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Director's Desk



CHANGE IS ALWAYS
POSITIVE

The fifth issue of the E-Newsletter "ALEGALU" carries a short article on SAFE- Safe guarding the policies. Ensuring the safe space and place to all especially the children and vulnerable adult is the top priority in our organizations. The dignity enshrined in the very person of every individual is to be upheld and guaranteed. Therefore, it is important to revisit the policies and make sure that the redressal mechanisms are in place. With the support and collaboration of partner organization 'SAFE clauses' are included to ensure the safety. This will increase the credentials of partnership in the fraternity of networking.

The activities reported in the Newsletter- ALEGALU are directed to Change the inequitable situation. All our programmes are answers to the two questions; why change is needed and how it will happen. The impacted result evolves identifying how one would like the current situation related to an identified problem to change; and how one could help that change to come about. Our activities and empowering animation ensure impacted results toward the desired change.

At present it is a real challenge to reorient the focus areas and involve the community in the development; given the intolerant situation and the hype of sensational issues, the situation is unfriendly to the social activism. Moreover, as we celebrate the Constitution Day on November 26th the constitutional values are to be made as effective traits of the very life of communities we focus. Whereas the life stories from the focus area on community driven development gives visibility to the impact of the various programmes. My sincere thanks to all the donors, the General Body and Governing Board members, and the partners in development for their untiring collaboration. I thank the contributors to the E-newsletter for the inspiration created through their write-ups. I am sure that a good reading of the Newsletter would affect the understanding and motivate to engage in social development effectively.

Wish you a very Joy filled Christmas and a Prosperous year 2023

Workshop on the formation of Diocesan Social Service Society's Strategic plan.

A workshop on the Diocesan Social Service Society's Strategic Plan was held at MSSS-Badravathi and BDDS-Ballari on 19th and 20th September 2022, respectively. Rev. Fr. Richard Pais, Executive Director KROSS and Mr Varghese G.M, Programme Coordinator, KROSS facilitated the Programme. The DSSS's team were capacitated to draw their strategic plan for the next 5 years based on the changing scenario. 20 participants took part from MSSS and 19 from BDDS. The programme is financially supported by Caritas India. Ultimately the plan will help draw systematic strategies to implement the programme effectively to reach the unreached.





Think Tank Forum

The GB Meeting at ODP, Mysore was held on December 01, 2022 Thursday. All The members were present and took part actively. The report of the ongoing projects were presented by this program coordinators. There was useful discussions on various results.

The technical consultant to digitalise the SAMRUDI program, Mr Roy and his team initiated the application to the members. they explained all features of the application and concluded that the app will assist speedy process of lending services.

Mr Kumar Tiwari briefed on various themes available for collaboration and network in the Farmers organisation. He also opened opportunities for CSR funds.



Annual General Body Meeting

The meeting was held on August 29,2022 at the regional resource center -KROSS it began by 11.00 A.M and the president requested all the members present to give their comments and suggestions on the programs so that the implementation could be more fruitful. He then requested the Secretary/Treasurer/Director, KROSS to read the minutes of the previous meeting. As there were no suggestions, all the members unanimously approved the minutes and it was then proposed to be passed by Fr. Clifford Roshan Pinto and seconded by Fr. Reginald Pinto

The progress reports of the ongoing projects and programs were presented by the respective program officers as per the instruction of the President. The accounts presented were deliberated by the house and was unanimously accepted by all. It was then proposed to be passed by Fr. Clifford Roshan Pinto and seconded by Fr. Vincent D'Souza.

The house then had to appoint the auditor and fix the audit fee. The Secretary/Treasurer /Director informed the house that the auditor keeps KROSS updated with the new financial rules and regulations and is available for consultation. The house unanimously accepted to continue the services of the auditor.

The president informed the house that we need to induct at least two women members to the Governing Board. The house unanimously appointed the following members:

- Sr. Nisha Mathew
- Mrs. Priscilla Pinto

Most Rev. Francis Serrao SJ, President-KROSS thanked the donors, supporters, board members, and everyone present for their support, encouragement, and guidance.



Orientation Visit

On 14th of October, 2022 eight BSW students along with Ms. Rose Mary from Don Bosco college had been to KROSS for an orientation visit. The students were provided an insight of all the projects executed through KROSS in all the 14 DSSSs. Mr. Varghese began the session at 10 am by asking the students to introduce themselves. Later proceeded with the familiarizing them with the organization's approaches, Goal, Mission, Vision, and gave a glimpse of the organization's structure as a whole. Later Ms. Janet had an interactive session with the students while explaining the projects in a nutshell. The importance of being a great social worker was emphasized to the students. The Director Fr. Richard Pais addressed the class, expressed his gratitude to them and concluded the session.



Workshop on Project Formulation

The three days' workshop on Project Formulation under the banner of (CIDAL) Caritas Institute of Development Action and Learning was inaugurated on 27/9/2022 at Karnataka Regional Organization for Social Service (KROSS) - Bengaluru.

The inaugural ceremony was held at 9:30 am in the esteemed presence of Fr. Jolly Puthenpura Assistant Director of Caritas India, Fr. Richard Pais Director of KROSS and Mr. Bijoy, from Quest Alliance, the resource person. Fr. Richard invoked God's blessings on all of us and the ceremonial inauguration was performed as they lighted the lamp.

The first introductory session by Dr. Haridas was on the main topics that would be discussed elaborately by Mr. Bijoy. Dr. Haridas, for better understanding of various components on project formulation, tried to explain to us the terms and their importance like Project Cycle Management and Result Based Management.

Mr. Bijoy focused on the topic result based management and in the interactions elicited from the group, the understanding of result based management, which calls for a change. With different examples, the topic was clarified.

In the noon session, quantitative & qualitative results-based topics were discussed. Later, the stages of project formulation like input, activity, output, outcome & impact, logical framework analysis, risks and assumptions involved were explained and discussed in detail. The team was divided into groups of 4 and was given questions/scenarios to understand and frame LFA. The session ended at 5:30 pm. with a lot of learning and the participants had an understanding on devising a proposal.



Stock taking of regional fora accompaniment programme, orientation & planning meeting for 2022-2023: regional strategy plan, strengthening of networks & alliance

The meeting was held at Caritas India New Delhi on October 26th and 27,2022. There were 28 participants represented from 14 regional fora of India and presented their reports along with planned activities for the next one year.

Fr. Jolly Puthenpura Assistant Executive Director, Caritas India, welcomed and gave an introductory speech.Fr.Paul Moonjely, executive director,Caritas India made an opening remarks.The participants were guided to reach out the unreached and strengthening the issue-based network and alliance.

Mr. Senthil Kumar, CEO, CRS addressed the participants on the scope, relevance, importance on taking forward Safeguarding policy in all the 14 Regional Fora.

The Meeting concluded at 4.30 pm by sharing the feedback of the two days programme from the participants. Mr. Shimray manager Caritas India proposed the vote of thanks.



Paustik Review Meeting

The two days Review Meeting of PAUSTIK Program was held at KROSS Resource cum Training centre, Bengaluru on the 08th and 09th of November 2022 which was attended by the 3 Coordinators and 11 Animators from BDDS-Ballari, BDSSS-Belagavi and SSDS-Kalaburgi. The Meeting was presided over by Rev. Fr. Richard Pais, Director-KROSS, and coordinated by Mr. Varghese, Regional Program Officer-PAUSTIK.

The Director-KROSS delivered an introductory talk, an interactive session and addressed the purpose of the review meeting held and pros and the cons of the work performed by all the 3 DSSSs as well as the challenges faced on field were being deliberated. The reports were then presented by the coordinators and the animators.

On the 2nd day (09-11,2022) the participants continued with recapping of the previous day's proceedings. Later the participants have acquainted with a brief session on Children Grama Saba by the coordinator who discussed about the objectives, ways to facilitate and put forward the issues /challenges faced by the children and how it is important to encourage children into becoming leaders and a movie on political awareness was played which pondered the thoughts of all the participants and provided the importance of a good political administration.

Subsequently a thought-provoking session by Sr. Juliet Cutinha, a member of Child Welfare Committee (CWC), where topics such as child rights, Woman and Child welfare, JJ act, CARA, roles and responsibilities of CWC, DCPU, and state child protection policy. The entire session was explained with real and authentic case stories which made it reliable. The participants then shared their learning and that PAUSTIK has borne fruits at the grassroots.

The two days' program was moderated by Mr. Varghese, the Regional Program coordinator and the vote of thanks was delivered by Mr. Kashinath of BDSSS. Later the program coordinator thanked each and every one present and especially the Director-KROSS for being present on both days, the DSSSs Directors for their active role in implementing the programme and the stakeholders for their active support and guidance provided.



INSPIRATION

Self Confidence Made Her Capable of Supporting Others Too



This is the story of a woman who actively involved herself in group and social activities thus gaining awareness to find a source of income to improve her standard of living and also being supportive to others.

Kasaba Lingasgooru is a small village near Lingasgooru with a population of about 8000, BDDS has formed 9 Self Help Groups in this village, one of them is "Gagana" SHG in which the lady by name Shivamma w/o Bheemanna is a member, they have three children—two boys and a girl. They are a poor family where both husband and wife had to work as daily wage workers to make both ends meet; they had no other source of income hence could not afford better education to their children nor give them nutritious food, medical care and good cloths.

Being a member of SHG and actively involving herself in sangha activities attending trainings and awareness programs she made up her mind to choose an Income generating activity, since she had Knowledge of tailoring Shivamma approached the sangha and expressed her feelings and sought opinion of the members; the members also supported Shivamma's decision and encouraged her to go ahead. She then availed a sum of Rs 10,000 as internal loan from the sangha and purchased a tailoring machine and began her tailoring career. She did this for about six months and felt it is not fetching enough to meet the additional expenditure of her family.

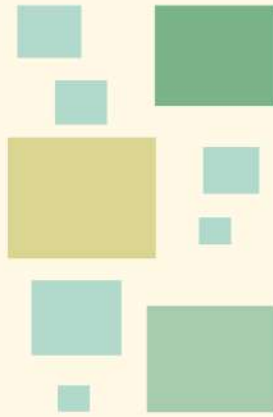
Later she thought of a strategy to Improve her business, and made people in and around her village aware that she is into tailoring and can make dresses for their family members and school uniforms for their children etc., with this strategy she started getting more and more orders, such that she alone could not cope up, therefore she took a helping hand- one of her sangha members and trained her to help her. This went on for some time and the business started to grow as the villagers stopped going too far off town for getting their cloths stitched, instead they gave their orders to Shivamma to make their dresses, thus Shivamma got enough orders to fetch a daily profit of Rs 200 to Rs 250. Shivamma is also teaching tailoring to young girls of the village for nominal fees.

Inspired by the success Shivamma thought of going for another Income generating activity, for which she approached Micro Enterprises scheme and availed a sum of Rs 15,000 as loan from SAMRUDI to start potato chips making unit. Shivamma goes to Bagalkote town market to buy good quality potatoes in bulk at wholesale price so that her cost of production of chips is reduced and profit margin increased, after preparing chips and neatly packing Shivamma sends her husband to deliver them to bakeries, canteens and shops in town. Since Shivamma maintained good quality and hygiene the demand for her chips started growing and Shivamma could not manage alone to fulfill the growing demand, so she took one more helping hand from sangha members, Shivamma is now not only earning decent income and giving her children good education by putting them in good schools and meeting all her family requirements, both husband and wife do not work for others anymore; she is also providing employment to six women members of her sangha where they are also earning to improve their economic condition.

This is one example of women finding their ways for improving their family both financially and also socially

ENSURING A SAFE PLACE

It is vital to comprehend the concept and essence of safeguarding, as well as its processes and ambiguities. Establishing a safeguarding policy and defining a plan for implementing the policy is of highest relevance and Safeguarding policy for our organisation is indispensable, and that everyone has a role to play in this journey, with the director taking the lead in policy development initiatives and staff and local partners assisting in the roll out.



Incidences of abuse, neglect and violence are widespread and remain a harsh reality for millions of people. Social work is not untouched by this reality especially organisations dealing with the Communities. It is pertinent to have a robust safeguarding policy that is well prepared, understood by all concerned and ensures enforcement, referral, and reporting systems in the organisation structure and system. Safeguarding policy work towards making their Organisation safe and conducive environment. It envisages building a culture of safeguarding from all forms of harassment, exploitation, and abuse. It focuses on prevention, identification, reporting, and redress processes to keep children and vulnerable adults those at risk.

The program will promote safeguarding as a culture of vigilance supported by a culture of diligence, a culture of quality (teaching and learning), a culture of respect (equality and diversity), and a culture of safety (health and safety).



This initiative is not a project but an effort to contribute in changing our perspective, attitude, behavior and way of life, with a lens of human dignity from the point of view of Church teaching, engaging in the social pastoral ministry. This initiative is to orient and train ourselves so that we respect and value members of all our stakeholders. Our Role is to inculcate the culture of ensuring that every human person live a dignified life. It is becoming an awakening call for all actors across the world. Let us be a change agent to make our organisation a safe place to work.

Rather than being a project, this initiative is an attempt to contribute for transforming our perspective, attitude, behavior, and way of life through the lens of human dignity. This initiative is intended to orient and train us so that we respect and value all of our stakeholders. Our role is to foster the culture of ensuring that every human being lives a dignified life. It is becoming a wake-up call for all It is becoming a wake-up call for all across the world Let us be enablers of change in order to make our organisation a safe place to work.

Abuse, neglect, and violence are common occurrences that continue to be a painful truth for people around the world. This reality affects social work, particularly organisations that work with communities. It is critical to have a strong safeguarding policy that is well prepared, understood by all individuals involved, and includes enforcement, referral, and reporting systems in the organisational structure and system.

Safeguarding policies work to make their organisation a safe and conducive environment. It works to create a culture of protection against all forms of harassment, exploitation, and abuse. It focuses on the processes of prevention, identification, reporting, and redress to keep children and vulnerable adults safe.

This initiative will advocate for safeguarding as a way of surveillance supported by a persistence (safer staff hiring) this is the core that values expertise in teaching, respect for equality and diversity, and safety (health and safety).