

Annual Report 2017-2018

FIDES



Sacred Heart Salesian Sisters, Virgonagar Post, Bandapura,
Bangalore- 560049

FIDES

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Vision: Fullness of life for all people

MISSION: To ensure united and happy families by promoting health and hygiene, empowering children, young people and women at all levels, and promoting socio economic development

Objectives:

- To promote education for the less privileged through sponsorship programme.
- To organize and capacitate children, youth and women to realize their basic socio economic development.
- To promote Health and hygiene.
- To offer skill Training for development and self employment.
- To train women for Income generation programmes.
- To promote legal literacy and eco – awareness.
- To empower women through the formation of Self Help groups and Women's rights education.
- To Empower young people with leadership training and value education
- To Promote community health especially in the areas of drug abuse and HIV AIDS
- To ensure health care and quality of life for everyone.
- To instill saving habits.
- To stop infant mortality and illiteracy
- To form healthy individuals especially mothers.
- To stop alcoholism, especially among men.
- To ensure united and happy families.

Fourfold strategy of FIDES:

- Educational development
- Economic growth and development
- Holistic Health Care
- Developing the capacities individual

Adoption money distribution for Ulsoor

Distribution of the adoption money and writing of Christmas letter were organized on the 3rd and the 4th of June for the children from Ulsoor.



Around 140 children along with their parents were present. The children, youth and their parents were given directions and advice by the directress and the management regarding the cooperation of the parents and children with FIDES. On the same day, Sr. Mary Manjil awarded the gift given by a benefactor to a child.



Planning and Evaluation

On 6th June 2017, planning and evaluation was done for the programmes scheduled for the coming month. Sr. Monica, the superior, and the directress together brought up new tasks to be handled by FIDES. During the planning, the staff and the management discussed the medical camp in Ulsoor, putting up a new board providing the details of FIDES, making the SHG auditing and holidays for staff by distributing the attendance sheet for each staff. They also discussed on continuing SHG visits, calling the board members for meeting, the reason for the irregularity of the SHG groups, buying the books and registers for the FIDES office, the regularity of youth meetings, NCP meetings for the children, picnics for the youth, apex board members and options for new projects.



Adoption money distribution



The last day for the adoption money distribution was commenced on 11-06-2017 at FIDES office. Around 25 students were present along with their parents from Ulsoor Village and Kaverinagar.

Board meeting

The board members from the village gathered together in FIDES on 11-06-2017 for discussing the functioning of the groups under their guidance and leadership. The directress, Sr. Sumi, led the meeting with the support of other animators. There were six representatives from different groups, who came together to find out the reason for the irregularity of the groups, and to take

The board members



sufficient measures to continue the groups in an effective manner. The discussion concluded that each board member is responsible for the groups and we have decided in the board meeting that the start of new initiatives should be carry forward if they are able to maintain the groups.

Beginning of New DBTech Batch

On 12th June 2017, with 22 students, a new batch of DBTech was started in FIDES. The programmes for the newcomers were planned, and the students were given necessary instructions. Sr. Sumi, the Directress of FIDES and in charge of DBTech explained the aim of the programme, and the motivation one should possess during the course of 3 months.



New Staff for DBTech -2017

DBTech Management appointed Mr. Samson as a DBTech staff member on 13th June 2017 for giving coaching to the youth of FIDES, who are receiving vocational training in the domains of BPO and Retail. FIDES Directress explained his commitment and responsibilities to Mr. Samson to maintain and bring out quality results.

Youth meeting of village



The youth meeting of villages and the Kaverinagar was conducted on 25th June 2017 in FIDES office with 26 participants, and in Kaverinagar office with 23 participants. Bro. Sanil SDB handled the session for the meeting on the topic positive thinking. There was active participation from the part of the youth and this formed views that are more effective in various discussions. The

meeting was helpful in as much as it was able to provide some instructions to the youth on different life styles.

New project for sponsorship Programme

On 20th June 2017, FIDES organization took up the initiative to monitor the project of sponsorship programme for the students in collaboration with Dream India network and United Ways. 200 students benefited from this sponsorship programme. Mr. Jose Paul was appointed as the coordinator for this Study Support Programme. The students from different areas of Bangalore, who were from very poor economic background, were part of the programme. This project meets all the financial requirements of the students' study.

Training on Measurements and Reporting

On 29th June 2017 training on measurements and reporting was organized by Volunteer Organization. The resource person for the session was Mr. Alok Agarwal, the Project Manager. 15 participants attended the training, and Mr. Jose Paul from FIDES got an opportunity to take part in this training. The session covered by the resource person, enabled the understanding of report writing in meaningful manner.

Apex body meeting of Kaverinagr

An apex body meeting was conducted for the apex body members in Kaverinagar on 05-07-2017. The meeting enhanced the points regarding the functions of the groups, running of the society bank, completion of the office building, and the necessities of taking care of giving loans for the members of the group. Sr. Sumi the directress of FIDES, Mr. Samuel, and Mr. Narayanaswamy guided the meeting. There were 17 group representatives for the meeting.



Planning and evaluation

Go back to the origin. A well-furnished planning and evaluation was formed on 6-07-2017 for the FIDES organization in the presence of Superior Sr. Monica, sr. Sumi the Directress of FIDES, and all other staff of FIDES. The planning brought out a constructive method to improve the quality of FIDES. The evaluation promulgated the importance of bringing up FIDES by finding out new working areas. Many suggestions and discussions were emerged during the planning. The planning was stated with prayer, and discussed on the banking at Kaverinagar, Auditing of the Groups, the improvement of the groups, loan repayment, and process of giving the loan, making amendment in loan rules, restarting the decayed groups, and concentrating to the families other than the groups. The superior, Sr. Monica reminded the staff to take the FIDES to its goal, and she gave a few other instructions to the FIDES organization. Sr. Monica said that since FIDES is an organization, it should have its own planned vision and activities. So the FIDES was demanded to maintain the documents and the records of events. She also insisted that Sr. Sumi would be the in-charge for all the functioning of groups, and especially staff is asked to gather together in the office once in a week (Thursday) for the prayer, and daily report submission of the activities. Sr. Monica expressed that working together with one mind and heart in all the activities happening in FIDES is important. The inclusion of DBTech staff for the planning and evaluation also was another aspect of discussion in the planning. One of the dreams of Sr. Monica was to train the school dropouts and provide education for achieving quality education and get settled their life. The holidays of staff, and provision of giving refreshment for the staff during the staff meeting were another area of discussion. It was mentioned in the meeting that the incentives of the staff will be provided based on the overtime consideration, the loan given to Ms. Murugeswori also was another center of discussion in the planning. A conclusion was drawn that the staff should connect with one another; think on how to move forward in the current context, finding out new working areas.

Apex body meeting



An apex body meeting was held on 08-07-2017 at FIDES office for the village group members. There were 27 participants for the meeting. The meeting started with a prayer. The remaining time used for the discussion regarding the importance of improving the participation of the groups and absence of group members for the regular meetings. The conclusion was drawn that if a person misses the

meeting more than two times then he/she should be fined with an amount. The instruction facilitated by Sr. Sumi the Directress of FIDES enabled the gathering to be more serious about each one's cooperation in the group.

Death Anniversary of Sr. Nancy

Sr. Nancy's death anniversary was remembered and celebrated by the devotees of Sr. Nancy on 15-07-2017 at FIDES. It was a time for the beneficiaries to remember the good works done by



Sr. Nancy for the up-liftment of the poor. There was a prayer session led by Mr. Samuel and other staff members, which deeply touched the memories of people regarding Sr. Nancy and Her works. It was an occasion to remember and to share the experiences and miracles happened through the intercession to Sr. Nancy.

Many witnesses came forward to express their own experiences, and miracles happened in their own lives. After the prayer session the people moved towards the graveyard to get the graces from Sr. Nancy. As a token of love and concern experienced from Sr. Nancy, a beneficiary came forward to provide the food for the people. On this occasion of the death anniversary, the people whole heartedly expressed that she was another Mother Teresa.

Student support programme



United way in collaboration with Dream India network along with FIDES started a Student Support Programme project, which was sponsored by GE, on April 1st. The objective of this project is to provide educational help and to develop the capacity and skills of children through different trainings and programmes. The students from all over the Bangalore were

interviewed and 200 students were selected, both girls and boys, from different areas of Bangalore. Mr. Jose was appointed as the coordinator of the programme, especially to monitor the project by family visits, college visits and conducting the meetings for the students with the support of Dream India network and FIDES.

Based on the selected list of the students for the scholarship, the coordinator visited majority of the families to check the deserving candidates for the scholarship. The field visit was an occasion to understand and study the economic condition of the family and the educational performance of the students. Field evaluation made a conclusion that the listed students were deserving students. A few of the undeserving students were removed based on the evaluation conducted by the team and added most deserving students.



The inauguration of the student programme was an event organized by united way and Dream India network along with the FIDES organization for the student and parents on 16-07-2017 in FIDES at Avalahalli. The programme was inaugurated by the team from the United way, Dream India network and FIDES

organization. There were 360 participants besides the volunteers and other supporters. The resource persons of the inaugural function, Mr. Manish CEO, Mr. David, Mr. Mathew CEO, Sr. Monica and Mr. Girish gave inspiring messages, instructions and monitored the students based on the purpose of this project. Two student representatives expressed their opinion about the scholarship programme and how it is helpful for the students for their education. Under the leadership of Mr. Girish and Sr. Soba, the students were divided into groups and selected leaders for the group in order to make the participation of the students easier. The inaugural ceremony also involved the distribution of the bags, note books and pen for the deserving candidates. The programme was concluded by providing refreshment for the participants.

Planning and Evaluation

The planning and the evaluation of the activities were done on 01-08-2017 in the presence of Directress and the staff of FIDES. The planning was started by invoking the presence of the Almighty. The meeting put forward many points for evaluation like verification of auditing books, issuing the new ID card for the adoption children, updating the accounts of SHG groups,

problems in the groups, awareness prescribed to the group members for joining newly people to the existing groups, the presence of animators within the groups and so on. A well-formed agenda was put forward for the planning. It involved the discussions like the loan of Murugeswori, Kaverinagar building, NCP meeting, Board meeting, DBTech inauguration, Dental Clinic, SHGs signature, Ulsoor building, Apex Body meeting, Family visit and Youth meetings. Based on this central point, the discussion and planning was made. Regarding the auditing it was mentioned that few groups were still not cleared their auditing, the cooperation of the parents and children for the NCP programme found to be less, adoption children should be involved in NCP groups, and decided to perform the parents meeting for the adoption parents, for the board meeting the people are less some time, the opinion of the staff not to directly take charge of dental clinic fully drawn a different view point that the organization would be looking forward to function the dental clinic in weekdays and to make the free dental checkup for few government School students. The meeting also played a crucial role to make the planning of getting the signs from the SHG members to get a community hall which is in the place of Mr. Koshy, who is willing to give a part of the property as charity, but this property remains in the hands of government. The planning also made a point to draft a letter to MLA or concerning authorities in order to get the permission for constructing the community hall at Ulsoor. The planning furthermore discussed the importance of family visit and the study of families in order to make an effective movement within the groups. The planning called each and every one to improve the quality of youth meeting and strengthen it.

Birthday of Sr. Monica



On 1st August 2017, the birthday of Sr. Monica the superior of Provincial house was celebrated at FIDES. The celebration was started with the prayer service. The happiness and joy of the moment was shared by the celebrant and the FIDES members at the same time. This occasion made it clear that the life is a gift from God and that one should use it for the

welfare of the other.

Apex body meeting of Village

Apex body meeting of the village group members was held on 5th August 2017 in FIDES office. 28 members were present for the meeting. The group members discussed the value of group sustenance and the need of the group meetings and its purpose as an opportunity to build the relationship and self-reliance. The bank adoption money also was distributed to the groups.



Exposure visit of Kristu Jayanti College

An exposure visit of MSW students from Kristu Jayanti College was done on 08-08-2017 at



FIDES organization. The objective of the visit was to understand the functions and activities of the organization in detail. There were 34 students accompanied by 3 staff. The directress of FIDES explained to them the activities, aim, history, future plan, new projects and the functions of the organization. This occasion was an opportunity for the budding students to choose the right professional career in their journey of settling the future.

Career guidance session for the scholarship children

On 13th August 2017, a session on Career guidance was organized for the scholarship student at Avalahalli under the leadership of Dream India and FIDES organization as part of students programme. The session was by the two eminent resource persons, Ms. Geetha Ramamurthy, the co-founder and CEO of GiGa Innovation Center that creates entrepreneur ecosystem designed to nurture entrepreneurs, education, mentoring and advise to funding to start up and growth stage companies, and Mr. Avinash Cheluvaraja, the Managing Partner of 8t's Group in Bangalore. There were 153 students for the programme. On the same day, few scholarship checks were distributed to the students.



The session covered the areas like introduction and orientation, introduction to self-branding, generate career options, various paths to career, activity related to career counseling and review and feedback. This session was designed to help students to relate and better utilize their learning in future sessions to design their future career path. The sessions helped the students to clarify their doubts and to enhance the interest in achieving great positions in the life. The session was helpful for the participants to make good decisions and to analyze once own future.

The session also included different activities to show the value of hard work, leadership and achievement. Moreover, the session also led the participants to give a thought to planning, team work, to be a visionary, time management, execution and vulnerability. It was a platform for the participants to clear their doubts and confusions regarding their career. Students asked many doubts and the resource team clarified all their doubts. Group discussions and sharing the experience of the students benefited to get more information about the session and life choices.



There was also an evaluation session. In the evaluation, the students expressed their opinion and suggestion that the session was more informative and hoping for many more sessions of the same nature. The session was concluded with vote of thanks. After the session some directions and guidelines were given to the students regarding the perception that one should have on the scholarship programme. The students were asked to clear all their documents and account details as soon as possible to move further. The programme

came to an end with the distributing the food for all the participants.

Inauguration of DBTech

The inauguration of Retail and BPO batches of DBTech, Avalahalli was celebrated on 14th August 2017 at FIDES organization. The programme started with a prayer dance followed by the other programmes. The chief guests for the programme were Fr. Joby, the DBTech director, Mr. Bhuvan, the state



coordinator, Sr. Crecentia, sr. Monica and other benefactors and supporters. There were 58 newly registered students along with their parents for the programme. The chief Guests promoted the young minds by saying that the vision and the hard work are the prominent factors that one should possess. Different programmes performed by the students and the staff on the occasion of inauguration

revealed the skills and talents of each one. The chief guest and the team appreciated the functioning of the Avalahalli centre and the centre was considered as one of the best centres of DBTech.

Planning and evaluation

August 31st was dedicated to make the planning and evaluation of the activities of FIDES. The meeting started with a prayer



and followed by the evaluation and the planning. According to the direction of the Directress, the staff expressed an accurate result of the programmes carried out. In the evaluation, the staff expressed the need to organize the groups in a manner to track the youth of today to lead a better life in the society. Some of the groups added a few new people to the group and opened new accounts for the members. There was discussion and suggestion on the reason for the decline of groups and the less participation of the people in the group. The staff also opined to have the presence of the Directress for the meetings to solve the problems in the groups. The need of repaying the loan money was another focus point of discussion. According to the direction of the Directress, the staff also was asked to collect the starting year of the group as the organization turns its 25th successful journey. The meeting with cooperator of Ulsoor and George, the MLA was another focal point of the discussion. The opinion of the staff to meet them for getting the permission to get place for new building or a space in the new building, was whole-heartedly welcomed. Apart from the usual activities, the Monthly planning for September consisted of life skills for the DBTech students, seminar for the women on financial planning and livelihood and youth seminar for the youth of our constituency.

Importance of the education



The session on the importance of education was started on 10th September 2017 by invoking the presence of God. The resource person of the day Sr. Sobha contributed many treasures of knowledge for the sprouting youth regarding the essential and crucial importance of education at current scenario. Focus of the session was based on the theme 'the education is more powerful weapon', which can change all over the world. Moreover, the session also specified varieties of education, and how it differs from person to person. The participants were cooperative and enthusiastic during

group discussion and presented their view regarding the importance of the education. The participants were divided into groups to discuss the importance of education. Based on this discussion, the students performed on the stage different programmes. The opinion of the students regarding the sessions and the functioning of student programme was found to be satisfactory. The urge of the students to participate in more and more programmes conducted by the student programme committee was welcomed. At the end of the session, the planning for the social event was informed to the students. The programme came to an end with the refreshment.

Seminar and training for SHG women

On 14 September 2017, FIDES along with CDEW society organized training for the women from Kaverinagar, Ulsoor and Village on the SHG management and Alternative livelihood. The well adaptive resource person handled the sessions and training. There were 40



participants for the training. The whole day programme supported the participants to plan and alter their life according to the tips gained from the training. The resource persons cleared the doubts of the participants. The session covered the points like the importance of planning the life especially to tally the incoming and the expenses in one's life. It was an occasion to realize the significance of alternative livelihood by planting the vegetables on terrace or limited places, avoiding the pesticides and making the manure oneself.



Village society meeting

The village society meeting of the SHG groups was conducted on 17th September 2017 at FIDES by the leadership of the Directress and the Staff of FIDES. The representatives and in chargers of the groups were present. Seventy SHG members partook in the society meeting. The meeting was started by invoking the presence of God followed by presenting the previous report and expenses faced for the society functioning. The meeting

focused at the election of the new SHG leaders and presenting the Bylaw for the group. The meeting also specified the significance of starting the society and using the amount for the livelihood through different activities. The meeting decided to have the charity day and inauguration of the society in the coming few days.

Life skill training for the youth

"YOU MUST BE THE CHANGE YOU WISH TO SEE IN THE WORLD" -MAHATMA GANDHI



On 17/09/2017, FIDES took an initiative to organize a programme for youth on “Life Coping Skills and Personality Development”. The entire program was co-ordinated by CDEW and FIDES for the students of Don Bosco tech and also for the youth from Kaveri Nagar, Village and Ulsoor.

The seminar started with registration. Three students from Kristu Jayanti College were also part of the programme and they

were volunteering for the programme. The number of participants was 45. In the first session sister Sr. Alice, the resource person highlighted the importance of change in a person's life and how the youth of today should possess a positive approach towards their life, and to get rid of old memories, habits and other burdens. A video on the hard life an eagle was shown to the audience in order to give them an idea that sometimes we have to get rid of all our burdens like an eagle do and then one can be happy and content in their life. This session also comprised of small ice breaking sessions and then it came to an end.

The session resumed at 1:00 pm and it was on "Personality Development". Personality development is relatively enduring pattern of thoughts, feelings and behaviors that distinguishes individuals from one another. The other focus areas were the negative effects of comparing oneself with others and also about helping ourselves and others which makes us happy. This session was more theoretical. It also included the managing and recognizing one's mistakes, and how he or she can become a better human being.



The third, session was mainly about positive attitude and the power of focus. The Resource person encouraged the audience to make their youthful years the best investment of their life. The most powerful weapon on earth is the human soul on fire. Every young man should understand the power of fire is passion. The youth of today should understand that the habits they take up today will determine their future. Our life depends on two things, the people we are with and the books we read. Here she was speaking about the types of influences the negative and the positive

ones. Like smoking and drinking comes under negatives influences, which would be from the peer groups the friend circles etc... Moreover, good friends or one's family members who will influence to stop the bad habits will come under the positive influences.

It is integrity that helps a person to do the right thing even when it is so difficult to do. The session also focused on the importance of being focused. Every human being must learn to focus on the really important tasks that will have the greatest impact on achieving our happiness and goals in life. We just cannot afford to spend valuable time to aimlessly go through life doing the easy stuff that anybody can do. In order to accomplish meaningful goals we must focus like a laser beam on what really matters at our jobs and in our private lives. Our brains cannot think more than one thought at a time. Thus, we must think about, focus on, and complete only the tasks that are more important to us right now.



The fourth, session was on evaluation. The resource person divided the students into five groups and asked them to discuss among themselves the learning's of the day. Each one was asked to share their views and thoughts and a single person from each group was asked to come and share their learning's of the day to the audience. This session helped the students to have a slight idea of what group work is and how every member has its own role to play in the group. This session was a success as everyone took active

participation and threw away their fear and spoke in front of the audience. The seminar ended with photo session.

Planning and Evaluation

Planning of FIDES Organization for the month of October was conducted on 3 October 2017 in the presence of Sr. Sumi, the Directress and other staff members. The meeting was started by invoking the presence of God. The staffs shared their experience regarding the fieldwork



followed by a good planning was recorded for the coming activities of the institution. In the evaluation it was indicated that some of the programmes conducted for the youth or the women were repeated so it needs a change or to find new topics for the participants. More over few relevant thoughts were put forward regarding the difficulty in tackling the SHG groups as they are becoming smarter and smarter, planning for the programmes has become less in the organization so for the further programmes it was decided to have a clear

formation of the planning in order to avoid the confusion. The staffs also expressed that the involvement of the extra external influence or work sometimes become a hindrance for the actual duties of the staffs and organization.

The meeting also made a clear understanding of extra expenses faced by the staffs for office work. Regarding purchasing the things for the running of organization it was decided that once the things are purchased for the offices submit the bill at the end of the same month in order to avoid the confusion and difficulties. The request of the staffs to provide something for the federation members was considered as the Directress recognized saying that these people would be considered and provided gifts on the occasion of organization's 25th year is celebrated. Regarding the previous planning of meeting the MLA and Cooperator has not been accomplished due to some inconvenience for the Leaders and it was decided to meet these leaders on coming days. The pre information for the field staffs on any programme was another focus point for discussion. The MSW students conducted PRA at Ulsoor was little confusion according to the opinion of field staffs. It was expressed that the information was not there from the administrative level, which was clarified by the Directress, saying it was just for the learning sake of the students they came. So it was not much necessary to inform in deep as it was slightly informed to the animator in Ulsoor. The planning of October consisted of all the apex body meeting in 3 places, youth meeting, board meeting, children's meeting, Society Bank inauguration of Village, Charity day for the people, community day and birthdays of Mrs. Prabha and Selvi.

Inauguration of Village society Bank



On 15th October 2017 at FIDES with Salesian Sisters, all the SHG representatives, and Staff started an initiative of starting the society bank.

It was a soul desire of Sr. Nancy, the founder to start a bank and help the poor people and women to stand themselves on their on foot. The inauguration ceremony was started with the invocation of Almighty. The Provincial, Sr. Celine FMA, inaugurated the bank. Sr. Monica, the provincial superior, Sr. Sumi, the Directress of FIDES, Sr. Anna, one of the prominent persons for the reason

to start FIDES and board members were present for the occasion. There were around 75 members for the programme. During the talk, Sr. Celine indicated saying that 'once you all were afraid of approaching or tackling the banks demands but now you all are empowered to face any demands of the bank'. The speaker also added that 'you have accomplished the will and desire of Sr. Nancy'. The programme ended with the special meeting for the board members, Directress and other staff. This meeting clarified all the functioning and process of banks in detail.



Scholarship program

The third session for the Students' programme was held at FIDES on 22-10-2017 for the student beneficiaries. The registration started at 8:30 am. After handing over the cheques to the students, they were led to the hall for the short programme. The programme started at 9:30 am with a prayer song defining the purpose of life. The programme was led by Sr. Sobha, and the team along with the guests from United Ways. The sole objective of this session was to prepare and plan for the social cause programme that would be organized by the team of students and the administrative as part of the project and to provide the remaining scholarship amount for the students.



Sr. Sobha took up the session on the topic social responsibility where she explained about three types of responsibility, viz, the Individual Responsibility where she highlighted the idea that human beings choose, instigate or cause their own action being accountable or legally liable. Secondly, she spoke about Family Responsibility, which means providing support and care for the siblings, parents, grandparents etc. Lastly, she spoke on Social Responsibility and encouraged everyone to act for the benefit of the society where every individual has to perform so as to maintain a balance between the economy and ecosystem. Four members from the United Ways addressed the gathering, assisted in leading the planning of social cause programme, and carried out an activity by dividing the students into five groups from respective places to discuss and share their own views on different



social problems and one representative from each group presented on the following issues:

1. Garbage and Cleanliness
2. Tobacco and Alcohol
3. Ola and Uber
4. Traffic rules
5. Caste discrimination
6. Old age people



7. Plantation

As the fruit of discussion and presentation the team chose to carry out rehabilitation for destitute. The process includes a survey in the following places liked by the teams and students:

1. K R puram
2. K R market
3. Marathahalli

Few individuals volunteered to extend help in carrying out a survey to pinpoint aged people who are suffering and are in need of help. The programme wound up 11:45 am by giving few more instructions to the students and with light refreshment and a photo session.

Planning and Evaluation

A small evaluation of the bygone activities and planning for the forthcoming month was done on 3rd November 2017 in the presence of Sr. Sumi, the directress and all the FIDES staff. The team discussed about how to celebrate the Children's Day, Christmas programmes, Provincial Community Day preparation and celebration and charity day. The suggestion was put forward to change the regular distribution of cake and to provide food for the people on the occasion of Christmas celebration this year. It was wholeheartedly accepted by the team. As a result of the discussion, it was decided to have the Children's Day and Christmas celebration on the same day consisting of people from women group, children and youth. The FIDES staff was given the responsibility to arrange the stage and hall for the provincial community day. As a result, the staff decided to make the arrangements on previous day for the programme.

Social cause programme

Wherever a man turns he can find someone who needs him. – Albert Schweitzer

Social responsibility is s an ethical framework and suggests that an entity, be it an organization or individual, has an obligation to act for the benefit of society at large. Social responsibility is a duty which, every individual has to perform so as to maintain a balance between the economy and the ecosystems.

4 November 2017 was a memorable day for the student support programme beneficiaries to engage



and learn the realities of life in different atmosphere. This programme was intended to make a new learning and to strengthen the sense of responsibility of the growing children regarding the care and concern to be given to the parents, destitute and the people in need.

Bill Clinton said, “we need to help younger people recognize their own capacity to do good, and help them discover the rewards of generosity”. When we



compare this statement with the programme initiated by the students supporting team, it is visible that the programme on rehabilitation for the abandoned and elderly has widened the horizon of the students on the process and the needs of rehabilitation.

The programme on rehabilitation was done by the students, dividing them into groups and areas. There were 8 groups and each group was consisted of 6 to 7 members. The areas focused were Marthahalli, KR Puram, Shivajinagar and Sarjapur. The volunteers of this programme were assigned an obligation of visiting the street and town areas to find out the destitute and the abandoned. The participants marked the details of the people to be rehabilitated. According to the survey, it was found that more than 8 persons are in need of rehabilitation and the visit also provided a space to meet many abandoned people but few were not ready to be rehabilitated. The experience provided an insight to the participants through the rehabilitation programme to be responsible to each other without any discrimination based on caste, colour, language or religion. This initiative was done with a focus that the life is a Gift from God and all should enjoy the fruit of it. This programme also paved the way to an awareness that everyone should be cared and loved as human being. We could also find a lesson that Human beings are not commodities to be dumped or thrown in the street. The right to live is one of the fundamental rights of the human being and the programme answered to it. It was an occasion to become food for the hungry and water for the thirsty and shelter for the abandoned.



Mentorship programme held in November

The mentorship programme held on 19th November 2017 commenced with the registration at FIDES, Avalahalli. The sessions included evaluating and presenting the social cause programme held on 5th November by the students, presentation and evaluation of the accomplished students education support programme, activities for the participants, session on personality development by Mr. Glane Raj, distribution of admission fee for the students, directions and guidelines for the students and also



discussions on the upcoming social cause programme for the students. There were 178 participants in the programme.

The core focus of the session was to formulate and provide inputs on the





personality development. Personality development is the relatively enduring pattern of thoughts, feelings and behavior that distinguish individuals from one another. The dominant view in the field of personality psychology today holds that personality emerges early and continues to change in meaningful ways throughout the lifespan. Mr. Glane Raj, the resource person of the day

led the session on personality development. He shared ideas and awareness regarding the personality that one should formulate. The session was effective and informative as it included both theory and practical sessions. The participants could get more ideas regarding the human perspectives and uniqueness of human beings. The activities included in the session enlarged the idea of teamwork in order to gain treasures in life. He also added that each one should be happy with the position one holds. This happiness leads one to satisfaction.

The social cause programme organized by the students was also evaluated. All the participants were called out to share their experience on rehabilitating the destitute from the street. The students expressed their desires, views and real situation of the human beings. Based on this programme, the students were asked to meet few more destitute and to take initiative to continue this social service in each one's life. The students were happy to take up many more such initiatives.



After refreshments, a discussion was held regarding the second social cause programme, supposed to be accomplished during the year. During the discussion, it was suggested to have 'planting of saplings' by the students towards social awareness of protecting the universe. At the conclusion, the students were asked to sign for the next installment money and they were given few directions to accomplish the project tasks.

Planning and Evaluation

The planning for the month of December was held on 1st December 2017 in FIDES with the Directress and staff. The agenda for the meeting included the following: 1) Discussion on 10th December programme:-calling out people from different working areas and to have a celebration,

- 2) Enquiry about the status of raffles:- to bring the sold out raffles money and remaining raffle tickets to the office,
- 3) Dental medical camp:- to be conducted in the month of January,
- 4) Christmas greetings to the benefactors:- to be done before Christmas,
- 5) Shifting things from Ulsoor office:- placing the materials and documents at some other safe place,
- 6) Information regarding the newly joined MSW trainees,
- 7) Christmas greetings for staff , Christmas holidays and birthday celebrations of the staff.

Prior to the planning, an evaluation was drawn in the presence of Superior, Sr. Monica and Directress, Sr. Sumi. The present condition of the Ulsoor office, and the need for finding new office place due to demolition of the previous office building were evaluated.

The discussion brought out different views on having new building for the office, to continue the work of FIDES in Ulsoor. As an initiative from the staff, a place was found in Ulsoor and further enquiry regarding this building was promulgated. Superior requested the staff to get the exact documents of the building, and possible ways to find out the owners of the building. The evaluation also put



forward the need for mobilizing the fund for the programmes of FIDES. Sr. Monica expressed interest in collecting all the documents and other sources of Sr. Nancy from the eye witness, to establish a museum of Sr. Nancy. She stated that when people visit this museum they will be automatically prompted to contribute something for FIDES. A step stone towards the preparation of Silver jubilee celebration of FIDES was put forward in the meeting. The evaluation also reminded the staff on following the timings of office, involvement of staff within the groups, inspection by Sr. Superior and Sr. Directress, and planning the programmes of FIDES. A special evaluation on the functioning of the group and monitoring by the staff was another focus of discussion. It was mentioned that the development of other groups within our working area is another competition faced in the field. These groups are providing money for interest without any group meetings. Hence many people are attracted to these kinds of groups. As a concluding message, Superior Sr. Monica stated that communication is essential for the success of the group, and there should be a goal for each one's action and this should produce output with sincerity. Through the cooperation of the staff, the team should be strengthened and directress would be taking care of it. All the staff should be informative and centered to Directress Sr. Sumi. There was also another suggestion by Sr. Monica to provide input sessions for the staff by different resource persons. Salary and other extra expenses than the regular expenses of the staff were another point for discussion. The discussion also led way to the opinion of Sr. Sumi to explore the working areas and to find new working areas for FIDES as we are celebrating the 25th year of establishment.

Mentorship programme in the month of December

The mentorship programme for the month of December commenced on 3rd December 2017 at FIDES, Avalahalli. The programme started with registration formalities, followed by a session on Psychosocial balancing for positive development. The invocation of the Almighty amidst the gathering gave a good opening for the programme. The resource person and the topic to be discussed were introduced to the participants before the session.



Dr. Jonas Richard holds 17 years of experience in industry, academics research and training life skills education. He is a trainer by passion and academician by profession. His training sessions are highly participative and impactful and much appreciated by the participants for its innovativeness. He is the resource person for the National Level Resource team on Life Skills Education coordinated by Rajiv Gandhi National

Institute of Youth Development, under Ministry of youth affairs and sports, Government of India. Currently Dr. Jonas is the Associate professor and Head of the department of Social work in Kristu Jayanti College.

The session focused on many key aspects of psychosocial balancing in life. It discussed on how a person can relate with friends, family, and oneself. Strategies about what is psychosocial balance, why we worry about psychosocial balance, strategies for enhancing the psychosocial balance were amongst the topics discussed. The session consisted of live interactions and clarifying the doubts of the participants. There were many learning takeaways such as; do not compare oneself with another, never put down anybody, and that when we know our self we know our values and we should be happy with our own physical appearance. There was also discussion on the SWOT Analysis (Strength, weakness, opportunity and threats). The session consisted of many informative and moral videos and through this presentation the



opinion and ideas of the students were welcomed for sharing. A viewpoint on the charter formation was focused on. It was indicated that you should not let your past dictate who you are, but let it be a lesson for strengthening the person. He also explained the two types of pain in life - the pain of discipline and the pain of regret and indicated that if one wants to be happy in life, one must accept the pain of discipline. He concluded with the message on need to respect parents and the sacrifice they dedicated for the growth of each one.

After the session, instructions were given to the students about the responsibility and cooperation the project expected from the beneficiaries. Few details regarding the upcoming social cause programme was also shared. The programme ended with vote of thanks and refreshment.

Christmas Celebrations



Joy to the world the Lord has come! On 10th December 2017, Christmas celebrations were held at Avalahalli inviting children, youth and women from Ulsoor, Kaverinagar and Village. Around 500 people came together to celebrate Christmas at FIDES.



Christmas celebration was the culmination of many joyful events held during the year, re-establishing the Christmas experience people had enjoyed under the leadership of Sr. Nancy. The chief guests for the celebrations were Fr. Bijoy Daniel, Mission Hospital Director, Hoskote, Sr. Cecilia Thomas the ex-provincial, and Sr. Manjil, who is in charge of the adoption for the education of children. The resource person kindled the gathering with his Christmas message, stating – “Each one of us should be like candles which provides light to the others, and passes its flame to the other before it fades; than being an ice cream, which provides only a temporary happiness until it melts. Jesus Christ has come to the world to redeem the sinners and to save the poor people. So enjoy this Christmas celebration with the poor and needy”. Fr. Bijoy also mentioned the support and care provided by Sr.



Nancy and FIDES community for the wellbeing of the people and especially the reason to have a Christmas celebration on that day. The celebration also included many cultural programmes by the children, youth and women.

The charity day raffles were picked, presented gifts to the winners and also gifts to the people who sold more raffle tickets. The programme ended with the distribution of food to all the participants.



Planning and evaluation

Planning for the month of January'18 and evaluation of the previous month's activities were conducted on 30-12-2017 in the presence of Directress, Sr. Sumi and FIDES staff members. During this meeting, there was a discussion on the medical camp. In this discussion, preference was given to the eye camp and dental camp than the general medical camp. For the dental camp, the target audience was determined and an initiative to conduct the medical camp in the government schools was decided upon. There was also a discussion on the seminar and

awareness programme on health, to be conducted for the women in Kaveri Nagar. Suggestion for a total medical check-up programme was also raised during the discussion. But on the whole, it was decided to have a specialized check-up according to the convenience of audience and doctors. The Directress also informed the staff about the Jubilee celebrations of the province. It was announced that the staff would be given some responsibilities to be accomplished in order to make the programme successful. The Directress requested that preferably the youth from different working places must be sought and invited for the Jubilee programmes. The planning session also charted the activities to be carried out during the month of January which included adoption letter writing and distribution of money, apex body meetings, board meetings, children's meetings, and youth meetings.

Board meeting and Apex body meeting



A meeting of the members of SHG leaders and Board members was conducted at Kaverinagar on 3rd January 2018. The agenda for the meeting was to discuss about the loan, opening bank accounts, completing the building work and medical awareness sessions for women.

A good starting point was put across by Directress Sr. Sumi through

her message for the New Year - quoting the words of Pope Francis that one should be spiritually nourished and forgiven. There were 28 participants for the Apex body meeting and 11 members for the Board meeting. The group members decided to contribute some money from their group and to find out few benefactors whom they know, for the completion of building works in Kaverinagar.



Mentorship programme on skill development



The Mentorship Programme was conducted on 7th January 2018 at Avalahalli, under the leadership of United way, Dream India and FIDES. 184 students were present in the



programme. The resource persons for the day were Mr. Dheeraj Sharma - Founder and CEO of Playablo, Mrs. Suchitra Premkumar the Co-founder, and Mrs. Vidhya the Product Advisor. Playablo is a

learning app for the students and a skill development opportunity for the youth, where they can improve their skills easily and make themselves ready for employment opportunities.

The session started with Registration and New Year greetings by Sister Shobha from Dream India Network, who led the session with a prayer song to evoke God's presence. In order to make the session effective and meaningful, Sister Shobha shared a short story with the students conveying the message of being responsible and taking up responsibility. At the end of the first session a task was given to the students based on social responsibility, where the students were asked to plant saplings in the areas wherever necessary, by collaborating with the local Anganwadis. The students were divided into different groups for each areas. This social responsibility would help the students to contribute to the Society and become responsible citizens, showing concern towards the needs of the community.

The next session was taken up by Playablo Team. The team presented a demo of Playablo App, which is a game as well as learning assessment platform for English and Maths. It is also an app for skill development, where the students can improve their English language and communication skills, thus increasing their confidence level and employment opportunities. The team demonstrated the usage of app to the students and involved the students in the activity, which made the students curious and provided a deeper knowledge about the app and how it works.



Mr. Anil Kumar, Senior Executive, Corporate Relation of United Way, moderated the discussion on the Playablo skill development app, and asked for the feedback from the participants. The participants expressed the usefulness of the app, their learning from the session, and set expectations for more such skill development programs, not only to equip themselves with knowledge and skills but also to be

passed on to others in their community. As part of the evaluation process, the students expressed their view on whether the session was useful and how it could be useful in the future, by noting the advantages and disadvantages of the Application. It was found that 80% of the students agreed and accepted that the application is very much useful for individuals. They highlighted that the app improves the communication skills, pronunciation, and grammar. The disadvantages mentioned were - affordability of the application and instruments, losing concentration in text book studies and becoming fully play oriented, physical damages, weakness in social relationship, addicted to media and time consuming. The students like also raised few suggestions, this app could be further updated to bring out many more new features.

The session was concluded with vote of thanks for everyone. The programme came to an end with the distribution of cheques and refreshment for the students.

Adoption letter writing and money distribution

Adoption money distribution and Easter letter writing were held in FIDES for the students from Ulsoor, Kaveringar and Villages, from January 13th to 15th, 2018. The parents along with their children came to FIDES office to receive the adoption money and to write Easter wishes letter to the benefactors. 200 students were present during these 3 days.



The remaining students who were eligible for the adoption money were given the same on 21st January. The students and parents were eagerly waiting to wish the benefactors and receiving the education help during this year. The letters were reviewed and corrected by the Directress Sr. Sumi, staffs and Volunteers. The management did the money distribution.

Free Dental medical camp



On 20th January 2018, a free Dental Check-up and medical camp was organized by FIDES for the government school students of Doddabanahalli. There were 67 students for the treatment and check- up. The doctors from Mission hospital, Hoskote volunteered to conduct the medical camp in an efficient manner. The students and the whole management from government school expressed their gratitude towards the support and good mind of FIDES and Doctors to help and direct the poor children freely for a good

cause. The children who were having major dental problems were referred to Mission Hospital at Hoskote and all other Dental treatment and check-up was done in FIDES dental clinic.



Planning and Evaluation

Planning for the month of February was held on 8th Feb 2018 with the assistance of Directress Sr. Sumi. The meeting started with the invocation of Almighty amidst the gathering. Sr. Sumi thanked each one for the constant cooperation and collaboration rendered by the staff for the success of Province Jubilee. The evaluation consisted of few suggestions and also activities held during the previous month. During the evaluation there was discussion regarding the decline of well functioned groups and its cooperation. This aspect was noticed and it was decided to plan the activities and timings of the meeting of the group, especially to ensure the presence of staff in the group meetings. The functioning of the society bank in village was another topic of discussion. The staff insisted that there should be somebody in charge for the better functioning of the bank. Otherwise, it would be risky and would pave way to failure. It was also decided that women's day celebration this year would be held separately in each working areas in a small

manner, since the coming year is going to be a Jubilee year for the FIDES. The beginning for the preparation of FIDES Jubilee was minutely discussed in the meeting. Based on this discussion it was planned that an elegant programme should be held on the occasion of the jubilee. Further discussion regarding the jubilee was kept for the upcoming days. The planning involved the activities and programmes like adoption letter writing and distribution of the money, BD Tech pupil's meeting, youth meetings, children's meeting, apex body meeting and Board meetings.

Adoption money distribution



February 10th 2018 was a day specially meant for the adoption letter writing and distribution of the money for the education of children. The students from Ulsoor, Kaverinagar and Village were present. Children along with their parents were given the guidelines to write the Easter letters for the benefactors. The cooperation of the volunteers to help in letter writing helped to complete the task on time.

Apex Body meeting

An apex body meeting of the group leaders was held on 14th February 2018 at Ulsoor. There were 23 apex body members for the meeting. In the meeting, the focus of discussion was regarding the loan, jubilee celebration of FIDES, less cooperation of the youth for the province jubilee, creating new groups, adoption letter writing and need to change the mentality and gratitude of the people for better cooperation in the functioning of FIDES.



Skill development programme for the scholarship students



The Mentorship Programme was conducted on 25th February 2018 at Avalahalli, where 171 students participated in the programme. The resource persons for the day were Mr. Gurbux, Volunteer - United Way, his wife Ms. Reema and their children, Ms. Simran and Ms. Sonali who are students. The session was held to understand and assess the areas of interest among the students, and then provide training to students in their areas of interests and hobbies. The session also intended to provide career counseling and to develop their skills in non-academic areas such as communication skills, life skills, presentation skills, and also develop good attitude and improve their confidence and self-esteem.

Mr. Joseph from United Way, who introduced Mr. Gurbux and family, the resource persons for the day, initiated the session. They gave orientation for the day's session and explained the purpose and need of survey to understand the strength and weakness of the students. The survey forms were distributed among the students after giving instructions, and the students filled the survey forms. Based on the analysis of survey, 4 areas of interest were identified - communication skills, presentation skills, computer skills and sports.



For the purpose of discussions, the students were divided into 4 groups on the basis of their area of interest. During the discussion, Mr. Gurbux spoke about the need and importance of formal communication in organizations and at workplaces. Ms. Reema spoke on the importance of computer science and the value it adds to the society, Ms Sonali gave tips and guidance on using PowerPoint presentations and Ms. Simran held discussions with students on their needs related to sports such as mentoring, coaching, training, warm-up and

strategizing plans for the game. The students were again divided into groups according to their interest in sports such as Football, Cricket and Badminton teams. The 1st session was concluded with refreshments.

In the following session, the students were divided into groups of 8-12 based on their college and locality. They were then given an assignment to make a 15 minutes presentation on Global warming and to present during the next session. Based on the feedback of the presentations the students were given suggestions to improve.



In the next session, Mr. Jose Paul announced the names of students who were eligible for tuition scholarship and requested them to come on March 7th. The students who were part of the social cause program for planting the saplings were appreciated, and the students were asked to make follow up visits to the locations often. The program concluded with a presentation of Social Cause Program in Government School, Sarjapur by Ms. Manisha, followed by vote of thanks.

Mentorship programme

The final mentorship programme for the year commenced on 11th March 2018 with 142 participants and the resource persons. The programme started with the registration formalities, followed by the session and activities. The main purpose of this mentorship session was to understand, evaluate and encourage the students to initiate creative ideas for the coming year Scholarship programme.





The resource persons for the day were Sr. Sobha and Mr. Mathew from Dream India. The Programme began with the invocation of Almighty God amidst the gathering. During the session, the resource persons explained the importance of planning and how to discipline oneself during the holidays. The students were divided into different groups and were given the activity of representing oneself with an inspirational message. The students were enthusiastic to perform the activity based on the theme 'Traditional dressing sense'. The participants came up with creative thoughts and

presented it before the assembly. The winners were given gifts.

After the group presentation, the students were asked to perform their skill for one minute on stage. There were few students who volunteered for the programme and they were given gifts in appreciation of their performance. The programme also included a motivational talk by Sr. Sobha.



Mr. Mathew then held an evaluation session of last year's programmes. The students were asked to evaluate and share their experience regarding last year's scholarship programmes and to put forward valid suggestions to improve the quality of programmes. It was found that both students and their family members were immensely happy regarding the scholarship programme. The students also suggested that there should be more initiatives taken up by the students themselves to make the programmes fruitful, and continue the scholarship programme for the next year. The students expressed their heartfelt thanks to the donors and administrators.



competitions conducted during the last mentorship programme were awarded with prizes. The programme concluded with refreshments for all the participants.

Society Board meeting

The society board meeting of village was held at FIDES on 21st March 2018 with 14 participants. The meeting commenced with the invocation of the presence of God.

In the meeting, various objectives were discussed such as:

- i) changing the account membership of Sr. Anna since she got transferred from here, responsibility to maintain the sustainability of the accounts,
- ii) ways to improve the functioning of the society, discussion on audit reports from the government,
- iii) to increase the income of the society through different aspects,
- iv) need for membership of group members in different groups to be checked,
- v) to add the groups in the society only if they are interested,
- vi) opinion regarding the interest of people becoming less within the group while people outside the group becoming more interested in the functioning of the group, and
- vii) fixing the timing for depositing money by the investors.

It was decided to keep timings for depositing money as two days in a week for one hour. In order to open the accounts the members-in-charge were asked to spare a day's time and they agreed to do so. The meeting declared the first round of opening of bank accounts to be held on April 5th 2018. All the members were asked to produce their necessary documents for approval. The people who were in need of PAN card were asked to provide the necessary documents. The group which were ready to open their account in the society were - Sworupa, Navajeevana, Jyothi, Spoorthy, Viswasa and Soundarya. The remaining groups would be given the chances in the subsequent days.

Planning and Evaluation

The planning and evaluation meeting was held on 28th March 2018 at FIDES under the guidance of Sr. Sumi, the directress of FIDES



along with the staff. The evaluation topics consisted of group visits done by the staff and the improvement that has occurred in the groups. It was pointed out with concern that the involvement of youth was reducing each day, and that there was less cooperation of few groups to conduct the meeting. The repayment of loan amount in the group could be noticed as the main reason for the non-cooperation within the group. The other topics evaluated were - distribution of non-adoption money held in Ulsoor, KVN and Village, the decision of the administration to remove the less cooperative groups or people from the group, the auditing being held within the groups in various working areas, opening of new accounts in the groups, and regarding the inauguration of new building at Kaverinagar. It was discussed that the inauguration day of the building shall be decided according to the convenience of the provincial.

Apex body meeting

Apex body meeting of the village group was held on 7th April 2018 under the leadership of Directress and staffs of FIDES. There were 12 participants in the meeting. The core points put forth for discussion included the need to open the new bank account as early as possible, auditing of the group and making new groups. All the participants were asked to improve the relation of the people among the groups.

Planning and evaluation



Planning For the month of May was formulated on 3rd May 2018 at FIDES. The meeting started with the invocation of God. Sr. Sumi, the Directress, gave introduction regarding the upcoming programs of the month. The main focus of discussion consisted of distribution of Adoption money for the students in Villages, Kaverinagar on 9th, 10th, and 11th of June, and in Ulsoor on 16th and 17th, and apart from these days 23rd June was kept for the adoption distribution of the students who could not come on the prescribed date. It was also decided in the meeting about the dates of annual home holiday for

the staffs, and it was decided to give the holidays from 11 May to 25th May. There was a clear cut mentioning of the holidays and leaves taken by the staffs. If a staff takes many holidays during the working days, then the annual holidays will be reduced according to the days taken. Nevertheless, in the emergency situation the leave could be granted. The meeting also put forward the need of collecting the success story of FIDES and beneficiaries of it as a token of celebrating the Jubilee this year. The jubilee of FIDES and inauguration of Kaverinagar Building was another point of discussion, few dates were considered.

Blessing of Kaverinagar office building



the blessings of the office. Other sisters, Staffs and representatives of SHG members were present for the same. This building was an outcome of effort by MLA Limbavali, Sr. Sumi the Directress, other sisters, Staffs and all the SHG members. The purpose of this office

is to run the work of FIDES and serve the needs of poor at Kaverinagr. The people gathered there for the ceremony appreciated all the people behind the cause.

13th May 2018 was a happiest moment for the FIDES organization on its new office-building in Kaverinagar was blessed. Sr. Celine Jacob the Provincial inaugurated the building, followed by Fr. Daniel, Parish priest conducted

