

**MISSION 2025
PASTORAL ACTION PLAN**

**DIOCESE OF SHIMOGA
2018-2025**

FOREWORD

The scientific evaluation of the pastoral plan of the Diocese yielded its fruit in a clear, comprehensive and compelling report, which was then carefully studied and prayerfully reflected upon by the various Commissions of the Diocese, the Senate members and the College of Consultors, and now we are in a position to present to the People of God this concrete, feasible and time bound action plan to implement the recommendations of the Committee set up to evaluate the pastoral plan of the diocese. As I wrote earlier, that report was both an eye-opener and a call to all of us in this diocese, the Bishop, the Clergy, the Religious and the Lay Faithful, to re-dedicate ourselves to our common mission to witness to the Good News of God's love for all creation and all human beings, so that by working assiduously to nurture their faith we may lead them to share the fullness of life in Christ.

It is this sense of dedication and commitment to our common mission of the service of faith and fullness of life for all that has been the motive force behind this action plan. It has involved all the commissions of the Diocese, who took the recommendations of the Committee almost as a mandate from the People of God, and evolved these concrete action plans to implement them in the shortest possible time and with the greatest possible zeal as well as the widest possible participation.

I feel deeply consoled and profoundly grateful to all those who have labored hard and long to bring out these action plans. It is now for us, the Bishop, the Clergy, the Religious and the Faithful in this diocese to readily, joyfully and generously involve ourselves in the serious, steady, sincere and systematic implementation of these action plans. Then surely we shall have the satisfaction of seeing our labour of love bearing fruit in the months and years to come in the form of a more vibrant, more focused and more effective Local Church at the service of Faith that brings fullness of

life in Christ to all. The action plan drawn up here is intended to achieve the said objectives by 2025.

With this pastoral evaluation exercise involving every section of the people of God, the Diocese of Shimoga has looked back with joyful gratitude and looked ahead with strong hope. This evaluation is meant for renewal, revival, rejuvenation and re-dedication, giving rise to fresh initiatives for the life of the Church. These action plans are measures to re-vitalize the church. In this promising and challenging process of renewal the role of the Priest is central. Much is therefore expected from our Presbyterium as pointed out in the report. I, therefore, earnestly request all our priests and religious to redouble their energies and harness them to the goal of achieving fruitful results from these action plans. I depend upon your support and sincere collaboration.

Thank you, and God bless you all.

26 January 2018

✠ **Francis Serrao SJ**
Bishop of Shimoga

I. BIBLE

1. The Catholic families of the Diocese are enlightened and nourished by the Word of God.

- Organize ‘Bible Sunday’ celebration with common themes and prayer meetings.
- Conduct Bible quiz, skit competitions at the parish, deanery and diocesan levels.
- Organize Bible classes in the parishes and schools for children, youth and adults to have greater knowledge of the Bible.
- Make available Bible themes, stories, movies and other accessories to the Parishes/ Mission centres.
- Organize retreats and seminars every alternate year on Biblical themes in every Parish/ Mission Centre.

2. The Diocesan Clergy is trained to preach the content of the Bible to all the faithful.

- Conduct Bible seminars and workshops at the diocesan level every year.
- Arrange for the resource team to gain more knowledge on the Bible by sending a select team of priests for Biblical courses.
- Make available the study material at the centre.

II. CATECHETICS

1. Catechism teachers are acquainted with new methods of teaching and learning.

- Hold deanery level training sessions every year.
- Give ongoing formation to the catechism teachers through catechetical seminars at the Diocesan level.

2. Every child and youth of the parish learns all the basic prayers.

- Prepare and send handouts containing daily prayers to be recited before Mass.
- Conduct competitions on reciting basic prayers in every parish.
- Monthly youth catechism is introduced in all our Parishes/Mission Centres.

3. Human and spiritual values are inculcated in our students.

- Ensure the practice of human and spiritual values by conducting seminars on value education for teachers at the zonal level.
- Conduct debates/essay competitions on human and spiritual values in every school.
- Hold moral science examinations in the month of January in every school.
- Facilitate nation building as per the spirit of the Constitution and the spirit of the church through value education curriculum.
- Hold two classes a week on moral science and catechism in our educational institutions.

- Organize meticulous and well planned *Jeevamrutha* and *Diksuchi* camps with an upgraded and relevant syllabus.
4. **Adult catechism for married couples is being carried out in the Diocese using different fora like Bible Day, Bible study sessions, novenas and retreats with topics suggested by the commission.**
- Devise a syllabus.
 - Prepare themes for adult catechism in the entire Diocese
 - Prepare and distribute relevant material to all the parishes.
 - Arrange for the various associations and adult groups to study the Holy Bible in their weekly and monthly meetings.

III. LITURGY

1. **Every parish in the Diocese has a liturgical team that helps to celebrate the Liturgy meaningfully.**
- Form an active Parish Liturgical Team (PLT) in every parish.
 - Give ongoing formation to the Parish Liturgical Teams at the deanery level.
 - Promote meaningful celebration of the liturgy with guided prior preparation.
 - Organize once in two years seminars on liturgy for priests to help them keep themselves abreast with the updated theology and present changes.
2. **The diocese will have well trained extra-ordinary ministers, cantors and lectors serving in the parishes.**

- Hold periodic training programmes for the general Assembly on various ministries
 - Arrange training programmes for the extraordinary ministers in the month of June every year.
3. **Each parish has a vibrant community taking part actively in the liturgical celebration.**
- Organize meaningful celebration of the Sunday liturgy to enable each member of the community to be evangelized.
 - Make available an updated hymn book to the faithful.
 - Organize the celebration of the Eucharist on special themes proposed by the CCBI and the region with adequate liturgical material supplied by the Commission for Liturgy.

IV. ECUMENISM

1. **Cordial relationship is established with all the churches and denominations, leading to unity in faith, communion in community and issue-based collaboration.**
- Conduct a general survey of various denominations in the Diocese and make a statistical analysis of the collected data.
 - Meaningful celebration of unity octave at Parish/ Mission Centre level.
 - Organize common celebration of Christmas at Parish/ zonal level.
 - Foster issue-based collaboration with various churches and denominations
 - Create socio-civic awareness among the people of various churches and denominations.

V. EDUCATION

1. **There exist a renewed education system, structure and policies through Organization Development Process.**
 - An evaluation of the present system, structure, procedure and policies be conducted by an external competent team.
 - Draw up a master plan based on the results of the evaluation.
 - Implement the planned activities.
 - Revise policies and service rules in compliance with government rules.
 - Organize on-going capacity building training sessions for the teachers.
2. **At least 60% of Catholic students are equipped to take up competitive exams and are enabled to take up exams related to civil service.**
 - Restructure the Diocesan career advancement cell.
 - Collect the database of the meritorious students.
 - Devise a syllabus for the ongoing capacity building of the meritorious students.
 - Conduct Quiz and promote students to respective competitive exams.
 - Establish book bank facility in all our higher education centres.
3. **All students have imbibed a patriotic feeling through the process of the Nation building campaign.**
 - Celebrate National cultural festivals (Independence Day, Republic Day, Karnataka Rajyothsava, Deepavali, Christmas, Children's Day, Teachers' Day).

- Draw up an action plan for the Nation building campaign.
 - Foster human, secular and Constitutional values through workshops, seminars etc.
 - Establish Souharda cells in every school of the Diocese.
 - Organize National Integration Day in all our institutions.
4. **The present Institutions are upgraded and new ones are established to suit the changing times.**
- Upgrade the standard of our educational institutions and the infrastructure through capacity building and exposure programmes for the teaching staff.
 - Upgrade games and sports facilities in our institutions.
 - Form various clubs like Eco, Media, Children's Parliament, scouts and guides.
 - Introduce new combinations in the existing P.U. College.
 - Establish at least one PU College, one CBSE school each in every deanery.
 - Establish one degree college in the Diocese.
 - Establish education institutions at hobli level wherever needed.
5. **Our educational institutions accommodate academically and financially poor students through definite action plans.**
- Hold remedial classes for the weak students
 - Establish a fund for the financially weak students at the Diocese level.
 - Make available book bank facilities in every school.
 - Make alternate arrangements for the academically poor students to pursue their studies through open school.

VI. FAMILY

1. **High school children and youth are prepared for family life through remote and proximate preparation.**
 - Conduct training programmes on family values to the teachers.
 - Organize programmes in our institutions on family values for the high school and college students.
 - Promote family values through *Diksoochi* and *Jeevamrutha* camps.
2. **The would-be-married couples are prepared for family life through immediate preparation.**
 - Meticulously plan the syllabi covering the teachings of the Church.
 - Organize Pre-Cana programmes systematically and effectively by organizing talks by competent resource persons.
 - The parish priests instruct the marrying couples on their responsibilities of married life and prepare them to receive the sacrament of marriage by conducting at least five sessions.
3. **The married couples are enriched with family values through on-going formation.**
 - Conduct marriage enrichment programmes for the couples who have completed 1-5, 5-10,10-15,15-20 years of marital life at parish/ deanery level
 - Hold special family retreats
 - Arrange family counseling for the couples from the centre
 - “Couples for Christ” is introduced in all the parishes.

- Through constant visits, counseling and reconciliation sessions the broken, dysfunctional families are brought to the main stream.
- The irregular families, if any, are to be rectified through the Sacrament of marriage.

VII. HEALTH

1. The health centers of the Diocese and the personnel are aware of the national health policy and the policy of the CBCI.

- Disseminate the information through seminars/workshops.
- Train lay volunteers /association members regarding the policies
- Encourage people to avail themselves the government schemes and NGO programmes like health cards.

2. The addicted youth are freed from addictive substances including alcohol and are actively engaged in the welfare of the family.

- Collect data of the addicts in respective parishes.
- Direct the addicted youth to the de-addiction centre through counseling.
- Promote alcoholic anonymous meetings and counseling sessions.

3. People are made aware of the causes of common diseases, and urged to take preventive measures.

- Give health education on safe drinking water, sanitation measures and hygienic habits.

- Conduct school health programmes.
 - Conduct eye camps, cardiac camps and blood checkup camps.
 - Spread awareness on government supply of generic medicine.
 - Disseminate information among students, parents, youth and women regarding communicable and non-communicable diseases and safety measures
4. **Excluded groups are conscientized to claim their rightful share in the government schemes.**
- Hold seminars to create awareness among the faithful.
 - Do statistical data analysis of differently-abled, People Living in HIV (PLHIV), sexual minorities and the senior citizens.
 - Create awareness to avail government facilities by themselves.
 - Form a committee to facilitate networking with Government agencies.

VIII. INTER-RELIGIOUS DIALOGUE

1. **Constitutional values are instilled among the students studying in our schools.**
- Form “Souharda clubs” and organize inter-faith seminars.
 - Conduct exposure programme to different spiritual centres
 - Conduct competition on the themes like national integration as a regular feature

- Celebrate inter-religious festivals in our schools
2. **The Catholics of the Diocese live in harmony with those of other faiths.**
 - Create awareness through homilies and talks by using ‘*Dharmajyothi*’, a book published by Subhoda.
 - Organize inter-religious programme on the occasion of Christmas.
 - “Community Integration Day” is celebrated at zonal level with the help of “Chaitanya”, the social service organization.

IX. JUSTICE AND PEACE

1. **People avail themselves of government benefits as a result of the awareness created on the human and constitutional rights.**
 - Conduct seminars/workshops on the Social Teachings of the Church to the priests of the Diocese to be agents of Justice and Peace
 - Disseminate information on the Social Teachings of the Church and Constitutional provisions through experts to the members of the PPC and Catholic Association at the Deanery level.
 - Ad-extra Peace and Justice issues are dealt with by Catholic Associations of the Parish.
 - Strengthen the Catholic Associations of the parishes to ensure networking with governmental and non-governmental organizations.
 - Hold meaningful celebrations of Justice Sunday, Human Rights Day and National Integration Day in Parishes/Mission Centres and schools.
 - Establish a legal cell at the Diocesan level

X. LABOUR

1. Labourers are made aware of the Social Teachings of the Church, rights of the workers and the various schemes of the government for the welfare of the workers.

- Provide booklets/leaflets on Social Teachings of the Church.
- Hold seminars to make the workers aware of ILO pronouncements on workers' rights to and give information about the various schemes available with the state and the central governments.
- Organize seminars for the priests and the religious of the Diocese to make them aware of the basic human rights of the workers, labour laws and the schemes of the government.
- Celebrate the International Workers' Day on 01 May and all ensure that the Parishes, Mission Units and religious institutions receive relevant material for celebrating the occasion.

2. All Parish and Mission Unit territories are made child labour free areas.

- Identify, rescue, rehabilitate and prevent child labour in collaboration with the government and non-government organizations.
- Help priests and religious to be part of government bodies like Child Welfare Committee and of Non-Government Organization network to ensure the education and protection of children.
- Celebration of Anti- Child Labour Day on 12 June by those institutions that are working for the rehabilitation

of child labourers, to create awareness among the public on the evils of child labour.

3. All the construction workers in our parish/ mission unit area are registered under the Karnataka Construction Workers' Welfare Schemes and get the government benefits.

- Register all the construction workers under the Karnataka Construction Workers' Welfare Schemes.
- Conduct meetings of the registered workers to make them aware of the benefits from the government as a regular feature.

4. Migrant workers are helped to integrate themselves into the local community.

- Conduct a survey of the migrant workers in the districts of Shimoga, Davanagere and Chitradurga of the Diocese.
- Start a migrant desk for the Diocese to cater to the needs of migrant workers.

XI. LAITY

1. The Parish Pastoral Councils (PPCs), Parish Finance Committees (PFCs), the Diocesan Pastoral Council (DPC) and Diocesan Finance Council (DFC) are empowered to actively function as envisioned by Vatican II.

- Conduct training sessions on the role and responsibilities of the laity
- Hold training sessions on statutes of the PFC, PPC and DPC

- Organize training programs on how to conduct meetings and on Time Management
 - Ensure training on the concept of Parish, Participatory Church, Mission of the Church
 - Arrange for training on goals, objectives, nature, role of PPC, PFC and DPC
 - Give training on leadership.
 - Impart training on preparation and implementation of Parish, Deanery and Diocesan Pastoral Plan.
2. **In every parish value-based leaders at the rate of 1:100 emerge and play an active role in the civil society and the Church.**
- Hold awareness programs on importance of ward sabhas, gramasabhas, Panchayat Raj Institutions etc.
 - Organize training programs on civic roles and responsibilities
 - Conduct debates and exposure programs
 - Arrange for training program on the Indian Constitution, human rights etc.
 - Do registration in the voters list
 - Motivate compulsory voting
 - Give training on leadership in soft skills
 - Ensure networking with like-minded organizations
3. **Empowered and active Catholic Association at the Parish/Mission Unit and the Diocese level play a catalyst role in availing itself of government entitlements and basic human rights of the Catholic community.**

- Hold training program on the importance, scope and Constitution of Catholic Association
 - Revise the statutes
 - Give training on the roles and responsibilities of the members
 - Organize training program on constitutional rights
 - Arrange training program on how to conduct meetings and on time management
 - Conduct awareness program on Government schemes
 - Hold training on RTI, RTE, SAKALA
4. **Empowered and active Pious Associations such as St Vincent De Paul Society, Legion of Mary etc at the Parish/Mission Unit and the Diocesan level enable the members and the community to be a living witness to Christ.**
- Arrange training program on the importance, scope and the Constitution of the concerned Pious Associations
 - Give training on the roles and responsibilities of the members
 - Organize training program on how to conduct meetings and on time management.

XII. PROCLAMATION AND EVANGELIZATION

1. **The diocese will have committed mission oriented 100 families and 20 lay evangelizers.**
 - Conduct seminars for the priests and religious of the diocese on Evangelization.

- Through well prepared homilies give missionary orientation to the families to witness Christ
 - Select the interested families and the evangelizers with missionary zeal for the cause and train them to become effective evangelizers.
 - Give intensive training for the evangelizers by experts with prepared material.
 - Send the selected evangelizers to be trained at the National Centre at regular intervals.
2. **The Diocese has active units of Missionary Childhood Association (MCA) in every parish and mission unit**
- Conduct seminars for the priests and religious/animators of the Diocese.
 - Disseminate information in the catechism classes (1 to 10 std), Altar servers, Sodality girls and YCS
 - Form MCA units in every Parish and Mission Centre
 - Arrange regular and ongoing training sessions for the animators at the deanery level.
 - Celebrate MCA day in every Parish and Mission Centre.
3. **The Diocese has a well-equipped and actively functioning Catholic Enquiry Centre at Our Lady of Health Shrine, Harihar.**
- Ensure a full time person to attend to visitors at the Catholic Enquiry Centre under its Director, who is the Shrine Rector.
 - Make available the literature at the centre.
 - Keep a record of those who have availed themselves of the facility.

XIII. SCHEDULED CASTE AND BACKWARD CLASSES

1. **All Dalit Christians being aware of their rights are empowered for a better living.**
 - Conduct a survey to compile the statistical data of the Dalit Christians in the parishes of the Diocese.
 - Conduct seminars for priests and the religious to create awareness on constitutional rights of Dalit Christians.
 - Conduct workshops for Dalit Christians regarding their rights and to avail themselves of government schemes.
2. **Ensure that competent Dalit Christian youth are trained in skill development and have undergone higher education.**
 - Form a data base of the educational qualification of Dalit Christian youth.
 - Organize seminars/ workshops on the various avenues for higher education and skill development.
 - Make available monetary assistance to the eligible candidates from “Unnati”, the higher education fund.
 - The book bank facility is made available to the Dalit and Backward classes.

XIV. SMALL CHRISTIAN COMMUNITIES

1. **All the parishes and mission centres have active SCC units witnessing the values of Christ.**
 - Ensure homilies on SCCs during Sunday and feast day Eucharistic celebrations
 - Arrange parish level SCC animation programmes

- Form Parish animation teams
 - Motivate pastors and religious to visit SCCs regularly
 - Make 7 steps of gospel sharing methods very interesting and creative.
 - Appoint a full time Director at the Diocese level.
 - Celebrate SCC Day in the parishes as a regular practice.
 - Prepare SCCs to eventually move towards the formation of Basic Human Communities.
2. **The parish community is formed into the Mystical Body of Christ with one mind and one heart**
- Conduct prayer meetings/holy hour/ adoration and retreats to bring people together in the parish and bring about community healing and reconciliation.
 - Promote a radical revival of the present SCCs through various programmes like pilgrimages, seminars and exposure.
 - Ensure greater and active participation of men by motivating them to take part in the SCC meetings and programmes.

XV. SOCIAL SERVICE

1. **Women have gained equal access and control over information, knowledge, resources and decision making in family and community affairs**
- Formation and strengthening of Self Help Groups (SHG)
 - Formation and strengthening of grassroots and Diocese level Streebandhu federations

- Strengthening of Streebandhu Multipurpose Souharda Cooperative Ltd.
 - SHG and federation related capacity building training programs such as Concept of SHG and Federation, book keeping, accounts, time management, roles and responsibilities of leaders and members, saving and lending etc
 - Periodic capacity building training sessions on women's rights, gender, health, laws protecting the rights of women etc
 - Capacity building training programs on entrepreneurial awareness and entrepreneurial development, establishing and running micro- enterprises, budgeting etc.
 - Various types of skill training to start self-employment
 - Encouraging savings and lending through the Streebandhu Souharda Cooperative
 - Leadership training
2. **Communities, particularly youth and children, have improved their level of education and development in keeping with their potential and are able to use it for the social and economic development of the communities**
- Identifying and enrolling the needy children under Integrated Child Development Program(ICDP) and supporting them for their formal education and integral development
 - Supporting the economically poor but meritorious students to pursue higher education through *Unnati* – Scholarships for Higher Education

- Mainstreaming the school dropout youth through Karnataka Open School (KOS) and National Institute of Open Schooling (NIOS)
 - Encouraging the meritorious students to excel in various competitive exams through organizing various career advancement workshops
 - Encouraging the meritorious students to take up civil services through various motivational programs and training sessions.
 - Workshops on child rights, POCSO and Juvenile Justice Act
 - Formation of Children’s Parliament and Children’s Clubs and motivating them to claim their rights.
3. **Communities are utilizing available natural resources like land, water and forest etc. for their needs and well-being in an optimum yet sustainable manner**
- Formation and strengthening of farmers’ groups and grass root level farmers’ federations
 - Formation and strengthening of Farmers’ Producers Company(FPO)
 - Training on soil and water conservation
 - Training on organic farming, preparation and use of *Jeevamrutha*, ‘Sri’ cultivation
 - Awareness programs and training sessions on availing themselves of various government schemes open for the small and marginal farmers
 - Training on farmers’ rights
 - Training on various alternative sources of livelihood
 - Training on Bank linkages, savings and lending

- Exposure programs to successful organic farms, interaction with progressive farmers etc
4. **Marginalized communities have greater participation in the process of governance, and effectively influence those in leadership positions to be more sensitive, capable, accountable and transparent.**
- Mass awareness programs and training sessions on Panchayath Raj Institutions, Right to Information, Right to Education, MGNREGA, Public Distribution System, Government schemes
 - Encouraging the people to actively participate in the Grama Sabha and Jamabandhi (Social Audits)
 - Encouraging the people to volunteer to be the members of various local civic bodies like School Development Committee, Public Distribution Committee, Milk and other Cooperatives
 - Encouraging the people to contest and win in the local self-governance elections
 - Networking and linkages with Government and Non-Government Organizations
5. **Various social change agents and the stakeholders are capacitated to be able to reflect, make decisions and implement the learning for bringing about positive change in society**
- Designing and conducting innovative and relevant training programs
 - Offering various short term and long term certificate courses on social issues
 - Conducting periodical and regular workshops and seminars

- Organizing capacity building programs for various change agents
 - Documentation and publication of material related to social and economic development.
6. **Communities use effective means to protect themselves from communicable and non-communicable diseases and live a holistic healthy and dignified life**
- Mass awareness on communicable diseases such as Dengue, Malaria, HIV/AIDS, Tuberculosis, and the means to prevent them
 - Mass awareness on non-communicable diseases such as Cancer, Diabetes, Cholesterol, Blood Pressure etc. and the ways and means to prevent them
 - Organizing Village Health Camps
 - Workshops on ‘Stay healthy and lead a happy life’
 - Establish Health Fund and schemes to support the needy
 - Encourage people to take up various health and life insurance policies

XVI. COMMUNICATION

1. **Those involved in the ministry are empowered to spread the Good News through the print, social and visual media effectively.**
- Conduct seminars/workshops for priests, religious and the teaching staff of the Diocese on print, social and visual media.
 - Encourage greater cooperation and collaboration with other Diocesan Commissions.
 - Ensure an effective use of the Diocesan magazine,

- website and other social media pages for the spread of the Good News
- Train a team of priests and religious in communication skills through short duration and long term courses.
- 2. The children and youth are trained in the proper use of the media**
 - Organize various media literacy programmes for the parents, children and youth.
 - Arrange awareness programs for the participants of *Jeevamrutha* and *Diksoochi*.
 - 3. The Diocese, the Parishes and the Institutions have adequately equipped themselves with communication and modern technological devices.**
 - Establish a well designed audio visual room for the media literature at the pastoral centre for the diocesan purpose.
 - Establish software facilities for the office purposes.
 - Program the Diocesan Application containing the entire information of the Diocese.
 - 4. The diocese has 20 value-based journalists and media personnel at the service of society.**
 - Organize a get together of the existing catholic journalists and media personnel for awareness programmes.
 - Promote young aspirants to the various journalism courses

XVII. VOCATIONS

1. **The Diocese has 30 seminarians for the Diocese and 30 more vocations for men/women Religious Congregations who are filled with zeal and vigour to work in the vineyard of Lord.**

- Effectively organize the *Jeevamrutha* and *Diksoochi* camps to foster vocations
- Organize “Come and See” programmes for the discernment of vocations.
- Ensure that the Vocation Director visits the houses of the aspirants along with the Parish Priests.
- Systematically organize Altar servers, missionary childhood association meetings and rallies with a view to nurture vocations.
- Arrange for a meaningful celebration of Vocation Sunday, St. John Berchmans’ feast day and the Day of Consecrated Life at the Parish level.

2. **The Diocese has a minor seminary and a full-fledged staff to cater to the needs of the seminarians.**

- Form a committee to identify the location to construct a seminary.
- Appoint a full time Director and staff members to look after the formation of the seminarians.
- Frame a syllabus having a missionary thrust for the all-round formation of the seminarians.

XVIII. WOMEN

- 1. Catholic women in our Parishes/Mission Centres are trained to take leadership roles in parishes and society.**
 - Arrange leadership training programmes for women and encourage them to be involved in local civic bodies.
 - Motivate the Catholic women to participate actively in the Parish, Grama Sabha, and Jama Bandi meetings.
 - Encourage women to avail themselves of government schemes and benefits.
- 2. Women are conscientized with regard to their constitutional rights.**
 - Conduct seminars and workshops by competent personnel to enlighten people on the constitutional rights of women.
 - Organize face to face conversation with women who have excelled in different avenues [success stories]
 - Celebrate at the parish, zonal levels and the Diocesan level Human rights day , Women's day, Mother's day and Girl Child's day.
- 3. All Catholic girls in the Diocese have studied at least up to Pre-University Course.**
 - Collect the statistical data of the girls of the diocese
 - Visit the schools and the boarding houses to invigorate zeal for study.
 - Ensure that a constant assessment of their progress and their performance after the exams is done by the commission members and it is documented systematically.

- Encourage students to excel in their studies by giving them prizes.
4. **The people of the diocese are pro-life oriented, and treasure girl child as a gift of God.**
- Conduct programmes for responsible parenthood to safeguard the girl child.
 - Promote natural family planning methods.
 - Conduct seminars/ organize talks for teenagers and the youth on the value of human life with a special focus on the girl child.

XIX. YOUTH

1. **Every parish in the Diocese of Shimoga has a unit of ICYM or such other movements and at least 50% of the parish youth are members who regularly attend the meetings.**
- Visit the parish units by the end of 2018.
 - Conduct registration process in the beginning of every academic year
 - Pay regular visits and conduct meaningful sessions and programmes by preparing an action plan every year as a regular feature.
 - Organize Deanery Youth Convention every year and Diocesan Youth Convention (ICYM and YCS/YSM separately) once in two years.
2. **Addicted youth wherever found in the Diocese are helped to get back to normal life.**
- Conduct a general survey of the addicted youth.

- Conduct counseling, spiritual exercises, group dynamics and arrange for rehabilitation
 - Conduct every year seminars and training programmes for all the youth at the Parish, Deanery and Diocese level to conscientize them on the dangers of addictions.
 - Arrange awareness programmes for youth animators on accompanying and empowering the youth who are addicted or vulnerable to addiction, at the beginning of every academic year.
3. **At least 50% of the Parish Youth participate regularly in all spiritual activities organized by Parishes and youth movements.**
- Facilitate meetings of youth animators and youth leaders at least twice a year.
 - Organize training programmes for youth animators every year at all levels.
 - Upload reports regularly on Yuvamithra & Diocesan website, mobile app and other means of communication.
 - Share available resources for creative liturgy with the youth directors and animators for different types of para-liturgical activities such as Taize Prayer by the Diocesan team.
 - Organize youth friendly spiritual exercises, Taize prayer, youth pilgrimages
 - Organize youth marathon
 - Arrange for youth participatory liturgical services.
 - Organize youth retreats.
4. **Majority of the Catholic Youth of the Diocese get adequate Career Guidance.**

- Organize Career Guidance/Awareness Programme in the month of April/May every year at the Diocesan level.
 - Facilitate a help line centre for Career guidance/awareness in Yuvamithra, Diocesan Youth Office by the end of 2018.
 - Encourage and register at least 500 students of the Diocese to benefit from the Career Advancement Programme (CAP) online every year.
5. **At least 30% of the unemployed Catholic youth in each parish is gainfully employed/self-employed .**
- Disseminate placement information regularly to all the youth through various means of communication like WhatsApp, website and Yuvamithra News-letter.
 - Conduct sessions and seminars on employment opportunities for the youth and the youth animators every year in the month of July at the diocesan level.
 - Share information regarding employment opportunities for the youth in all the youth meetings at all levels every year.

XX. PRISON MINISTRY

1. **Awareness is created in the parish to be compassionate towards prisoners.**
- Celebrate Prison Ministry Sunday by organizing a meaningful liturgy.
 - Arrange talks and exposure programs for our students to the prison and remand home.
 - Make the students prepare Rakhi threads themselves

for the celebration of Rakshabandhan in the prison

- Take associations like ICYM, Women's association, St Vincent De Paul and also students of our schools to celebrate the festivals like Christmas and Diwali in the prison.
 - Educate, train, and bring awareness about crime and its impact on children and youth in schools, colleges and youth groups.
 - Organize sessions on prison ministry and motivate CRI members and other groups to reach out to them.
 - Arrange the celebration of Holy Eucharist at least once a month in the Central Prison
 - Arrange the celebration of the Sacrament of reconciliation at least once a year in the prison.
2. **Holistic integral life of the prisoners is restored.**
- Disseminate moral values to the prisoners to make them morally upright and practice sound values in behavior to facilitate early release.
 - Have a rapport and continual contact with released prisoners so as to accompany them to live a transformed life.
 - Help the prisoners to face the challenge and find a suitable placing in society after their release.
 - Strengthen the family members and support their dependents (children) for education and their basic needs.
 - Give legal aid to the prisoners in need.