

# ANNUAL REPORT 2022



**CATHOLIC CHARITIES  
KHURDA ROAD, JATNI, ODISHA**

## **GOVERNING BOARD**

Most Rev. John Barwa, SVD, President

Fr. Mrutyunjaya Digal, Director

Fr. Dibakar Parichha, Member

Mr. Nabor Soreng, Member

Fr. Mohondas Digal, Member

## **TABLE OF CONTENTS**

Foreword

Catholic Charities: A Brief Profile

Operational Area

Key Programmes Intervention

## **PREFACE**

The main focus of catholic charities is to develop the people. It dedicates totally for the overall development of the poor people through its various programmes.

Catholic Charities as a development organization of the diocese of Cuttack-Bhubaneswar has successfully completed in serving people for 40 years.

On this occasion I am pleased to present the annual report for the year 2019.

During this period our major focus went around capacity enhancement and policy advocacy, strategic intervention of sub component plan, strategic intervention for strengthening the DSSS and enhancing resilient livelihood.

I express my heartfelt gratitude to the people of Archdiocese, staffs, target groups and government organizations for their close collaboration and support in achieving our mission.

I also thank our donors for their generous support.

My sincere thanks to all the board members and staff of Catholic Charities for their commitment and dedicated service.

**Fr. Mrutyunjaya Digal**  
**Secretary cum Director**  
**Catholic Charities**

## **CATHOLIC CHARITIES: A BRIEF PROFILE**

### **ORIGIN AND GROWTH**

The Catholic Charities, Khurda Road, Jatni Orissa is the Diocesan Social Service Society of the Archdiocese of Cuttack-Bhubaneswar. Under the leadership of Archbishop, Most Rev. Henry D' Souza, on 18<sup>th</sup> April, 1979, it began as a Social Service Wing of Archdiocese of Cuttack-Bhubaneswar.

It got its legal entity on 18.04.1979. Catholic Charities is striving primarily with the Tribal, Dalit and other vulnerable sections of the society like, women, children, landless, agriculture laborers and marginal farmers in nine districts of Orissa.

Catholic Charities with its 40 years of service believes that development is a process, which ensures the qualitative improvement in the people's access to basic amenities and equal opportunities to lead a dignified life, freedom and social justice. Catholic Charities has been putting stress on the community as an Actor and not merely as a beneficiary in the developmental activities. It focuses on education, food security, economical development and awareness on political and human right for tribal and dalit.

### **VISION**

To engage and promote an egalitarian and enriched society of enduring peace, justice with socio-economic and also political equality for all

### **MISSION**

Our mission is to restore the human dignity of the Tribal, Dalit and other marginalized communities through a process of empowerment.

### **CORE VALUES OF CATHOLIC CHARITIES**

- Promoting of sustainable livelihoods to ensure food security
- Awareness on Health
- Empowering the marginalized and oppressed communities
- Creating awareness on the Human Rights such as Minority Rights, Dalit/Adivasi Rights, Women and Children rights
- Preventive aspects of gender based violence
- Promoting Literacy among the tribal's and backward caste
- Promoting skill based programmes for the youth and dropouts
- Responding to natural and manmade calamities with timely relief and rehabilitation leading to development
- Ensuring safe and proper health seeking behavior of the target communities with emphasis on children and women's health

## **INFRASTRUCTURE**

The headquarters is located at Khurda Road, Jatni, in Khurda District of Orissa. The office functions in its own building. A training Centre having accommodation facilities exists in the main building. There is a transit house with moderate furnishing for the field staff coming on official work, trainees, guests and visitors.

## **OPERATIONAL AREA**

Catholic Charities at present is working in 9 districts of Orissa, namely Puri, Khurda, Nayagarh, Cuttack, Jajpur, Kendrapara, Jagatsingpur, Kandhamal and Boudh.

## **KEY PROGRAMME INTERVENTION**

### **1. Formulation of Safe Guarding Policy in organization**

#### **Introduction:**

CRS and Caritas India provided hand holding support to Regional Forum to work on Safe Guarding Policy. The Purpose of the project is to strengthen the Organization to make Safe guarding policy and to roll out the support to all the DSSS and FBOs within the region of Odisha. Safe Guarding is the responsibility of all organizations to ensure that the Staff and Affiliates, programs and operations protect the rights and dignity of all people – especially Children and vulnerable adults to live free from abuse and harm. The purpose is to build a culture of Safe Guarding from all form of harassment, exploitation and abuse. This project is Focused on Prevention, identification, reporting and to redress the process to keep the children and vulnerable adults safe especially those who are at risk.

#### **Orientation on Safeguarding Policy:**

One day orientation program was held on 1<sup>st</sup> April, 2022 at Odisha Regional Organization for Social Action (OROSA) Conference Hall, Bhubaneswar. There were 11 members who participated in Orientation Safeguarding Policy Program. Fr. John Kerketta (director of the Odisha Forum) started the session with the explanation about Goals and Objectives of the Safeguarding Police. He also invited to discuss on the following topics.

- Definition of Safeguard
- Difference between Safeguard & Protection
- Church Values and Safeguarding
- Link between Church/Caritas values & safeguard
- Safeguarding requirement from Donors
- Safeguard Framework
- Key prohibited behaviors
- Terminologies
- Mandatory training/ Staffing
- Investigation Procedures
- Support to survivors

- Other Relevant Policies

### **Reflection and discussion about the need of safeguarding policy for the organization:**

Fr. John Kerketta, Director of OROSA, started discussing how employees have become victims of harassment in work place. He highlighted that at workplace, there is a hierarchy and oftentimes biasness occurs when a manager and an employee has developed a friendship beyond the workplace. Oftentimes, we hear or witness someone tries to take advantage of each other, sexually & verbal abuses, exploits in various ways a staff or parties involved regardless of gender, economic status, ability or any other factor. Feeling of confusion, fear or anger causes such responses. This policy should be implemented at work place to address such issues or certain behaviors that are unacceptable to others.

Fr. John introduced about the concept of Safeguarding Policy and need of this policy in the work place. Especially in our organization. He discussed that Safeguarding is our collective responsibility to ensure our staffs and programs are honor and protect the rights and dignity of all people specially children and vulnerable adults to live free from abuse and harm. It acknowledges that all adults a have the right to be safe and to live a life free from abuse. All people are entitled to this right, regardless of their circumstances.

Further he brought to the attention of members present about its importance in our organization. He said that the purpose of this policy is to ensure that Common purpose exercise its duty of care to safeguard ourselves, our staffs or affiliates involved (Parties, vendors, service providers, volunteers etc.) - someone that has contract with us. To any kind of abuse, harassment, discriminatory, exploitation at work place it should be a “No Tolerance” approach to any form and promote a culture which supports this ethos. This policy will also help to recruit right people to work. The main aspect of this policy is to feel safe and respected in a working environment.

### **Sharing and reflection of safeguarding policy:**

There was a two days sharing and reflection of safeguarding policy at Catholic Charities, Jatni. The session started with a small prayer led by Fr. Mrutyunjay. After that, Fr. John Kerketta (Director of the Odisha Forum) started the session with the purpose of the meeting.

He said the relevance of safeguarding policy emphasizing on creating a culture of safeguarding within the organization.

He also spoke defining safeguarding and protection, which often are considered by many as similar but the differences was clarified through statement exercise. The members were informed on the following topics.

### **Safeguarding V/s Protection:**

#### **Safeguarding:**

- Our staff or affiliates are involved (this means staff or partners, vendors, service providers – someone that has a contract with us)
- Our responsibility
- Within our sphere of influence (*we can implement measures to reduce the risk of it taking place and respond directly*)

#### **Protection:**

- Our staff or affiliates are NOT involved in the case
- Beyond our sphere of influence

There was also discussion and reflection on key concepts and understanding on following topics.

- Safeguarding framework: Policies - Prevention - Response
- Policies: Prohibited behaviour, terminologies, vital aspects of the policy
- Prevention: involving associates, safe recruitment, training etc.
- Response: Addressing the issues at hand with complainant centric perspective.

The session on the Link between Church values and Safeguarding was elaborated mainly connecting with the core Catholic Social Teaching (CST) values as listed below;

- Dignity
- Justice
- The common good
- Integral Human Development
- Compassion
- Preferential option for the poor
- Respect
- Solidarity

**Importance of Safeguarding in the Church:** Caritas and fraternity are Catholic organisation and some of us work more, some of us less closely with Church representatives. Hence, Caritas values are Catholic Social Teaching Values and safeguarding is very much an aspect to be look at in our work environment for the safety and wellbeing of all workers and our focus communities.

**Second day (24/08/2022)** the session started with a small prayer led by Fr. Mrutyunjay followed by the Recap of Previous day. Then the drafted copy of Safeguarding policy was shared with participants by Ms. Pushpa and she discussed on the following behavior.

- Harassment

Harassment is defined as unwanted, unwelcomed and uninvited behavior that demeans, threatens or offends and results in a hostile environment. This includes, but is not limited to, harassment based on race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, physical or mental disability or handicap, medical condition, protected veteran status, or genetic information and any other status protected by law.

- Bullying

Bullying is defined as persistent and repeated mistreatment of one or more targeted persons by one or more perpetrators and includes (but is not limited to) threats; intimidation; public humiliation/name-calling; persistent and unwelcome teasing; abuse or use of power to undermine, humiliate or denigrate; intentional work interference/sabotage; or stalking.

- Sexual Harassment

Sexual harassment is a specific type of harassment which can cross age and gender boundaries and may include unwelcome sexual advances; requests for sexual favours; verbal or physical conduct or gesture of a sexual nature; or any other behaviour of a sexual nature that might reasonably be expected/perceived to cause offense or humiliation to another and when such conduct interferes with work; is made a condition of employment; or creates an intimidating, hostile or offensive work environment.

- Abuse and Exploitation

Exploitation is the use of force or other forms of coercion, abduction, fraud, deception, abuse of power or position of vulnerability; or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person.

Prohibited exploitation includes of child labour that is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development.

Prohibited exploitation also includes sexual exploitation, defined as any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including but not limited to profiting monetarily, socially or politically from the sexual exploitation of another.

- Abuse

Abuse is a deliberate act of ill treatment that can harm a person's safety, well-being, dignity and development. It often involves individuals who have a relationship of responsibility and care for the victim including project staff, parents, guardians, teachers, community workers, healthcare providers, religious leaders, friends or other children. Forms of abuse include sexual abuse, physical abuse, emotional abuse, and neglect/negligent treatment.

- Trafficking

Trafficking in persons is defined as the recruitment, transportation, or receipt of persons by means of deception, coercion, threat, or force for the purpose of exploitation, such as labour, prostitution, or sexual exploitation.

**The staffs were oriented on the following safeguarding procedure and were invited to reflect in groups about the procedures in our organizations.**

- Safe Recruitment
- Safeguarding Practices
- Safe Guarding in Programs
- Safe Guarding in the theme specific risk assessment, protection and Mitigation

**Procedure for reporting a safeguarding complaint and the role of whistle blower:**

- Report to the HR Manager or in their absence another member of the Safeguarding Committee
- The Safeguarding Committee will ensure appropriate follow up. If urgent action is required to protect children this should be done immediately.
- No staff member or volunteer will prejudice their own standing or position within the organization by responsibly reporting potential or suspected on abuse.

**Complaints against member of the clergy or religious congregations**



Complaints made against staff and associates that are members of the clergy or religious congregations are dealt with in coordination with the religious order of belonging or the competent Bishop.

### **What complaints will not be processed?**

Complaints related to member organizations staff grievance, performance issues, employment and labour matters, hostile work environment, harassment on the workplace are dealt exclusively by member organizations through appropriate legislation and HR policies and procedures (Refer HR Handbook, grievance policy).

### **Outcomes:**

- The participants came to know about the importance of having safeguarding policy in the organization.
- They strongly believed that the policy will strengthen the organization, create a safe & healthy environment to work and will contribute to achieve the vision and mission of the organization.
- It was strongly believed Safeguarding Policy is need of the time for the staffs to keep self-discipline, respect their colleagues and associated personnel's involved.
- It will also help us to resolve any sensitive cases and promote welfare, reflect inclusion and transparency in the provision of activities and promote a culture of safeguarding.
- The Participant shared that the Organizations' policies need to revise and it should be shared with all the Staffs.

## **2. AWARENESS ON HEALTH AND SUPPORT**

We work with the lepers. We regularly visit them and give them medicines and dressing materials. We also do awareness and counseling and children programmes. In fact the life of these people is miserable. They have been secluded. It is the spirit of Jesus that makes us to visit and help them. We could bring change in the lives of these people if we can concentrate on their children apart from giving medical support to the patients.



### **3. WOMEN EMPOWERMENT**

Women have become backbone of faith formation in the family and in church. They play vital role in faith formation and brining up children and others in the family. Women also play an important role in the socio-economy development of the family. But with the changing time the basic faith formation and social and economic aspect of the families is going down. With the uprising of gender based violence especially physical and sexual assaults against women and girls in the society and state, the concept of safety and security for our mothers, sisters and daughters has become a huge concern for today. Despite of having developed stringent Laws, Policies and Redressal Mechanisms to reduce the women's issues, yet the trend has not diminished.

Another important aspect is that though there are lot of government provisions yet catholic women are not able to tap. If they can have access to Government provisions they might strengthen their family income. It also will help to strengthen the faith of the family and families will also feel secured.



### **PROGRAMME DETAILS:**

The Programme was conducted in Raikia, covering 6 parishes of Archdiocese of Cuttack-Bhubaneswar, Odisha, India. It was organized for women of Kandhamal district. There were 118 participants who actively participated in the programme. The main objective of the programme was to empower the women focusing on spiritual and economic life. The programme was supported by SC-BC Commission of CBCI, New Delhi. We disseminated about the programme through the vicar general and Dean and Parish priests.





There were renowned speakers who could train the participants on different topics. Fr. Ajaya Sabha Sundar, specialist in family counseling, spoke elaborately on Women and Catholic Faith. Looking at the modern families he based on the biblical teachings, educated the families how to make a Christian and model families.

Mr. Basil Toppo, Country head for Couples for Christ (CFC) and his wife Mrs. Suchita spoke on Role of Christian wife in building Christian Family and Church. They spoke about the role of a wife/mother in keeping the family in unity and binding in faith. Based on the practical experiences and examples they shared the struggles and difficulties faced by the families and how it can be solved.

There was also a session on women provisions. It was dealt by Mr. Prasana Lima, a renowned and experienced social worker and trainer. He trained the participants on Government provisions and Schemes. How through the SHGs we can collectively tap government provisions through role plays he trained the participants.



**OUTCOME:**

- Women leaders from Kandhamal gained knowledge on the empowerment of women
- Work out jointly for minimizing crimes against women & girls in the region keeping aside all differences; and ensure safety and security of women.
- Access Government provisions to enhance family income
- Strengthened the faith of the families









#### 4. PSYCHOSOCIAL CARE

The motivational career counselling and overcoming depression workshops have been conducted in Sukananda, Salima, Gungibadi, Sugadabadi, Mokabali, Raikia, Kanjamedi, Bishop Tobar Hostel, St.Vincent Girls High school in Kandhamal District, under the Archdiocese of Cuttack-Bhubaneswar.



“Career counselling is the process of guiding students on the path to self-discovery and self-realization, working with them patiently, supporting them as they weed out self-doubt and make surer decisions based on their interests, leading to long-term satisfaction with their choices and a life lived with purpose”



Fr. Pradosh Nayak, Vicar General said in his inaugural address that Career Counselling helps them understand the career options that they have, and how to pursue them. Career



**Counselling helps them to understand their own strengths and weaknesses with regard to their present course or profession, and lets them know what career would be preferred. He also highlighted that the survey on career option awareness among Indian students has revealed that a staggering 93% of the students aged 14 to 21 were not that aware of their future what to be focused. The unemployment crisis is raging the country the main reason behind this problem is that there are a huge number of youth passing out from schools and colleges every year, and there are many new career options and job roles being added to various industries as well.**

**The trainers Mr. Ajay Nayak, Sr. Goreti, Fr. Purushotom, Mr.Birendra Digal, Mrs.Rupina**



**Digal, Mr. Praful Digal focused to share the inputs to the youth that there are many different occupations that can be chosen from and you must know how to navigate this complex world of work. They focused on the following guidelines to help them.**

- Step 1: Getting to know your field.
- Step 2: Set your deal makers.
- Step 3: Getting to know yourself.
- Step 4: Making a primary career decision.
- Step 5: Going out and achieving your career goals

**The trainer highlighted following points for the career counselling as follows:**

- Set up a Long-Term Goal.
- Reflect on Hobbies & Extracurricular Activities.
- Mind Map your Likes & Dislikes.
- Reach out to Student Acquaintances.
- Consult a Professor or Mentor Figure.
- Look Beyond your Degree.

**The trainers proposed that how the existing problems could be solved.**

- **Training in the workplace:** Employers used to train entry-level employees, allowing them to gain experience and climb the career ladder. Today, employers favour outside hires with ready-to-go experience. This change has hurt young job-seekers. It is best to reward employers who invest in on-the-job training.



- **Youth employment services:** Link skills training with an employer and industry needs. Involve business at the local level in the design of employment and training programs. Strengthen the State and National Employment Offices with a youth services unit to do research and provide career counselling.
- **Developing entrepreneurship:** Young entrepreneurs need coaching and networks to build job-creating businesses. Business leaders need to foster a culture of mentorship.
- **Apprenticeships:** Current apprenticeship systems need fixing. There are still barriers to groups such as women. Though the number of young people entering apprenticeships has increased, too

**many never complete their training.**

- **Career Education:** Experience in the workplace is critical for students to make good choices about their careers. It also teaches the “soft skills” employers require.



Make co-op education a mandatory credit in high school, to

be phased in over a few years. The government needs a program to help educators and employers develop experiential and workplace learning. Teenagers turn first to their parents for career advice. Parents need better information and more support from schools to help their offspring make the right decisions. Ministers of education should set targets for schools to deliver career education to parents.

- **Colleges and universities to offer co-op education:** Co-ops lead to better outcomes in the labour market because they give students work experience and help them develop their networks. The government can create financial incentives for colleges and universities that offer co-op education as part of the course requirements.
- **Skills building Program:** Government has come up with very many schemes which gives ample opportunities to youth get engaged in different trades, industries, hospitalities, etc.

## I. FAMILY COUNSELLING AND MOTIVATION ON GOVERNMENT SCHEMES FOR WOMEN EMPOWERMENT

The family counselling and motivation on Government schemes for women empowerment was conducted at Sukananda, Gungibadi, Sugadabadi, Raikia , Kanjamedi, Salima, Lokebadi, Mokabali under the Kandhamal District of Archdiocese of Cuttack-Bhubaneswar. The trainers Mr. Ajay Nayak, Mr.Birendra Digal, Mrs.Rupina Digal, Mr. Praful Digal focused to share the inputs as the provisions of both schemes of State Government and Central Governments as follows:



- **Mission Shakti** is the self-help mission for empowering women through promotion of Women Self Help Groups (WSHG) to take up various socio-economic activities.



- **Mamata:** To alleviate the issue of maternal and infant under nutrition, Government of Odisha has launched a state specific scheme for pregnant women and lactating mothers called MAMATA-a conditional cash transfer maternity benefit scheme.



- **Mission shakti:** “Mission Shakti” is the self-help mission for empowering women through promotion of Women Self Help Groups (WSHG) to take up various socio-economic activities.



- **Beti Bachao Beti Padhao Scheme:** To pre

gender-based sex selective elimination. It is to ensure survival & protection of the girl child.

- **Madhu Babu Pension Yojana Pension** for elderly, widows, and disabilities. Renewed and updated multiple times.



The trainers guided the women for the healthy family to be remain with the Family counselling when there if more different opinions and disturbances. Counselling can ultimately lead to the overall wellbeing and happiness of women. Through counselling, the women who have the capacity to increase self-image and conquer stigma they gain awareness and cope with the stress and trauma of the past, present as well as future.

Family therapy can help with a wide range of problems like marital problems, divorce, substance abuse and alcohol abuse treatment, behaviour problems in children, families dealing with major mental illness or emotional disorders, patients and families who care for them.

They also highlighted on five tips for the best and healthy families as follows:

- **Strategic healing:** Strategic therapy is a form of interactional healing because it does not focus on the rootcauses of the person's problems but instead tries to increase competency and develop problem-solving skills that will help the clients in their interactions with others. The basic premise of strategic family therapy is that how the family functions and interacts plays a pivotal role in a



child's symptoms. By changing how the family functions, this treatment reduces the risk factors that contribute to behaviour problems and helps protect kids from future issues that may arise.

- **Systemic rehabilitation:** Systemic rehabilitation seeks to address people not only on the individual level, as had been the focus of earlier forms of therapy, but also as people in relationships, dealing with the interactions of groups and mixed groups.
- **Narrative remedy:** Narrative therapy is a form of therapy that aims to separate the individual from the problem, allowing the individual to externalize their issues rather than internalize them. It relies on the individual's own skills and sense of purpose to guide them through difficult times



within individuals and couples. The counsellor does not typically see the whole family system. Instead, individuals are often targeted for treatment, even though the emphasis of this approach is systemic.

- **Psycho education (PE)** is defined as an intervention with systematic, structured, and didactic knowledge transfer for an illness and its treatment, integrating emotional and motivational aspects to enable patients to cope with the illness and to improve its treatment adherence and efficacy

## II. MOTIVATION COUNSELLING AND CHARACTER BUILDING FOR CHILDREN

The motivational counselling and character building workshops have been conducted in Sukananda, Salima, Gungibadi, Sugadabadi, Mokabali Raikia parish, Kanjamed, Girls High school Raikia in Kandhamal district.

The trainers highlighted on biblical teachings which shape the lives of children. They also highlighted how qualities of character develop through interplay of family, school, and community influences and the child's individual temperament, experiences, and choices.

Today's children are the future of the country. Observation of character building is closing activities of teaching and learning process where students can shape their future.

Fr. Bimal and Adv. Arun, Fr. Pradosh, Mr. Ajay Nayak, Mr. Praful Nayak highlighted on the following points:

- Teachers and students concluding lesson together;
- Students doing self-assessment;
- Teachers giving feedback;
- Teachers doing reflection of teaching learning.



- Caring about the people, Honest and responsibilities.

Adv. Arun emphasised the pillars of character. It has been said that character can be measured by what one would do if no one were looking. Talk about good character traits and why they are important.

The trainers focused to encourage good role models displaying students' products and students praying.

The trainers made the students understand that Character building is based on six pillars:

- Trustworthiness
- Respect,
- Responsibility
- Fairness
- Caring
- Citizenship

Mr. Praful Nayak gave sessions and he made the students to understand that these entire can be filled in a child only through adequate education.

His take away point was that Producing students with good grades is not enough for helping them to lead a fruitful life. This is why more focus needs to be given on preparing students with morals, ethics, and soft skills

These values automatically make them self-sufficient from all respect to face the challenges of life and contribute to society in some positive way.







**CATHOLIC CHARITIES**

**Khurda Road, Jatni**