – Feb every year)	DNC Scholastics	Ryan (c), Anthony Andrade, Patrick	House Consult

Papal Seminary, Pune

CAP 1 - Foster Peace and reconciliation

Rationale: There is an urgent need for reconciliation in our world. The fragmentation, strife & discord that is seen in the larger world is reflected in our formation community, manifested in fractures based on ethnic, language, rites & other divisions. We need to “Be Peace” before we can “Do Peace”.

Goal		KPIs					
Equipping ourselves (staff & Students of Papal Seminary) to be aware of inner conflicts and understand sources of conflicts within ourselves, in our community and in our society		<ol style="list-style-type: none"> By 2025, 80% of seminarians develop greater celebration of diversity with good friendships between members of diverse backgrounds. Each batch of final year philosophers & theologians leave Papal Seminary with the skills to engage in ongoing personal reconciliation work 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Batchwise Group Dynamics Weekend for students at beginning of year.	Seminarians	At community level – Papal Seminary	Trained facilitators – religious sisters, diocesan / religious clergy	2022 – 2025 Each year	Trained personnel on JD Campus & from Pune	Dinesh Braganza	PS Admin.
2. Colloquium on Conflict management	Papal Seminary Staff	Community Level	Sadhana Institute personnel	2022-2025	Joe Parakad SJ/ MC Abraham CSC/ Ajoy D'Souza SDB	PS Rector	PS Admin.
3. Batchwise Training sessions in wholeness process – each year more advanced formats	Seminarians	Community level	Wholeness trainers	2022-2025	Dinesh to train other animators	Dinesh Braganza	PS Admin.

CAP 2 – Ensure Quality Education

Rationale: At present there is lack of critical thinking in our students and there does not seem to be a link between academics and real life.

Goal		KPIs					
Creating a culture of engaged critical reflection and active learning through teaching and learning pedagogies that are context-sensitive, self-critical, value-based and life-transformative.		<ol style="list-style-type: none"> By 2025, 80% of students and staff will show a greater engagement in current affairs. Every batch of students will demonstrate a connection between subject matter and context through articles on relevant topics 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Two to three days workshop on critical pedagogies	Seminarians & Staff	Community - PS	Trained educators – religious /lay	2022-2025	Frazer M, MK George	Paul Raj & VM Jose	PS Admin.
2. Half-Day Session on cyber-crime and safe internet use	Seminarians & Staff	Community - PS	Lay Persons skilled in Cyber Security	Yearly 2022-2025	Harold D'Souza or another expert	Paul Raj & VM Jose	PS Admin.
3. Village & Mission Exposure programme	Seminarians – batch wise	Community	Nagar Social Action centre.	2022-2025	Expertise of Pune SJ Social Action Centre	Paul Raj & VM Jose	PS Admin.

CAP 3 – Promote Ecology and Justice

Rationale: At present there seems to be a lack of awareness of the climate emergency before us and how the ‘cry of the earth and the cry of the poor’ are inextricably linked to the way we live our faith as Christians.

KPIs							
Goal	Level	To whom	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
Cultivating a critical consciousness of caring for the sacredness of the earth and the dignity of the poor							
1. One Day Reflecting on <i>Laudato Si</i>	Community	For PS students		By Jan 2023	Animators of Taru Mitra – Tom K	Tom Kari & Dinesh B	By 2023 PS Administration
2. Taking Eco-Justice as a theme for Community days	Community	PS staff & Students	Animators of Tarumitra	Nov-Dec 2022	Finances from Community days budget	Tom K & Dinesh B	By 2023 PS Administration
3. Plastic Free PS Campus	Community	Entire PS Community	Link up with plastic recycling NGO	By March 2023	Plastic segregation containers already purchased	Tom K & Minister	By 2023 PS Administration
4. Students engage in social outreach	Community & social outreach	For 1 st year students	Nagar Social Centre of Pune SJ	2022-2025	Animators of social ministry from PS community	PS House administration	PS admin
5. Herbal Garden & tree planting	Community & Campus	PS community staff & students	Tech advice from botanists (Hector Andrade)	2022-2025	Staff & seminarians of PS	Tom K & House Admin	PS admin

CAP 4 - Foster Ignatian Spirituality

Rationale: In a world with rapid change – ‘an era of change’ there is urgent need for people to have the means of finding meaning & purpose in their lives. Ignatian Spirituality can be a very valuable resource.

Goal		KPIs					
Growing in intimacy with God as revealed in Jesus, to become authentic persons through the practice of Ignatian Spiritual Exercises		By the end of 3 years there will be a culture of daily examen, familiarity with discernment in real life.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Monthly inputs on the examen, review, Spiritual Conversation & discernment etc.	PS Seminarrians	Community	Experts in Ignatian Spirituality	2022-2025	Experts in Ig. Sp. on & off Campus	Spiritual Directors	Yearly by PS Administration
2. One-month Ignatian retreat	3 rd year PS theologians	community	Experienced Jesuit retreat directors	2022-2025	Expenses to be borne by bishops. PS will identify retreat director & place for retreat	Rector	Yearly by PS Administration
3. Walking Pilgrimage to shrines	Seminarrians	community	Shrine- Khadki / St Anthony's Shrine	March 2023	Contacts with clergy personnel at the shrines	Philosopher's moderator	March 2023 by PS Administration

CAP 5 - Accompanying Youth

Rationale: India has a huge pool of youth, both in the church and outside. They are the future of the church and the country. Currently church programs do not reach many youth who can easily be lost in the current inimical religious climate in India.

KPIs							
Goal	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Enabling/Empowering youth to discern & grow into their full potential 2. At least 5 theologians per year learn advanced youth animation training							
1. One Interactive session per batch every year with Pune youth groups.	Seminar-ians and youth from Pune youth groups	Community & parishes	Youth coordinators of parishes / YMCA-YWCA	2022-2025	Linus D & members of diocesan youth commission	Sebastian V, Nishant I, Linus D.	PS Admin
2. Seminar-ians to attend youth convention in 2022-23 in Pune	Seminar-ians and Pune diocese youth	Community & Diocese	Youth animators of diocese (also neighbouring dioceses)	March 2023	As above	Sebastian V, Nishant I, Linus D.	PS Admin
3. Weekend training program on "accompanying youth" for the PS staff	PS Staff	Community	Don Bosco Youth Centre	Once in 3 years – 2022-2025	Experts in youth ministry from Salesians	Sebastian V, Nishant I, Linus D.	PS Admin

Jnana-Deepa, Institute of Philosophy and Theology, Pune

CAP 1 - Foster Peace and Reconciliation

Rationale: In a world that is increasingly characterized by strife and discord, it is important for us to be both aware of the issues at stake and train to be effective instruments of reconciliation. It is important to have a highly motivated group that bridges JD with the outside world. Getting into action through actual involvement in issues helps us move beyond our fears.

Goal		KPIs					
JD social wing, animated by staff members, engage in creating critical awareness of social issues		<ol style="list-style-type: none"> By 2025, at least 70% of students grow in awareness around issues of P & R. From the final year batches, at least 10 students be motivated to get further training in P&R work through completing the P & R Courses 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Screening movies on current themes and organizing discussions two times a semester.	JD members & Neighbours	Institutional & Campus houses	Students Social Wing with outside social activists, student groups & NGOs	Two times a semester from 2022-2025	Ishwani Kendra / Don Bosco Youth Centre & nearby NGOs	Victor Sagayam SVD & Team	President's Council & Senate
2. Organizing/ participating in demonstrations once JD issues are settled.	JD members – staff & students	Institutional & Campus houses	Students Social Wing with outside – social activists, student groups & NGOs	According to current issues	NGOs / secular activists / ASARA – Hope Centre, etc.	Victor Sagayam SVD & Team	President's Council & Senate
3. Online 'peace studies' credit course offered by e.g., Coursera.org / LIPI-XLRI	Interested Students	Institutional & Campus houses	Dept. of Social Sciences in collaboration with LIPI-XLRI	2022-2025	LIPI-XLRI Department – to be budgeted	Victor Sagayam SVD & Team	President's Council & Senate

CAP 2 - Ensure Quality Education

Rationale: Encouraging intellectual rigor for both students and staff.

Goal		KPIs						
Fostering academic integrity and original thinking in academic writings of staff and students in JD		<ol style="list-style-type: none"> 1. By 2025, there will be a culture of academic integrity and those who violate will face disciplinary action 2. A pool of online assignments will be set up for all assignments in JD (possibly linking up also with VJ & SN). Assignments will not show greater than 20% similarity in content and expression. 						
Activities (SMART)		To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. One-day seminar on fostering academic integrity & original thinking		JD Community of staff & Students	JD Institution	Staff & experts from Higher Education Institutions	Before March 2023	Frazer M, MK George, Joye James	Konrad; Shiju Ryan	Yearly by President's Council & Senate
2. Implementing the use of a similarity index software for writing assignments, and dissertations.		JD Community of staff & students	JD Institution	JD experts with VJ & SN	2022-2025	Setting up an online library of all assignments	Konrad; Shiju Ryan & Librarian	Yearly by President's Council & Senate

CAP 3 - Promote Ecology & Justice

Rationale: The 'Cry of the Earth & the Cry of the Poor' is calling us to grow in awareness, as an institution, about how we can create a culture of accountability to 'our Common Home' and to the least of our 'human family'.

Goal		KPIs					
Cultivating a critical consciousness of caring for the sacredness of the earth and the dignity of the poor		<ol style="list-style-type: none"> By creating the academic space to discuss issues interfacing our lives, ecology & justice 20 Students of Tarumitra will leave the JD campus each year with necessary training to facilitate similar programs in their ministry places 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Celebrate L Si Day on Oct 4 through a conference on one specific theme of eco-justice/eco-spirituality	JD members & campus houses and interested lay people	Institution	Campus houses, religious communities and students of nearby schools	Once a year from 2022-2025	JD Tarumitra team	Tarumitra Team – Louis Leveli, Tom Karimundackal	Yearly by President's Council & Senate
2. Regular Tarumitra activities to 4 schools	Students of JD and nearby schools	Institution	Teachers and students of nearby schools	2022-2025	School Principals, and JD Tarumitra team	Tarumitra Team – Louis Leveli, Tom Karimundackal	Yearly by President's Council & Senate
3. Plastic free JD campus	JD Faculty, students and co-workers	Institution	NGOs and Govt organizations	2022-2025		Tarumitra Team, PG Block Manager	Yearly by President's Council & Senate

CAP 4 - Encourage Ignatian Spirituality

Rationale: There is a greater demand for ways of growing in authentic spiritual life. Ignatian Spirituality with its emphasis on discernment can help grow in the spiritual life amidst a rapidly changing world.

Goal		KPIs					
Training lay people in Ignatian Spirituality and Spiritual direction		<ol style="list-style-type: none"> There will be greater familiarity among at least 100 laity (& JD community) with Ignatian themes – examen, discernment, and spiritual direction By 2025, we will have 10 lay people trained in Ignatian spirituality & spiritual direction 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. A course on Ignatian spirituality & discernment	Lay people & interested JD students	Institution	Lay in Pune Diocese	Course offered once a year 2022-2025	JD faculty – Spirituality Department	Lay Formation Team	Yearly by President's Council & Senate
2. A 3-credit course & practicum in Spiritual direction	Lay people & interested JD students	Institution	Lay in Pune Diocese	Course offered once a year 2022-2025	JD faculty – Spirituality Department	Lay Formation Team	Yearly by President's Council & Senate
3. Guided retreat for lay people once a year (online or offline)	Lay people & interested JD students	Institution	Lay in Pune Diocese	Retreat offered once a year	JD faculty – Spirituality Department	Lay Formation Team	Yearly by President's Council & Senate

CAP 5 - Accompany Youth

Rationale: JD has a large student body who can be a great asset, both in terms of coming to know the problems of youth, as well as being a bridge between JD and youth in their present and future ministry places

KPIs							
Goal	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
Equipping ourselves with skills to accompany the youth in/ off the campus and getting to know the struggles of youth first hand	JD students	Institution	Don Bosco Youth Centre and Diocesan Youth Forum	Once a year 2022-2025	Youth directors of diocese and religious congregations	Students' Council animator & Dolichan Clement and Dinesh	Yearly by President's Council & Senate
	1. Workshops on Youth Animation will be offered once a year for students	JD students	Institution	Don Bosco Youth Centre and Diocesan Youth Forum	Monthly 2022-2025	Campus houses, Youth animators of parishes, diocese & institutions	Students' Council animator & Dolichan Clement and Dinesh
2. An outreach exposure program to city/ rural youth	JD Students	Institution	Youth animator	March 2023	To be budgeted	Students' Council animator & Dolichan Clement and Dinesh	Yearly by President's Council & Senate
3. JD Students attend youth convention in 2022-2023 in Pune	JD Students	Institution					

CAP 2 - Ensure Quality Education

Rationale: To reinforce systematic thinking and scientific writing; to foster intellectual depth; to promote inter-disciplinary approach

Key Performance Indicators (KPIs)							
Goal		1. At least 80% of students realise the significance of theology for priestly formation.					
Actualizing Veritatis Gaudium	To whom	Level	Collaborator	By when	Resources Available / Accessible	Responsible Person	Monitoring
1. Offering a methodological course on writing scientific papers (One Credit)	Students of VJ	College Level	VJ faculty	Every year in the first semester	Vidyajyoti faculty	Fr Vinay K Ekka	The Principal
2. Revamping dissertation and seminar; three seminars on various aspects of dissertation writing.	Students of VJ	College Level	VJ faculty	Seminar: by December Dissertation: by March	Vidyajyoti faculty	Fr Edwin Victor & Team Fr. Raj Kumar & Valan Antony	The Principal
3. Participating in Global Theology Initiative through faculty exchange program	Staff and students of five international faculties	Global	Staff and students of five international faculties	Every year in the first semester	Vidyajyoti faculty	Fr Valan C. Antony	The Principal

CAP 3 - Promote Ecology and Justice

Rationale: Promoting clean environment, pollution-free air, healthy living and supporting ecology and justice movements

Key Performance Indicators (KPIs)						
Goal		1. By 2025, 200 youth in neighbouring parishes imbibe the importance of clean and green environment and practice				
Educate ourselves and others to conserve our common home		To whom	Level	Collaborator	By when	Resources Available / Accessible
Activities (SMART)						
1. Forming an eco-club in Vidyajyoti		Students of VJ and city youth	City Level	VJ Students & City youth	By September 2022	₹25,000 annually from the Fieldwork fund
2. Holding awareness seminar on ecology and justice		Students of VJ and city youth	City level	VJ Students & City youth	Every year in the second semester	₹50,000 annually from the fieldwork fund
						Responsible Person
						Fr Anthony D'Souza with a student committee
						The Registrar
						Fr Anthony D'Souza with a students' committee
						The Registrar

CAP 4 - Encourage Ignatian Spirituality

Rationale: Making Ignatian spirituality accessible to the poor, reconnecting ourselves to Ignatian roots and encouraging more vocations

Goal		Key Performance Indicators (KPIs)					
Foster Ignatian living in the community and college		<ol style="list-style-type: none"> Greater familiarity with the Ignatian heritage (92 members of VJ community). Increased use of spiritual conversation as a method in every community deliberation. 					
Activities (SMART)	To whom	Level	Collaborator	By when	Resources Available / Accessible	Responsible Person	Monitoring
1. Organizing an Ignatian day with the urban poor	Rickshaw pullers and the homeless	City Level	VJ faculty	Every year in the second semester	₹25,000 annually from the fieldwork fund	Frs. Poulse Mangai, Vinay Ekka, Leander Xalxo	The Rector
2. Holding a course on Ignatian spirituality	Students of VJ	College Level	VJ faculty	Every year in second semester	Frs. Boniface D'Souza and Leander Xalxo	Frs. Boniface D'Souza and Leander Xalxo	The Rector
3. Imparting Ignatian spirituality for the laity under the auspices of DEPTH	Students of DEPTH (Laity & Religious)	Global	VJ faculty	First semester 2022-23	Fr Rajkumar Joseph	Fr Rajkumar Joseph	The Rector

4. Producing videos on Ignatian themes & spirituality	For wider public	Global	VJ faculty & students	Every year in the second semester	Frs. Boniface D'Souza and Leander Xalxo	Frs. Boniface D'Souza and Leander Xalxo	The Rector
5. Dedicating one issue of VJTR	For wider readership	Global	VJ faculty	July 2022	Fr Poulouse Mangai	Fr Poulouse Mangai	The Rector

CAP 5 - Accompany the Youth

Rationale: Need to reach out and work on holistic development of youth.

Key Performance Indicators (KPIs)							
Goal							
Creating space for the youth in all our ministry places	1. Holistic development of 150 youth through awareness and activism.						
Activities (SMART)	To whom	Level	Collaborator	By when	Resources Available / Accessible	Responsible Person	Monitoring
1. Forming youth cell in Vidyajyoti	Students of VJ and city youth	City Level	VJ Students & city youth	By November 2022	₹50,000 from the Fieldwork fund	Frs. Anthony D'Souza, Edwin Rodrigues, and Vinay Ekka	The Rector
2. Organizing social awareness and leadership programmes (2 programs in a year)	Students of VJ and city youth	City Level	VJ Students & city youth	Periodically every year	₹50,000 annually from the fieldwork fund	Frs. Anthony D'Souza, Edwin Rodrigues, Vinay Ekka	The Rector

Satya Nilayam, Chennai

CAP 1 - Foster Peace and reconciliation

Rationale: The situation of religious hatred fostered by vested political parties.

Goal		KPIs					
To get involved in the much-needed work of peace and reconciliation		<ol style="list-style-type: none"> By 2025, every year at least 50 scholastics and the laity become aware of the need to promote peace and reconciliation Establishing a centre for peace studies and publishing a book by 2025 					
Activities (SMART)	To whom	Level	Collaborators	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Creating a Centre for Peace Studies	Multireligious neighbours	Minimum +2	SN Faculty and SNRI research scholars	2025	SN Community	SNRI Director	House Consult
2. Publishing a book on peace and reconciliation	For wider readership	Global	SN Faculty and SNRI scholars	February 2025	SNRI	Fr Jagadish	SNRI Director
3. Organizing one course per year on Peace & Reconciliation	Students of SN	PG	SN Faculty	2025, Every even semester	Sacred Heart College	Principal	Academic Executive Committee

CAP 2 - Ensure Quality Education

Rationale: Lacking wider outlook in the students in the light of New Education Policy of the Govt of India

Goal		KPIs						
To bring awareness of the context and responding in a constructive manner.		<ol style="list-style-type: none"> Inculcating in the scholastics a critical perspective on socio-cultural-political and regional scenario By 2025, there will be at least 50 lay persons and 50 scholastics trained in IPP 						
		Activities (SMART)	To whom	Level	Collaborators	By When	Resources Available/ Accessible	Responsible Person
1. Workshop on IPP	Students	College (UG)	SN Faculty	Yearly 2022-2025	Jesuits from Loyola College	Principal	Academic Executive Committee	
2. Restructuring of MA Philosophy Programme	Department of Philosophy	PG	SN Faculty	2023	SN Faculty & philosophy experts from City	Principal	Academic Executive Committee	
3. Y-hour (online philosophizing sessions)	Students & general public	+2 and above	SN Faculty, SN scholastics & SNRI scholars	Monthly 2021-2025	SNRI	Programme coordinator, SNRI	SNRI Director	

CAP 3 - Promote Ecology and Justice

Rationale: Lack of eco-sensitivity in daily living.

Goal		KPIs					
To grow in Eco-Sensitivity		<ol style="list-style-type: none"> 1. Creating an eco-friendly campus with the focus on sustainability and increase campus greenery to 1300 trees by 2025. 2. Train at least 100 scholastics on eco-issues by 2025. 					
Activities (SMART)	To whom	Level	Collaborators	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Planting 40 saplings	SN Campus	Community	Staff and Students of SN Community	Jan 2023	SN Community	Fr Michael Alosanaya	House Consult
2. Eco-sensitive campus (<i>plastic-free, eco-friendly households, waste management, bio-gas and recycling water</i>)	SN Campus	Community	Chennai Corporation and Eco-Based NGOs	March 2025	SN Community	Minister	House Consult
3. Course on Ecology	SN scholastics	PG	SN Faculty, Experts	Yearly-beginning from 2023	Sacred Heart College	Principal	Academic Executive committee

CAP 4 - Encourage Ignatian Spirituality

Rationale: Deepening the understanding and practice of discernment

Goal	KPIs						
To spread the art of discernment through Ignatian Spirituality	<ol style="list-style-type: none"> 1. To promote Ignatian Spirituality through workshops, retreats and a counselling centre 2. Counsel at least 25 people every year and reach out to 100 laity and scholastics by 2025 						
Activities (SMART)	To whom	Level	Collaborators	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. To open a counselling center	Catholic faithful, scholastics and others	Institutional	SN Faculty Experts	2025	SN Counsellors	SN Spiritual Directors	House Consult
2. To organize Ignatian retreats and workshop	Catholic faithful	Parish	Laity in Chennai	Yearly twice-2022-2025	SN Staff	SN Spiritual Directors	House Consult
3. Courses and Seminars on Ignatian Spirituality	Scholastics and Catholics	Parish and Institution	Clergy and religious	Yearly once-2022-2025	SN Faculty	Principal	Academic Executive Committee

CAP 5 - Accompany the Youth

Rationale: Accompanying the youth to become responsible persons in the society

Goal		KPIs					
To accompany the youth through creative ministries		1. To involve the scholastics to reach out to the youth through our creative ministries 2. By 2025, to get involved with at least 100 parish youth and 50 corporation school teachers through creative ministries					
Activities (SMART)	To whom	Level	Collaborators	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. To revive campus tutorial ministry and initiate a drama troupe for the youth	School youth	10 th and above	SN Scholastics and city Youth	Starting from Jan 2023	SN Community	Coordinator of Ministries	House Consult
2. To start Manresa clubs (vocation and leadership-oriented clubs) in Parishes	Parish youth	City Level	Clergy and youth animators	2022-2025	SN neighboring parishes	Coordinator of Ministries	House Consult
3. Corporation School Teachers' ministries	Corporation school teachers	Chennai City	SN Community	2022-2025	SN community	Coordinator of Ministries	House Consult

Jesuit Refugee Service (JRS)

CAP 1 - Foster Peace and reconciliation

Rationale: 1) Rise in radicalisation in South Asian communities; 2) Need for dialogue among and between the refugees and host community; 3) Unresolved traumas of persons affected by conflicts.

Goal		KPIs					
To enhance peace and reconciliation in the refugee and host communities.		1. By end of 2022, JRS peace and reconciliation projects implement contextualised peace manual. 2. By 2025, 80% of JRS people served report using conflict transformation practices and improved emotional wellbeing.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Conduct contextualized peace workshops	Project staff and people served	JRS South Asia, JRS Tamil Nadu and Urban Refugee Projects	Funding Agencies	Bi-annually each year (2022 to 2025)	Specialists in IO and Funding agencies	JRS RD; Regional Prog officer; project peace coordinators and Directors	JRS Regional Programme Officer
2. Offer psycho-social assistance to individuals and families.	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees, Rohingya refugees.	In collaboration with host community expert agency & NGOs	Funding Agency MHPSS institutes NGO's serving in MHPSS	2) On need basis	JRS IO MHPSS Specialist Funding agencies Host community expert agencies	JRS Tamil Nadu/ Urban Refugee project/ Bangladesh Peace Coordinators JRS Tamil Nadu/ Urban Refugee/ Bangladesh Project Directors.	JRS Peace Coordinator

3. Form Peace Clubs for dialogue between the refugee and host communities.	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees, Rohingya refugees and their nearby host community.	JRS South Asia, JRS Tamil Nadu and Urban Refugee Projects Host community schools/ colleges/ community members.	Funding agency host community schools/ colleges/ community members	3) By end of 2022.	Funding agencies	JRS Tamil Nadu/ Urban Refugee project/ Bangladesh Peace Coordinators JRS Tamil Nadu/ Urban Refugee/ Bangladesh Project Directors.	JRS Peace Coordinator Project Director
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CAP 2 - Ensure Quality Education

Rationale: 1) Lack of access to formal education in host country; 2) Gender imbalance in education among refugees; 3) Need for employment-oriented education.

Goal		KPIs					
1. To ensure need-based supplementary/complementary education to refugees	2. To provide employment oriented higher education to refugees.	1.	By 2023, JRS incorporates teaching methods relevant to learning needs of the refugee children.	By 2025, 80% of JRS supplementary/complementary class students attend host community school/college.	By 2022, market need assessment to identify employable skill course is completed.	By 2025, 50% of JWL/vocational/technical course students are employed in host community and 20 % pursue advance learning.	
		2.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
Conduct computer and language classes for children and youth	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees.	JRS South Asia, JRS Tamil Nadu and Urban Refugee Projects	Funding agencies Host community religious education centre	(2022 to 2025)	Professional/Vocational Course Trainers Jesuit/other Religious Higher Education Institutes Jesuit Worldwide Learning (JWL) Funding agencies	JRS Regional Education Coordinator JRS Tamil Nadu/Urban Refugee/Bangladesh Project Directors	JRS Teachers Project Director

Conduct bridge course to support re-enrolment of refugee children in host country schools	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees.	JRS South Asia, JRS Tamil Nadu and Urban Refugee Projects	Funding agencies	(2022 to 2025)	Refugee community teachers Funding agencies	JRS Regional Education coordinator JRS Tamil Nadu/Urban Refugee/Bangladesh Project Directors	JRS Teachers Project Director
Support 20 Afghan youth's higher education through Jesuit/religious education institutes.	Afghan urban refugees	JRS South Asia	JWL Funding agencies	April 2022-2025	Jesuit Worldwide Learning (JWL) Funding agencies	JRS JWL Project Coordinators	JWL Coordinator Urban Refugee Project Director

CAP 3 - Promote Ecology and Justice

- Rationale:** 1) Increasing environmental pollution and exploitation of natural resources; 2) Ecological imbalance causing forced displacement; 3) Lack of environmental sensitivity due to disrupted lifestyle.

Goal		KPIs					
To promote ecological consciousness among refugees.		<ol style="list-style-type: none"> By 2023, JRS has implemented environment education curriculum in its project locations. By 2025, 85% of JRS staff and people served have adopted sustainable lifestyle. 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
Train JRS staff on environment safety in JRS projects.	JRS South Asia Regional/Project/ Country office staffs	JRS South Asia Regional Office	Funding agencies Trainer from host community specialised agency	By end of 2022	External Trainer/s JRS IO Specialist/ Consultant Funding agencies	JRS Regional Director JRS Regional HR Officer JRS Tamil Nadu/ Urban Refugee/ Bangladesh Project Directors.	JRS Regional HR Officer

Conduct trainings/ workshops on sustainability in rural/urban settings.	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees, Rohingya refugees (adults)	JRS South Asia, JRS Tamil Nadu, Urban Refugee and Bangladesh Projects	Funding agencies Trainer from Host communi- ty specialised agency	2) Once each year (2022 to 2025)	External Train- er/s JRS IO Specialist, Consultant Funding agencies	JRS Tamil Nadu/Urban Refugee/ Bangladesh Project Direc- tors. Field Officers/ Coordinators	JRS Tamil Nadu/ Urban Ref- ugee/Ban- gladesh Project Directors.
Conduct environmental education sessions.	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees, Rohingya refugees (children/youth)	JRS South Asia, JRS Tamil Nadu, Urban Refugee and Bangladesh Projects	Funding agen- cies	3) By end of 2022	Host community specialised agency JRS IO Specialist, Consultant Funding agen- cies	External Consultant Field Officers/ Coordinators	JRS Regional Director JRS Re- gional Pro- gramme Officer

CAP 4 - Encourage Ignatian Spirituality

Rationale: 1) Adverse impacts in various dimensions of life by worldly currents; 2) Sense of disconnect, demanding professionalism and lack of integration.

Goal		KPIs					
To encourage the principles of Ignatian spirituality among JRS collaborators.		By 2025, 90% of JRS collaborators attend Ignatian Spirituality programmes and report experiencing healing and improved workplace relations.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Organise 5-days retreat for JRS staff	JRS South Asia Regional/Project/ Country office staffs.	JRS South Asia Regional/ Project/ Country office.	Funding agencies	1) Each year (2022 to 2025).	Conference Development Office (CDO), South Asia External Trainer Jesuit house/ retreat centres	JRS Regional Director JRS Regional HR Officer	JRS Regional HR Officer
2. Introduce examination of conscience for JRS staff	JRS South Asia Regional/Project/ Country office staffs.	JRS South Asia Regional/ Project/ Country office.	Funding agencies	2) 2022 to 2025.	Conference Development Office (CDO), South Asia External Trainer	JRS Regional Director JRS Regional HR Officer	JRS Regional HR Officer

3. Commemorate St Ignatius Day at JRS project sites	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees, Rohingya refugees.	JRS South Asia Regional/Project/Country office.	Funding agencies	3) Bi-annually each year (2022 to 2025).	Funding agencies	JRS Tamil Nadu/Urban Refugee/Bangladesh Project Directors.	JRS Tamil Nadu/Urban Refugee/Bangladesh Project Directors, Field Officers/Coordinators
4. Introduce spiritual conversation in monthly staff meetings.	JRS South Asia Regional/Project/Country office staffs.	JRS South Asia Regional/Country office.	Funding agencies	4) Monthly basis each year (2022 to 2025)	Jesuits	JRS Regional Director	JRS Regional HR Officer
JRS Regional HR Officer							

CAP 5 - Accompany the Youth

Rationale: 1) Lack of employment opportunities leading to frustration; 2) Unhealed traumas; exposure to culture of violence; and addictions; 3) Negative impact of social media and modernism.

Goal		KPIs					
To enable youth's resilience and self-reliance through education, skill- trainings and psychosocial support.		By end of 2022, JRS projects improve self-reliance skills and psychosocial wellbeing of refugee youths.					
Activities (SMART)	To whom	Level	Collabo- rator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Offer technical and professional course (JWL) trainings.	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees (youths)	JRS South Asia Regional/ Project/Country office. Jesuit Worldwide Learning	JWL Funding agencies	Enrolment basis each year (2022 to 2025).	Jesuit Worldwide Learning (JWL) Jesuit/Other religious Education Institutes Technical/ Vocational training institute in host country. Funding agencies	JRS Regional Director JRS Regional Education Coordinator JRS Tamil Nadu/ Urban Refugee Project Directors. JRS JWL Project Coordinators	JRS JWL Project Coordinators

2. Conduct need-based skill training and career guidance workshops	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees	JRS South Asia Regional/Project/Country office.	Funding agencies Host community skill training centres	Once each year (2022 to 2025).	Jesuit and other Technical/ Vocational training institute Funding agencies	JRS Skill Trainer JRS Tamil Nadu/ Urban Refugee Project Directors.	JRS Skill Trainer Project Directors.
3. Offer community-based psycho-social care workshops.	Sri Lankan Tamil refugees, Chin and Afghan urban-refugees	JRS South Asia Regional/Project/Country office. External MHPSS expert agency	Funding agencies Host community MHPSS expert agencies	On need basis from 2022 to 2025	JRS IO MHPSS Specialist. Specialised MHPSS institute/agency in host country	JRS PSS Coordinator JRS Tamil Nadu/Urban Refugee Project Directors.	JRS PSS Coordinator Project Director

Indian Social Institute, Delhi
CAP 1 - Foster Peace and reconciliation

Rationale: To create a culture of Peace and Reconciliation

Goal		KPIs					
To complete one research on Peace and reconciliation		1. By 2025, to conduct at least one research on peace and reconciliation 2. By 2025, to publish the research on peace and reconciliation					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Research on Peace & reconciliation	Peace activists, academics, civil society	Peace activists, academics	Misereor, LIPI, XLRI	2022-23	External funding & internal resources	ISI Research Faculty Research Director	Executive Director
2. Publication of a book on Peace & Reconciliation	Universities, Peace Centres Academics Civil society	Academic, Peace Centres	Misereor, External Publisher (Routledge)	2023-24	External Funding & Internal Resources	ISI Research Faculty Research Director	Executive Director

CAP 2 - Ensure Quality Education

Rationale: To influence Government policies and programmes for inclusive education

Goal		KPIs					
1. To complete one research on inclusive education		1. By 2025, conduct at least one research on inclusive education. 2. By 2025, to publish the research on inclusive education					
2. To Conduct a Seminar on Inclusive Education		1. By 2025, to conduct at least one academic seminar on inclusive education 2. By 2025, to publish the papers of the seminar.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Research on Inclusive Education	Educationists, Academics, Civil Society	Academic	NEG-FIRE IGSSS	2022-2024	Internal funding External funding	ISI Research Faculty, Research Director, Lancy Lobo	Executive Director
2. Publication of a book on Inclusive Education	Universities, Colleges, Policy makers Academics	Academic	External Publisher (Routledge)	2024-2025	Publisher	ISI Research Faculty, Research Director	Executive Director
3. Seminar on Inclusive Education	Academics	Academic Universities Colleges	Jamia University Jesuit Social Centres	2024	Internal funding External Funding	ISI Research Faculty	Research Director
4. Publication of papers of the Seminar	Universities, Colleges, Policy makers Academics	Academic	ISI External Publisher (Routledge)	2024-2025	Publisher	ISI Research Faculty	Research Director

CAP 2 - Ensure Quality Education

Rationale: To influence Government policies and programmes for inclusive education

Goals		KPIs					
1. To complete one research on inclusive education		1. By 2025, conduct at least one research on inclusive education.					
2. To Conduct a Seminar on Inclusive Education		2. By 2025, to publish the research on inclusive education					
1. Research on Inclusive Education		1. By 2025, to conduct at least one academic seminar on inclusive education					
2. Publication of a book on Inclusive Education		2. By 2025, to publish the papers of the seminar.					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Research on Inclusive Education	Educationists, Academics, Civil Society	Academic	NEG-FIRE IGSSS	2022-2024	Internal funding External funding	ISI Research Faculty, Research Director, Lancy Lobo	Executive Director
2. Publication of a book on Inclusive Education	Universities, Colleges, Policy makers Academics	Academic	External Publisher (Routledge)	2024-2025	Publisher	ISI Research Faculty, Research Director	Executive Director
3. Seminar on Inclusive Education	Academics	Academic Universities Colleges	Jamia University Jesuit Social Centres	2024	Internal funding External Funding	ISI Research Faculty	Research Director
4. Publication of papers of the Seminar	Universities, Colleges, Policy makers Academics	Academic	ISI External Publisher (Routledge)	2024-2025	Publisher	ISI Research Faculty	Research Director

CAP 4 - Encourage Ignatian Spirituality

Rationale: To encourage faith-based environment and interconnectedness with humanity & nature.

Goal		KPIs					
To promote a culture of seeking the divine in all things in all activities of the Institute		1. By 2025, all staff are familiar with practices of Ignatian Spirituality 2. By 2025, 3 retreats and 3 sessions are conducted for staff on Ignatian Spirituality					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. One day retreat	Staff	Institute	Vidyajyoti, JCI	2022, 2023 & 2024	Internal, staff welfare fund	Vincent Ekka	Executive Director
2. Programme on Ignatian Spirituality	Staff	Institute	Vidyajyoti, JCI	2022, 2023, 2024	Internal, staff welfare fund	Vincent Ekka	Executive Director

CAP 5 - Accompanying Youth

Rationale: To empower youth for the promotion of Constitutional values and help them realise their full potential for a just, humane & democratic society.

Goal		KPIs					
To accompany Delhi youth for the promotion of Constitutional values and citizenship education.		<ol style="list-style-type: none"> 1. By 2025, reach out to at least 3 parish youth in Delhi for awareness of Constitutional values and citizenship education. 2. By 2025, to conduct at least three workshops for Delhi youth every year on Constitutional values and citizenship education 					
Activities (SMART)	To whom	Level	Collaborator	By When	Resources Available/ Accessible	Responsible Person	Monitoring
1. Conduct workshops on Constitutional values	Delhi Archdiocesan parish youth	Delhi Archdiocese	Delhi Archdiocese	2022, 2023, 2024	Internal and participation fee	Ravi Sagar & Alwyn D'Souza	Executive Director

Indian Social Institute, Bangalore

CAP 1 - Foster Peace and reconciliation

Rationale: Amidst increasing caste, ethnic, religious and gender conflict scenarios resulting in violating the dignity of the poor, there is an urgent need to develop new culture and mindset which would respect and appreciate diversity (multi-religious/multi-cultural) and live in a peaceful co-existence.

Goal		KPIs					
Establishing a thematic unit of Peace and Reconciliation and building new mindset among students and teachers in select schools in Bangalore		1. By 2023, Peace and Reconciliation as a thematic unit established and the unit works in 10 schools in Bangalore among students and teachers 2. By 2025, 20 well-functioning peace clubs in place with 400 students and 40 teachers actively participating.					
Activities (SMART)	To whom	Level	Collaborative partner(s)	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Studying 5 – 7 existing initiatives on peace and reconciliation within and outside Jesuit circles and initiating the unit	To develop strategy for the institute	National	Jesuit peace centres	By Dec 2022	Available – Internal	Director	Governing Board
2. Negotiating and initiating 20 peace clubs in 10 schools in Bangalore city	Responsible of the schools	School/ Bangalore	7 religious and 3 govt schools	By 2024	Available – Internal	Head of P&R Unit	Director

3. Training 40 teachers and 400 students in a phased manner (2-day training 4 per year) inculcating respect for values of diversity and plurality.	Teachers and students	School/ Bangalore	Select teachers and students from schools.	By 2024	Available – Internal	Head of P&R Unit	Director
4. Promoting peace art forms and cultural expressions among the peace clubs. One workshop for each peace club and one public event in a school per year.	Students	School/ Bangalore	Schools	2024 - 25	Available – Internal	Head of P&R Unit	Director
5. Identifying, documenting and disseminating peace practices, reconciliation narratives, and humanizing counter cultural art forms through publications and social media.	Students and NGOs	School/ Bangalore	Schools	2024 - 25	Available – Internal	Head of P&R Unit	Director

CAP 2 - Ensure Quality Education

Rationale: Drop-out of migrant children from education due to Covid-19 is high. Strategies for inclusion in formal educational set-up is critical.

Goal		KPIs						
Engaging in back to school of the migrant children		<ol style="list-style-type: none"> By end 2025 about 200 drop-out migrant children are assisted to return to formal school in Bangalore. Every year about 500 migrant children are assisted through non-formal education. 						
Activities (SMART)		To whom	Level	Collaborative partner(s)	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Running non-formal education centres in 6 locations in Bangalore		500 Migrant children	Bangalore	NGOs/religious and Ashirvad.	2022-25	Project support	Head of LM unit	Director
2. Motivating drop-out migrant children to access school education through 15 motivational sessions.		Migrant children	Bangalore	Ashirvad, Bangalore	2022 - 25	Available – Internal	Head of LM unit	Director

CAP 3 - Promote Ecology and Justice

Rationale: For long socio-economic and political justice concepts dominated the discourse in social analysis. There is a dire need to strengthen interconnectedness among eco-justice and socio-economic justice for sustainable development, resulting in eco-sensitive practices and audits.

Goal		KPIs					
Building eco-friendly communities in select villages in five southern states with increased ecological sensitivity in the villages of training partners		By 2025 about 300 cadres are sensitised and trained on eco-care and engaged in eco-justice practices in 60 villages in South India.					
Activities (SMART)	To whom	Level	Collaborative partner(s)	By When	Resources Available / Accessible	Responsible Person	Monitoring
1. Organising 15 workshops for 3-days each on ecological concerns in 60 villages in 15 zones in South Indian States. (One zone one workshop)	400 cadres from 40 NGOs.	South India	40 NGOs	2022 - 24	Available – Internal	Head, Social Inclusion and Democracy unit	Director
2. Organising 3 advanced week-long training (for select leaders who have already gone through basic training), including campaign and advocacy techniques.	100 cadres	South India	40 NGOs	2022 - 24	Available – Internal	Head, Social Inclusion and Democracy unit	Director
3. Engaging trained cadres in eco-campaigns in communities along with partners.	Cadres and communities	South India	40 NGOs	2025	Available – Internal	Head, Social Inclusion and Democracy unit	Director

CAP 4 - Encourage Ignatian Spirituality

Rationale: Need to build the connect between mind and heart and intellectual and emotional dimensions in the institute way of life among the staff and among the partners in the field to be effective in mission.

KPIs		KPIs						
Goal	By 2025 90% of the staff and 70% of NGO partners learn, appreciate and practice Ignatian methods – gratitude, time for interiority, review and depth conversation.							
Activities (SMART)	To whom	Level	Collaborative partner(s)	By When	Resources Available / Accessible	Responsible Person	Monitoring	
1. Organising two sessions a year on Ignatian spirituality in practice per year.	Academic and admin staff.	Institute	Karnataka Province	2022 - 25	Available – Internal	Head, SI&D Unit	Director	
2. Introducing Examen, Spiritual Conversation and Ignatian review as part of the training methodology.	Trainees	Field partners	40 NGOs	2022 - 24	Available – Internal	Head, SI&D Unit and L&M Unit	Director	
3. Implementing intentionally Ignatian methods as part of training programme and regular staff meetings	Trainees / Institute staff	Field partners	40 NGOs	2024 - 25	Available – Internal	Head, SI&D Unit and L&M Unit	Director	

CAP 5 - Accompany the Youth

Rationale: There is a dire need to orient and motivate youth from marginalised communities, with special focus on women, and engage them in purposeful activities and help them to become leaders of the communities.

Goal		KPIs						
Motivating youth to defend democracy by imbuing the Constitutional values and enhancing their skills to access entitlements.		1. By 2025 about 300 trained youth function as knowledgeable community leaders in their respective villages.						
		2. By 2025 50 staff of NGOs working with migrants equipped with skills to access entitlements for migrants						
Activities (SMART)	To whom	Level	Collaborative partner(s)	By When	Resources Available / Accessible	Responsible Person	Monitoring	
1. Training 400 youth in partnership with 40 NGOs in South India on 8 phased training.	Trainees	Field partners	40 NGOs	2022 - 24	Available – Internal	Head, SI&D unit	Director	
2. Training young staff of NGOs on basic legal literacy, psychosocial care and livelihood opportunities through 3-day workshops on each theme.	Staff of NGOs	National	20 NGOs	2022 - 24	Project	Head, LM unit	Director	
3. Capacitating 50 inter-state and intra-state migrant youth leaders to access entitlements through 4 workshops in a year.	Staff of NGOs	National	20 NGOs	2022 - 25	Project	Head, LM unit	Director	
4. Organising 3 migrant youth festival in a year	Migrants	Field - Bangalore	Ashirvad, Bangalore	2022 - 25	Project	Head, LM unit	Director	

Review: Once in 6 months – twice a year
Communication: Change narratives through website.

