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Organic Provincial Plan

Salesians of Don Bosco
Vice Province - Mary Help of Christians (ZMB)

MALAWI - NAMIBIA - ZAMBIA - ZIMBABWE

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Feast of the Baptism of the Lord

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ZAMBIA

Organic Provincial Plan

WORDS OF THE PROVINCIAL

1 January 2014

Dear Confreres,

Greetings from Don Bosco Lusaka! I am very happy to present to you our Organic Provincial Plan and the Strategic Plan for 2013 – 2019. It is the vision we have for our Province for the coming years. We have discussed about it in our communities and deliberated on it finally at the Provincial Chapter so that it is something that has passed through all the confreres of the Province. Let us read it and reflect upon it personally and in community and see how we can put it into practice in our different contexts and communities.

I believe it is important to live it and interpret it in the light of the coming 27th General Chapter which invites us to be: "Witnesses to the Radical Approach of the Gospel – Work and Temperance". May our OPP and the Strategic Plan, help us all to become Mystics in the Spirit; Prophets of Fraternity and Servants of the Young, as the General Chapter is inviting us to be. In the end, it is evident that any change will take place in our communities only if we as individual Salesians take to heart the OPP and accept it as our own, and not just a 'document of the Province.'

I would like to thank you all in helping to formulate this OPP and the Strategic Plan.

May Mary Our Mother help us all to be true sons of Don Bosco here in ZMB!

Yours affily,

George Chalissery

Fr George Chalissery SDB

ORGANIC PROVINCIAL PLAN

INTRODUCTION

By presenting the ZMB Organic Provincial Plan, we would like to follow the mind of the Congregation, which invites us to "...set out the fundamental options guiding the development of the Province, ensuring the continuity and coherence in decisions." (GC 25, 82) and hope that this exercise will help us to be more faithful to the Salesian charisma we have inherited from Don Bosco and bring us closer to the young people God entrusted to our care.

1. WHAT IS GOD CALLING US TO BE?

Every person is called to a life of holiness. This call can be realised in many different ways according to the vocation God bestows upon each individual. Our way towards holiness is to be with Don Bosco and the young people. We believe that God has called each one of us, as individuals placed in the Salesian Community, to continue the great work of Don Bosco - *Father, Friend and Teacher of the young*. Our mission is to reach out to the young people, especially the poor and disadvantaged ones, through education and evangelisation. The instrument we want to use is the *Preventive System* based on *Religion, Reason and Loving Kindness* given to us by Don Bosco himself. We hope that through such accompaniment offered to the young people we will achieve our own sanctification and contribute to their holistic growth and deeper unity with God and one another.

2. THE PRESENT SITUATION OF THE VICE - PROVINCE

The first Salesians arrived in Zambia in 1982. At the present, we work in four countries: Zambia, Zimbabwe, Malawi and Namibia. In 2012 we celebrated the 30th Jubilee of the Salesian presence in ZMB.

2.1. Among the many strengths of our Vice—Province the following are the main ones:

2.1.1 Young Salesians

- 2.1.2 Local Vocations
- 2.1.3 Dedicated and hard working Conferences
- 2.1.4 Some infrastructures for facilitating Youth Ministry
- 2.1.5 New awareness of the necessity of planning approach to our ministry
- 2.1.6 Clergy's or peoples' appreciation of our charism - Youth Ministry
- 2.1.7 Good community spirit and sharing
- 2.2. Among the deficiencies and the difficulties that affect the quality of our life and mission — the major weaknesses are the following:

- 2.2.1 Lack of qualification of many Salesians
- 2.2.2 Lack of clarity of vision for the Province and the Communities
- 2.2.3 Individualism in our mission
- 2.2.4 Cultural and language barrier
- 2.2.5 Lack of adequate communication within the Province
- 2.2.6 Scarcity of the Salesian personnel
- 2.2.7 Poor animation of the Communities
- 2.2.8 Vocational fragility
- 2.2.9 Lack of Financial Accountability

2.3. Concerns:

- 2.3.1 Local and Provincial animation
- 2.3.2 No Post-Novitiate Formation in the Province
- 2.3.3 Our Youth Ministry is not so well thought out, organized or systematic
- 2.3.4 No financial self-reliance
- 2.3.5 Accommodating and working with diversities of cultures, languages and nationalities

3. CHALLENGES

Challenges confronting our Vice - Province arising from the present situation:

- 3.1 Formation – initial and on-going
- 3.2 Promoting local vocations and following up vocations
- 3.3 Vision and planning
- 3.4 Animation and strengthening of the communities
- 3.5 Youth Ministry – Young at Risk
- 3.6 Celebrating the diversities
- 3.7 Formation of the lay Collaborators
- 3.8 Qualification of the Conferences
- 3.9 Building strong Christian Communities
- 3.10 Financial sustainability
- 3.11 Accountability and transparency

4. FUNDAMENTAL OPTIONS

We the Conferences of ZMB would like to focus and direct all our strength and energy for the implementation and development of the following three Fundamental Options, which emerge from the most pressing challenges we face in our Vice Province at the present moment:

1. QUALITY SALESIANS - MYSTICS IN THE SPIRIT.
2. YOUTH MINISTRY.
3. PROPHETS OF FRATERNITY.

4.1. Our vision:

"Passionate Salesians Empowered Youth For the Kingdom"

We, the Salesians of Don Bosco of the ZMB, see the multitude of the young people who are being formed into responsible Christians and honest Citizens as the messengers for the "Kingdom of GOD."

We commit ourselves to rediscover the passion and zeal of Don Bosco for the love of the young. In a special way, we focus our Salesian mission, wherever we are, on the holistic development of the poor and marginalized youth, especially those at risk. We join our hands in collaboration with all those who strive for the achievement of the better societies where Christian values and principles of love, justice and peace are followed and practiced in order to reach the "Kingdom".

4.2. Priority of fields of action:

- 4.2.1 Spiritual formation of the Conferences
- 4.2.2 Qualification of Salesians in the knowledge and skills needed for the mission
- 4.2.3 The capacity to live, plan, work and celebrate life together
- 4.2.4 Enabling all our presences to reach out meaningfully to Young at Risk
- 4.2.5 Salesian formation of the Lay Collaborators.
- 4.2.6 Empowering youth with our animating presence
- 4.2.7 Missionary animation and involvement of Salesian Communities

4.3. Criteria for initiating plans and projects:

4.3.1 The fundamental options of the Congregation will guide the whole Vice

Province in initiating new programmes and projects

4.3.2 Wider consultation among the Confreres before initiating new projects

4.3.3 Making a scientific study of the need, scope, relevance, available resources and the possibility of recruiting new vocations, prior to initiating plans and projects

4.3.4 Adequate personnel, Salesian/Lay Collaborators, will be ensured

4.3.5 Balanced growth of the Salesian mission in the four countries of the Province; ensuring that nearness to already existing communities

4.4. Guidelines for preparation of personnel:

4.4.1 Study of the needs of the Province in the various ministries

4.4.2 Taking into consideration one's aptitude and interest

4.4.3 Cost and effectiveness of the programmes available

4.4.4 Ensuring the basic functioning of the presence and the Community

4.5. Lines of action for financial and structural development of the Vice-Province:

4.5.1 To give priority to the projects, which fall under the three

fundamental options of the Vice - Province

4.5.2 To streamline the financial accounting and reporting systems to

ensure greater transparency and accountability

4.5.3 To ensure that our production units in our Centres are run profitably and efficiently

4.5.4 Optimum utilization of the infrastructure and resources available in our Centres

4.5.5 To mobilize local resources towards the management of our Centres

4.5.6 To strengthen Development Office in ZMB

5. MECHANISM FOR VERIFICATION

5.1 Canonical visitation of the Provincial

5.2 Official visit of the Provincial Economist

5.3 Occasional Provincial Council with the Commissions verify the

progress of the implementation

5.4 Each Community will periodically assess how far the fundamental options influence life, work and ministry

STRATEGIC

PLAN

2013-2019

Challenge 1: Youth Ministry

ACCOMPANYING THE YOUTH, ESPECIALLY THOSE AT RISK, IN THEIR JOURNEY TOWARD HOLISTIC DEVELOPMENT, SOCIAL INTEGRATION AND RESPONSIBILITY FOR THE "KINGDOM"

Objectives	Strategies	Lines of Action
1. To promote youth animation.	1.1 Building up awareness in each community towards the priority of Youth Ministry in our work.	1.1.1 The community will pay special attention to monthly community meetings meant to discuss youth matters.
	1.2 Animating presence among the young.	1.2.1 The local Community will draw up an annual or quarterly plan, which would assure Salesian presence in each of the existing settings during all its activities and programmes.
	1.3 Identifying and qualifying personnel in Salesian spirit and Life Skills.	1.3.1 The Provincial and his Council shall identify suitable people and send them for appropriate training according to the PFP (Provincial Formation Plan).
	1.4 Training youth leaders.	1.4.1 The Zone Youth Coordinator in collaboration with Provincial Youth Delegate (PYD) will organize Salesian Youth leadership training for the youth leaders at least once per year.
		1.4.2 The Provincial Youth Animation Centre (Chawama) will be established by the year 2016.
	1.5 Setting up offices for SDB Youth Coordinators and Youth Leaders	1.5.1 The local Community will set up a youth office with basic facilities/equipments in all our Salesian presences by the end of 2014.
2. To reach out to young at risk.	2.1 Encouraging each community to give priority to the young at risk.	2.1.1 Each Community will draw up a plan to meet the needs of the young at risk by the end of 2014.

Objectives	Strategies	Lines of Action
3. To promote a holistic formation in our ministry for youth.	2.2 Establishing projects for youth at risk.	2.2.1 The project in Kabwe will be re-started to become operating not later than the year 2015.
	2.3 Identifying and qualifying personnel (SDBs /Lay collaborators).	2.3.1 The Provincial and his Council together with the local Community shall identify suitable people and send them for appropriate training by end of 2015.
	2.4 Identifying possible NGOs-partners	2.4.1 PYD shall identify possible organizations to enter into partnership for reaching out to Young at Risk by 2014.
	3.1 Qualifying teachers in Salesian education.	3.1.1 The School Sub-Commission shall draw up a plan for on-going formation for teachers who will meet at least once per year by the end of 2013.
	3.2 Assisting teachers in upgrading their qualifications in the area of their own expertise.	3.1.2 The Rector and the Principal will ensure implementation of on-going Salesian formation for all lay collaborators in our schools.
	3.3 Ensuring implementation and proper functioning of the ZMB School Structures.	3.2.1 The SDB community will draw up a three year plan for the upgrade and update of the Teachers' qualification. The involved parties will sign a contract.
		3.3.1 The Rector with the collaboration of the Principal will assure proper presentation of the ZMB School Structures to the Salesian Community and the Lay Collaborators.
		3.3.2 The Rector and the Principal will animate and assure the implementation of the documents in the whole setting.
		3.3.3 The local Community will evaluate the functioning of its ZMB School Structures.

4. To promote collaboration and to assist the youth in our Salesian parishes.		3.4 Assuring the animating presence of the Rector in the school.	tures every year and send the report to the PYD for further up-date.
			3.4.1 If possible to set up office for the Rector in each school by February 2014
		3.4.2 The Rector will draw up a plan of catechesis offered to the students at least once a week.	
		3.4.3 The Rector will make himself available in the school for the students and staff for a talk and spiritual guidance.	
	3.5 To identify lay collaborators and youth leaders among the members.	3.5.1 The Oratory Director/Youth Coordinator with the Community, will select the most active and committed youths for the various leadership posts.	
	3.6 To offer the lay collaborators and youth leaders appropriate training in <i>Salesian spirit</i> and leadership skills.	3.6.1 The Oratory Director/Youth Coordinator together with the Community and the Youth Leaders will draw up an annual plan of formation and organize ongoing training through various seminars, courses, meetings and programs.	
	3.7 To involve the youths in the overall running of the Centre.	3.7.1 The Oratory Director/Youth Coordinator will assure proper formation of the Youth Council.	3.7.2 The Oratory Director/Youth Coordinator together with the Community and the Youth Leaders will draw up an annual program of formation and activities for the Centre and send a copy to PYD.
	4.1 Intensifying Youth Ministry in Parishes.	4.1.1 Each Community, in collaboration with the Parish Priest, will get deeply involved in the life of the Parish.	4.1.2 The Parish Priest with the Youth Coordinator will draw up a plan of catechesis offered to the young people.

Objectives	Strategies	Lines of Action
		<p>4.1.3 The Parish Priest will assure the presence of the Youth Coordinator and Youth Representatives in the Parish Council meetings.</p> <p>4.1.4 The Parish Priest/Youth Coordinator together with the Youth Leaders will assist various groups in their programmes and activities with their animating presence.</p> <p>4.1.5 The Parish Priest with his Council will draw a proper plan of action to reach out to the Young at Risk.</p>

Challenge 2: Vocations & Formation

PROMOTING VOCATIONS TO OUR WAY OF LIFE, MAKING FORMATION MORE EFFECTIVE BOTH AT THE INITIAL AND ONGOING LEVELS, AND QUALIFYING SALESIANS IN SKILLS NEEDED FOR EFFECTIVE MINISTRY

Objectives	Strategies	Lines of Action
1. To promote vibrant vocations	1.1 Motivating the youth in our Salesian presence and other young people to respond to God's call.	1.1.1 Each Community will prepare and put into practice the vocational promotion plan by the end of 2013.
2. To promote genuine Salesian formation.	2.1 Organising courses on Salesian Spirituality.	<p>2.1.1 The Rector will use the Community meetings and other occasions to deepen our understanding of the life of Don Bosco and Salesian Spirituality.</p> <p>2.1.2 The Formation Commission (FC) shall conduct 'Courses of Salesianity' at the Provincial level, every second year, starting from August 2014.</p>

	2.2 Rediscovering our SDB identity by stressing the different elements of our Salesian tradition and other practises of piety.	2.2.1 The Rector will make sure that there will be Good Night talk every night.
	2.3 Improving the formation programme and Salesian accompaniment in Aspirantes, Pre-novitate and Novitate.	2.2.2 The Rector will make sure that he will meet the confere regularly (friendly talk).
	2.4 Opening the Post-Novitate in ZMB.	2.2.3 The Rector with his Council will make sure that a monthly and a tri-monthly recollection day is observed.
3. To have well qualified Salesians	2.3 Improving the formation programme and Salesian accompaniment in Aspirantes, Pre-novitate and Novitate.	2.3.1 The FC will prepare and communicate general guidelines for the initial formation by September 2013.
	2.4 Opening the Post-Novitate in ZMB.	2.4.1 The Provincial and his council will study the feasibility of having the Post-Novitate stage of formation here in ZMB. The Provincial shall identify suitable formative personnel and send them for various formation courses.
	3.1 Identifying areas of qualification needed by the Province.	3.1.1 The Formation Commission shall identify these areas by January 2014.
	3.2 Qualifying Conferes in identified areas of needs (short and long term courses).	3.2.1 The FC will draw up a five-year programme for the specific qualifications of conferes.
		3.2.2 Each local Community, according to the needs, will delegate a confere to participate in updating courses organized locally.
		3.2.3 The Formation Commission shall organise and co-ordinate yearly courses for the ongoing formation of SDBs.

Challenge 3: Governance and Animation

ENSURING EFFECTIVE AND DYNAMIC ANIMATION AT THE LOCAL AND PROVINCIAL LEVELS

Objectives	Strategies	Lines of Action
1. To develop a planning mentality among Salesians.	1.1 Proper planning and conducting of meetings.	1.1.1 There shall be Community meetings (or House Council) every month, along with the weekly community day. 1.1.2 The Rector shall ensure that all the conferes take active part in Community meetings. 1.1.3 A secretary will write down minutes of every meeting and have them approved by all participants.
	1.2 Monitoring the implementation of the decisions taken during meetings.	1.2.1 The Provincial Council and each Community will work out its own monitoring and evaluating mechanism
2. To prepare the EPP at Provincial and Community levels.	2.1 Providing training for animators.	2.1.1 The animators appointed by the Provincial will help the Communities to draw up their own SEPP by December 2015.
3. To ensure effective communication and networking.	3.1 Getting in touch with the Salesian world.	3.1.1 The Communities shall give preference to Salesian documents for spiritual reading. 3.1.2 Each confere will read spiritual and Salesian books to update himself. 3.1.3 In each Community, the Rector and his Council will make sure that there is a common place with access to the Internet facilities available to all conferes.

Challenge 4: Administration and Finances

MAKING OUR PROVINCE, BOTH AT THE PROVINCIAL AND COMMUNITY LEVELS, SELF RELIANT IN FINANCE AND OTHER MATERIAL RESOURCES NEEDED FOR EFFECTIVE MINISTRY

Objectives	Strategies	Lines of Action
1. To make our Vice Province financially and materially self-sustainable.	1.1 Identifying and training a person to work full time in the Provincial Development Office (PDO).	1.1.1 The Provincial and his Council shall choose a suitable person to be trained in project management and income generating programmes by the end of 2013.
	1.2 Identifying local benefactors and income generating projects.	1.2.1 The PDO together with the Local Community shall contact individuals in the business communities and government departments in order to seek funding whenever the Provincial and his Council approve a project. 1.2.2 The PDO shall examine possibilities of investing funds by the end of 2014.
2. To have each Community self-sustainable.	2.1 Making each Community aware of ways to generate income and to be accountable and transparent.	2.1.1 Each community shall discuss, at least once a year, how to utilize the facilities in order to generate funds or income. 2.1.2 Each Community shall contribute to the Provincial Solidarity Fund once per year. 2.1.3 Twice per year, the Community shall gather to reflect on their life style in the light of the vow of poverty (<i>Scrutinium Paupertatis</i>). 2.1.4 At the end of every month, the Community Administrator shall prepare a financial report and present it during the coming Community Meeting or House Council. He will send a copy to the Provincial Economist.

Objectives	Strategies	Lines of Action
	2.2 Making sure that the administrators are competent and adequately trained for their task.	2.2.1 The Provincial Economist shall visit each Community at least twice a year. 2.2.2 The Provincial Economist shall organize yearly training for the local Administrators on how to prepare and run local projects.
2.3 Introducing the common accounting system for the whole Province.		2.3.1 A new financial system will be introduced in the Vice Province, whereby all ZMB Communities will be using the same accounting program. 2.3.2 The Provincial Economist and Finance Commission will be responsible for organizing the training workshops and introducing the program in all Communities by the end of 2014.

Challenge 5: Social Communication

MAKING THE SOCIAL COMMUNICATION (SC) MINISTRY EFFECTIVE IN THE VICE PROVINCE AS THE MEANS OF ANIMATION, EDUCATION, CATECHESIS AND EVANGELIZATION

Objectives	Strategies	Lines of Action
1. To promote Social Communication (SC) in the Vice Province.	1.1 Identifying personnel suitable for the task. 1.2 Qualifying SDBs in the field of Social Communication.	1.1.1 The Provincial appoints a Delegate for SC. 1.2.1 Each local Community, according to the needs, will delegate a confere to participate in a seminar on Internet website updating and communication organized locally. 1.2.2 Conferences in initial formation will use the available means and possibilities to upgrade their social communication skills while doing their studies.
2. To promote reading culture among the conferes.	2.1 Updating community libraries.	2.1.2 Each Community will set up a place with relevant literature and community Internet Access required for our apostolate, personal growth and contacts.
3. To continue media publications in the Province.	3.1 Going on with the ZMB 'Salesian Newslink,' and the Vice-Province website. 3.2 Evangelizing through printed media.	3.1.1 The Delegate will frequently update the Vice-Province website and the respective communities their own pages in the website. 3.1.2 The Delegate will create an interactive section in the website for the young people by the end of 2013. 3.2.1 The Delegate will continue the publication of the Salesian Newslink. 3.2.2 The Provincial will encourage conferes to write religious books. 3.2.3 Conferences will participate in the local media.

Challenge 6: Fraternal Life

MAKING OUR COMMUNITIES HOMES OF GENUINE AND FRATERNAL LOVE, WHERE ALL THE CONFERES CELEBRATE DIFFERENCES AND PROMOTE INTERNATIONALITY

Objectives	Strategies	Lines of Action
1. To improve and deepen the Salesian Family Spirit in the Communities.	1.1 Fostering mutual brotherhood and friendship.	1.1.1 Each Confere shall take an active part in important moments of his Community life like prayers, meals, community celebrations, etc. 1.1.2 Each Community will celebrate each Confere's birthday or feast-day and other significant occasions. 1.1.3 The Rector with his Council will make sure that the Community outings are included in the annual program.
	1.2 Seeing the differences or diversities as enrichments.	1.2.1 National feast days will be celebrated in each Community accordingly. 1.2.2 Community conflicts shall be rather resolved at the local level through mutual understanding, fraternal corrections and forgiveness. 1.2.3 Conferences will keep in mind that their baptism and religious profession are the basis of unity.
	1.3 Motivating each confere as a part of the common mission of his Community.	1.3.1 1.3.1 Each new confere will be properly inducted to the Community by the Rector. 1.3.2 Each confere will take greater interest and collaborate in the tasks assigned to the other conferes. 1.3.3 Transparency and accountability shall be promoted, practised and verified in all Community activities on a regular basis. 1.3.4 The spirit of support, encouragement and appreciation for conferes will be promoted in our Communities.

Challenge 7: Lay Collaboration

INVITING, FORMING AND TRAINING LAY COLLABORATORS IN THE SALESIAN CHARISM, SPIRIT AND STYLE, AND INVOLVING THEM IN OUR MISSION

Objectives	Strategies	Lines of Action
1. To promote the Salesian charism among lay Collaborators.	1.1 Sensitizing SDBs on the role of lay Collaborators.	1.1.1 Each Community shall prepare a plan and budget for the formation of its own lay Collaborators by January 2014. 1.1.2 The Rector or Local Superior of the Community will animate the formation of Lay Collaborators.
	1.2 Attracting the lay Collaborators to the Salesian Charism.	1.2.1 At the Local and Provincial levels, Salesian updating literature shall be provided for the formation of lay Collaborators and Co-operators that work in our projects and apostolate.
2. To involve lay Collaborators in our mission.	2.1 Identifying Lay Collaborators who are capable of sharing our mission.	2.1.1 Each Community will identify Lay Collaborators who will undergo formation in view of becoming Salesian Co-operators. 2.1.2 Each Community shall give to Co-operators and Lay Collaborators the opportunities to join some Community activities (retreats, apostolate, prayers, feasts, outings, etc.).
	2.2 Formation of Salesian Co-operators	2.2.1 The Delegate in charge of the Salesian Family will prepare a formation seminar for Salesian Co-operators in ZMB Zones at least once a year starting from the year 2014. 2.2.2 At the level of the Local Community, the Rector and the animator of the Salesian Co-operators will organize formation programmes for the Salesian Co-operators at least once a year. 2.2.3 Each Community will assign responsibility to lay Collaborators /Co-operators according to its needs and their abilities by 2015.

Challenge 8: Missionary Animation

FOCUSING ON MISSIONARY ANIMATION AND ZEAL OF THE SALESIAN COMMUNITIES AND CATECHISTS

Objectives	Strategies	Lines of Action
1. To rejuvenate our missionary spirit.	1.1 Rediscovering the true zeal of missionary work.	<p>1.1.1 The Provincial and the Rector will help the confreres to rediscover their apostolic commitment in moments of different encounters and sharing.</p> <p>1.1.2 Each confrere, at any opportune time, will be ready to offer his help in any field of evangelization.</p> <p>1.1.3 Each Community will work out, on an annual basis, a plan of missionary animation relevant to its setting.</p>
2. To reach effective evangelization.	2.1 Respecting and transforming the culture.	<p>2.1.1 Each Salesian will keep making a constant effort to acquire deeper knowledge of the local culture.</p> <p>2.1.2 Each missionary shall be sent for a local language course before starting pastoral work.</p> <p>2.1.3 Each confrere shall use positive aspects of cultural elements to evangelize effectively.</p>
	2.2 Promoting the human development of the people.	<p>2.2.1 Each local Community shall identify the people most in need, especially the Youth at Risk by December 2013.</p> <p>2.2.2 Each Community will identify and collaborate with NGOs in its locality to promote human growth by 2014.</p>
3. To foster the formation of catechists.	3.1 Providing opportunities of qualifications.	3.1.1 Each Community shall identify catechists suitable for further formation by June 2014.

		<p>3.1.2 Each year, the Rector with the Salesian Community, will prepare a plan, which will including a budget, for the growth and continuing development of the Catechists.</p> <p>3.1.4 In preparing the annual plan, the Community will take into consideration the existing Diocesan Catechetical Centre.</p> <p>3.1.5 Monitoring mechanism shall be included as a part of the formation of the Catechists.</p>
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Challenge 9: Missionary Thrust

STRENGTHENING CHRISTIAN COMMUNITIES IN OUR PRESENCES

Objectives	Strategies	Lines of Action
1. To deepen faith and sacramental life of the people.	1.1 Integrating life and faith.	<p>1.1.1 Parish Priest and a Parish Team with the SDB Community will draw up the annual pastoral plan.</p> <p>1.1.2 The Rector with the Community will ensure that important moments, Church and Congregational feasts, are well prepared and celebrated with the people.</p> <p>1.1.3 The Rector with the Community will ensure proper importance and animation of the sacramental life of the people during different moments of celebrations, with a special attention given to the sacrament of reconciliation.</p> <p>1.1.4 The Rector with the Community and the lay Collaborators will draw up the ongoing catecheses, Bible sharing, and Lectio Divina programmes for the young people, especially those after confirmation in all Salesian settings.</p>
1.2 Reaching out to all the people entrusted to our care.		<p>1.2.1 The Parish Priest with the Parish Team and the SDB Community will prepare an annual budget for the smooth flow of the pastoral activities in the parish.</p> <p>1.2.2 The Rector and Parish Priest will ensure that the youth Leaders are well represented in the Parish Council and have a chance to participate actively in the animating process of the parish with their own contribution.</p> <p>1.2.3 The Parish Priest with the Parish</p>

		Team will visit, as frequently as possible, all the Christian Communities and lay Groups.
	1.3 Identifying social problems of the Community.	1.2.4 The Parish Priest with the Parish Team will assure that the pastoral care is given to all the elderly and sick members of the Community.
	1.3.1 At least twice a year, the Rector with the Community and lay Collaborators will study the problems of the area and propose practical solutions to overcome them.	
2. To create a sense of ownership and responsibility among the people.	2.1 Involving the lay Collaborators in our work.	2.1.1 The Parish Priest and his Team shall give opportunity to form the Collaborators in the Salesian spirit.
	2.2 Working towards self-sustainability.	2.2.1 The Rector with the Community and lay Collaborators from various settings will draw up an annual budget.
		2.2.2 The Rector with the Community and lay Collaborators will organize, at least once a year, a program or different workshops on transparency and accountability.
		2.2.3 The Parish Priest with the Finance Committee will stress on the transparency and accountability and produce quarterly reports and present them to the people.
		2.2.4 The Rector with the Community and lay Collaborators will work out a strategy for the best way to utilize our facilities and resources available.