

DIOCESE OF CHIKMAGALUR

PASTORAL PLAN 2025



Compiled by :

Rev. Fr David Prakash M.F.

Coordinator of Diocesan Pastoral Commissions

Chikmagalur Diocese

DIOCESAN PASTORAL COMMISSIONS SERVICE

Spoorthi Sadhana - Diocesan Pastoral Centre

Jyothi Nilaya Campus, Jyothi Nagara Post,

CHIKMAGALUR - 577 102

Mobile : 94482 00977

E-mail : pastoralcommissionsckm@gmail.com

Website : www.chikmagalurdiocese.com

Facebook : Chikmagalur Diocese

You Tube : Chikmagalur Diocese

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Spoorthi Sadhana - Diocesan Pastoral Centre

Jyothi Nilaya Campus, Jyothi Nagara Post,

Chikmagalur - 577 102

Karnataka State - India

For Private Circulation Only

Most. Rev. Dr T. Anthony Swamy
Bishop of Chikmagalur Diocese



Diocese of Chikmagalur
Bishop's House
Jyothi Nilaya, Jyothi Nagara Post,
Chikmagalur - 577 102



FORWARD

JOURNEYING TOGETHER WITH HOPE.

“The good work which the Lord has begun in us may He complete it” (Phil 1:6)

I am proud and happy to say that our Diocesan Pastoral Plan for a year 2025 is ready and serves as a guiding star for all the parishes to orient and direct their pastoral activities according to the Gospel values and the teachings of the Holy Mother Church. I am also glad that we have our Annual Diocesan Pastoral Plan in our hands and it is very much aligned with Karnataka Region Pastoral Plan and also CCBI Strategic Plan.

The main thrust of all the activities and events of the Pastoral Commissions and other ministries is geared towards evangelization and proclamation of the kingdom of God. May this Pastoral Plan give us the opportunity to reflect prayerfully on how Jesus asks us to live as His disciples and bear witness to His love through our continued dedicated service. The Pastoral Plan is the result of a process of discernment and reflection. The Diocesan Pastoral Plan is the product of the united efforts of All Commissions. A collaborative effort of work makes impossible things possible. The directives, guidelines and instructions of CCBI and KRCBC are kept in mind and also the spirit of synodality is taken into consideration namely **Communion, Participation and Mission**. The current teaching of Pope Francis is also kept in mind. I wish and pray that all of us work effectively, efficiently and collaboratively and have a co-ordinated approach in our spiritual journey and be dynamic witnesses of the Gospel in our Diocese.


I also firmly urge and recommend all the Deans, Parish Priests, and Superiors of Religious Houses both men and women in the Diocese to disseminate information about the present Pastoral Plan and make it known to parish faithful, Parish Pastoral Council,

Finance Committee, Office Bearers of All Associations in the parish, CRI members in the Diocese, members in the Religious Community to work in hand with the Secretaries and Joint Secretaries of the Diocesan Pastoral Commissions. We have a dedicated team of priests, the religious, and the lay faithful to render their service. Please encourage them, pat them and make use of their ministry.

As I remain ever grateful and thankful to all the Clergy, Religious Laity and especially Secretaries and Joint Secretaries of various Pastoral Commissions, I earnestly request all of you to work unitedly towards the effective execution and implementation of this Annual Action Plan. May Almighty God bless all your collaboration, co-operation, co-ordination, commitment, goodwill, generosity of heart and hard work in the service of the Lord. I humbly and faithfully request every Faithful, Priest, and Religious in the Diocese to offer prayers for all the People of God who labour in the vineyard each day. We also rely on each other to spiritually support the Pastoral Plan of the Diocese and help to discern the steps forward. May the Lord reward your efforts. May the Holy Spirit show us the way and inspire us. May we be filled with divine assistance and benevolence. In order to remain worthy witnesses of our Lord Jesus Christ, we seek the maternal intercession of the Blessed Virgin Mary and also the paternal intercession of our Patron - St. Joseph.

With these words, I hereby approve and promulgate the Diocesan Pastoral Plan 2025 and ask it to be published for the use of all in the Diocese of Chikmagalur.

January 20, 2025
(Feast of St. Sebastian & St. Fabian)
Bishop's House, Jyothi Nilaya,
Jyothi Nagara,
Chikmagalur - 577102


† **Most Rev. Dr T. Anthony Swamy**
Bishop of Chikmagalur



Rev. Fr David Prakash M.F.

Diocesan Coordinator

Chikmagalur Diocese

Mob. : 9448200977

pastoralcommissionsckm@gmail.com



A WORD FROM THE HEART.....

The Diocese of Chikmagalur has completed 60 years of its existence. The Diocese came into being in the year 1963 Nov 16. It comprises of 2 districts namely, Hassan and Chikmagalur. We have almost 50 parishes and 3 mission stations. Besides this, Religious both men and women are working in the Diocese. We have 3 deanaries namely, Chikmagalur, Hassan & Balehonnur.

Our Diocesan Pastoral Plan 2025 is in our hands. The theme of the synod 2021-2024 “Synodal Church” – Communion, Participation and Mission, be our guiding light and spirit. We are in the Ordinary Jubilee Year 2025. The theme of the jubilee year, **“WE ARE THE PILGRIMS OF HOPE”**. Because Hope in Christ does not disappoint us (Rom 5:5). Our hope is that all the parishes and the institutions in our Diocese will give regular attention to this Annual Action Plan 2025. It is a navigation chart, a road map, and a guide for our pastoral journey in the Jubilee Year 2025.

While drafting the Pastoral Plan, four basic aspects of the universal Church, regarding the life and mission of the Church are kept in mind.

1. The profession of faith of the Catholic Church in the Triune God.
2. Celebration of faith in prayer and worship.
3. Living the faith in and through the service of the neighbour.
4. Sharing the faith with others through proclamation.

The present Pastoral Plan of the diocese of Chikmagalur outlines the Vision, Mission, Goals, and Objectives of each Commission together with the objectives and activities they have planned for the year 2025. The main purpose of this Action plan is to ensure that the faithful of all parishes of the Diocese, including the mission stations, participate cheerfully, actively and consciously in all the programs, activities, and events and thereby they are enriched and enlightened both in the spiritual and social sphere.

I take this opportunity to thank our Bishop Most Rev. Dr T. Anthony Swamy for being the guiding force behind this Pastoral Plan. I express and extend my deep gratitude to all the Secretaries and Joint Secretaries of all Diocesan Pastoral Commissions for taking keen interest and showing lot of zeal and enthusiasm in preparing this Pastoral Plan or Annual Action Plan for the period 2025. I wholeheartedly and sincerely thank all our Diocesan Clergy, Religious and Laity for their continued support, encouragement and patronage. I thank one and all who have become instrumental in making this Diocesan Pastoral Plan come true. May our Lord accompany us so that we may be able to implement all these activities and events for the greater glory of God Almighty.

Rev. Fr David Prakash M.F.

January 23, 2025

Ordinary Jubilee Year 2025

Diocesan Coordinator of Pastoral Commissions



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VISION

To build a spirit-filled Community that bears witness
to the love of Christ
through Reconciliation, Justice, Fraternity and Love

MISSION

Trusting in the Lord's providence, we resolve
F to form Christ-centred communities through effective
proclamation of the Gospel and through the sacraments
F to proclaim the Good News to everyone through word and deed
F to reach the unreached, to love the unloved and to care for the uncared

CORE VALUES

The following are the core values on which the diocesan pastoral plan of the commissions are formulated

- F Dignity of Human Person
- F Environmental Justice
- F Gender Equality and Social Justice
- F Love, Compassion and Reconciliation
- F Peace, Justice and Integrity
- F Women Empowerment & Child Protection and safety

GUIDING PRINCIPLES

- F Spirit of Synodality in all Levels
- F Subsidiarity and Inclusive Participation
- F Accountability and Transparency
- F Collaboration and sharing
- F Preferential Option for the Excluded

STAKE HOLDERS / BENEFICIARIES

The primary stakeholders will be every individual Catholic, All the Priests-both diocesan and religious, Brothers, Religious sisters and secular institutes, Canonical bodies in the church, Pious Associations and movements in the diocese.

The secondary stakeholders will be the Ecumenical churches, faith-based movements and secular organizations following directly or indirectly the principles of the Catholic Social Teachings, People's movements with Christian values and all people of goodwill.

PLANS OF COMMISSIONS

I. COMMISSION FOR BASIC ECCLESIAL COMMUNITY

Secretary : Rev. Fr Avin Michael
Mob. : 94817 69830

Joint Secretary : Miss Anitha M.
Mob. : 9449209659

E-mail : ckmbeccommission@gmail.com

A. Mission Trajectory

The commission for Basic Ecclesial Communities aims to establish in every Parish a commission of communities, built on the Word of God and Eucharist, renewing the Church, and offering life in abundance. Its aspects to establish, empower and sustain BECs as a manifestation of a new way of being the authentic Church, working to transform society through networking at the levels of Parish, Deanery and Diocese. The commission works towards the formation and empowerment of BECs in the neighborhood transforming them into active communities of discipleship. This will be possible by strengthening the pastoral clergy, religious seminarians and formees by mentoring them to collaborate with the People of God to establish the Reign of God so that the BECs become the foundation of all commission.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: BECs function regularly in every parish in the diocese with the spirit of the church in neighborhood and established Christ centered communities.

Objectives	KPIs
1. Forming and Training Diocesan Resource Team, Diocesan Service Teams and Parish Resource Team	1. By end of 2025 Diocesan Service Team, Diocesan Resource Team are ready.
2. Forming BECs at Parish level	By the end 2025 12 BECs are formed in the Diocese.

Goal 2: Clergy, religious Seminarians & Formees are well equipped by the word of God and the Eucharist to animate BECs and build communities.

Objectives	KPIs
1 Training clergy & Religious to form and accompany the BECs in their respective parishes.	1. By the end of 2025, at least 4 clergy from each deanery.
2 Providing comprehensive training program for seminarians to establish and nurture BECs	Minor seminary & formation house include BEC theology course in their curriculum as one of the obligatory courses and 100percent of them complete the training.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible
01	Awareness program on BEC'S	Parish	St. Lawrence Church, Samse. January 2025	Diocese	Secretary
02	Input session on BEC'S training for minor Seminarians.	Diocese	St Joseph's Seminary, Chikkamagaluru. March 2025	Diocese	Secretary
03	Talk on BEC'S for 8th & 9th std students.	Deanery	Bible Camps April 2025	Diocese	Secretary
04	Talk on BEC'S 10TH Students	Diocese	SSLC Leadership camp April 2025	Diocese	Secretary
05	Input session on BECs for youths in the diocese	Deanery	October 2025	Diocese	Secretary



II COMMISSION FOR BIBLE

Secretary: Rev. Fr Adarsh
Mob.: 9448254365

Joint Secretary: Rev. Fr Rajendra
Mob.: 8296461695

E-mail : ckmbiblecommission@gmail.com

A. Mission Trajectory

To nurture a vibrant Catholic community in the diocese, deeply rooted in the Word of God, actively engaged in discipleship & radiating the love of Christ in service of others.

The mission path that the commission wishes to adopt is:

1. Empower the lay faithful and the clergy: equip lay faithful, catechism teachers, religious and priests with a strong foundation for biblical interpretation, pastoral skills and culturally sensitive communication to effectively guide and nurture families, parishes, religious and diocesan communities.
2. Ignite the transformative power of scripture: foster a captivating engagement with the Bible through innovative study materials, storytelling, creative expression, conventions, and interactive learning experiences designed for diverse audiences.
3. Harness the power of technology: utilize digital resources and communication platforms to reach wider audiences, particularly young people with engaging content that connects scripture to their lives.
4. Create connection within and beyond: strengthen collaboration among diocesan priests and religious congregations with workshops and seminars.

B. Goal, Objectives and Key Performance Indicators (KPIs)

Goal 1: To promote Bible literacy & spirituality among the faithful in the diocese.	
Objectives	KPIs
1. Increased Bible literacy: to increase the number of faithful who read, reflect & pray with the Bible regularly.	<ol style="list-style-type: none">1. By Dec 2025, 20 laity and religious are registered for Bible courses (in English) at St Peter's Institute or St Paul's Bible college.2. From December 2025, a Bible reading Yearly Plan and Thematic Plan is prepared; 50 copies are distributed in the diocese.
2. Bible based spirituality: to promote a deeper understanding of scripture based on spirituality among the faithful.	<ol style="list-style-type: none">1. By Jan 2026, 200 families (scripture based spirituality) in the diocese.2. From Jan 2025, videos, posters of the scripture readings and Sunday theme banners are posted daily and weekly on social media.3. From Jan 2025, articles on scripture are published and Quiz on scripture is conducted every month through our diocesan monthly magazine 'Sneha Jyothi'.

Goal 2: Biblical knowledge of the children, youth, Laity and Clergy is expressed in daily life	
Objectives	KPIs
1. Special events and Celebrations are conducted for clergy and religious	1) By Dec 2025, workshops, seminars are conducted on the important documents of the Church: a) Dei Verbum, the Dogmatic Constitution on Divine Revelation from the Second Vatican Council (1965) b) The Interpretation of the Bible in the Church, presented by the Pontifical Biblical Commission to Pope John Paul II on April 23, 1993 c) The post-Synodal Apostolic Exhortation of the Holy Father Benedict XVI, Verbum Domini on the Word of God in the life and Mission of the Church in 2010. 2. From Jan 2025, 'Word of God' Sunday is celebrated meaningfully and creatively. 3. From June 2025, Biblical sermon materials (softcopy) for clergy are prepared and disseminated every month.
2 Promoting a culture of reading of the Bible in the families.	By Jan 2026, all families in the diocese will have Bible in their homes. By Jan 2026, partial reading of the Bible is read once by 50% of the families.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
01	Creating resources materials for the Word of God Sunday 2025	Diocese	By Jan 2025	Diocese	Secretary	Diocesan Team
02	Celebrating 'Bible Sunday/ Word of God Sunday' Meaningfully.	Parish	Jan 3rd Sunday	Parish	Parish Priest	Diocesan team
03	In view of Word of God Sunday 'Bible Fest' is celebrated by conducting 'Bible Drawing Competition' to the Children	Diocese/ Parish	By Feb	Diocese	Parish Priest	Diocesan team

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
04	Posting daily, the videos/posters of the scripture, on social Media	Diocese/ Parish	Jan	Diocese	Secretary	Diocesan team
05	Writing articles on different themes of the Scripture in the diocesan magazine	Diocese	From Jan	-	Secretary	Diocesan team
06	Conducting Bible Quiz, by publishing in the diocesan magazine	Diocese	From Jan	Diocese	Secretary	Diocesan team
07	Seminar and talks to the priests and religious on the Biblical Documents: a) Dei Verbum, the Dogmatic Constitution on Divine Revelation from the Second Vatican Council (1965) b) The Interpretation of the Bible in the Church, presented by the Pontifical Biblical Commission to Pope John Paul II on April 23, 1993 c) The post-Synodal Apostolic Exhortation of the Holy Father Benedict XVI, Verbum Domini on the Word of God in the life and Mission of the Church in 2010.	Diocese	By Dec 2025	Diocese	Diocesan team	Diocesan team
08	Preparing and distributing every year Bible reading Plan and Thematic Plan	Diocese	Dec 2025	Diocese	Secretary	D.Team
09	Sunday Theme banners are posted on Social Media	Diocese	Jan 2025	Diocese Region/	Secretary	D.Team

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
10	Preparing & Distributing yearly, Bible based prayer modules to families	Diocese	From April 2025	Diocese	D.Team & Rector	D.Team
11	Bible camps to the Children with creative atmosphere	Deanery	April 2025	Diocese	D.Team	D.Team
12	Enacting Bible Skit competition online- to the Catholic Schools in the diocese.	Diocese	By Dec 2025	Diocese	D.Team	D.Team
13	Bible Classes	Combining Parishes/ Deanery	By 2025	Diocese	Pp & D.T	D.Team
14	Preparing and disseminating monthly biblical sermon materials (softcopy) for clergy.	Regional Level	From June 2025	Region	Secretary	D.Team
15	Organizing a day Bible seminar for the catechism teachers in collaboration with catechetical commission	Deanery Parish/	By 2025	Diocese	Secretaries of both the Commission	D.Team
16	Conducting Bible Quiz and other competitions online / offline to the children, youth and families.	Deanery/ Diocese	By Dec 2025	Diocese	D.Team	D.Team
17	Instructions and information given to the religious houses to have 'Lectio Divina' every week.	Diocese	From June 2025	Diocese	D.Team	D.Team



III. COMMISSION FOR ECUMENISM

Secretary : Rev. Fr Rayappa

Mob.: 8861951692

Joint Secretary : Rev. Fr Keerthi Kiran

Mob.: 9591954913

E-mail : ckmeccumenismcommission@gmail.com

A. Mission Trajectory

The basic mission of the church is to evangelize, and new evangelization demands that we bear witness to the saving acts of Christ to all. The corollary of this mandate is unity among the Christians. It is, therefore, imperative that Christians come together to witness the Gospel unitedly so that the world may believe in Jesus Christ (cf. Jn 17:21). The CCBI Commission for Ecumenism strives earnestly for the reception of the Second Vatican Council's teaching on Ecumenism expressed in its decree 'Unitatis Redintegratio' through Ecumenical formation and initiatives.

The Commission for Ecumenism is committed to walk in new pathways:

- a. Dialoguing with other neighborhood religions and Christian denominations.
- b. Respecting the uniqueness of one's identity for collaboration.
- c. Establishing Forums and common platforms to foster unity and harmony in the society which brings fraternal solidarity.
- d. Upholding human dignity across the divisive existential realities to bring peaceful co-existence.

B. Goals, Objectives and Key Performance Indicators(KPIs)

Goal1: Common platforms expressing solidarity, fellowship and bearing witness to Word of God built among different Christian denominations strengthening commonness.

Objectives	KPIs
1. Forming UCF at the Diocesan level	1. By March 2025, UCF is formed at the Diocesan level. (United Christian Forum)
2. Two Deanery level UCF begin to function	2. By the end of 2025, two deaneries will have UCF.
3. Building solidarity platform among Christian denominations respecting traditions and dogmas	3. By the end of 2025, Unity Octave is observed in all the three deaneries.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Seminar on UCF Formation	Diocese	March 2025	Diocese	Diocesan Secretary	Diocesan Coordinator
2.	Forming UCF in Hassan and Chikmagalur	Deanery	September 2025	Diocese	Diocesan Secretary	Diocesan Coordinator
3.	Organizing Unity Octave	Diocese	January 2025	Diocese	Diocesan Secretary	Deans
4.	Celebrating Christmas jointly by various denominations	Diocese	December 2025	Diocese	Diocesan Secretary	Diocesan Coordinator
5.	Collaborating with Youth and Laity commissions in Unity Octave	Deanery	Jan 2025	Deanery	Diocesan Secretary	Deans
6.	Organizing Colloquium on Ecumenism	Diocese	From 2025 Onwards	Diocese	Diocesan Secretary	Diocesan Secretary



IV. COMMISSION FOR EDUCATION

Secretary : Rev. Fr Marcel Pinto
Mob.: 8431841335

Joint Secretary : Rev. Sr Kanika Mary
Mob. :

E-mail: ckmeducationcommission@gmail.com

A. Mission Trajectory:

The Commission for Education Diocese of Chikkamagaluru (CEDC) seeks to create a humane person who is imbued with the love and compassion of our master Jesus Christ. It aims to form a holistic personality that exemplifies courage, honesty, compassion, generosity, fidelity, integrity, fairness, self-control, and prudence. It intends to establish a system and atmosphere in every Catholic institution where committed and dedicated teachers guide students to live their lives of integrity and faith, especially, reinforcing Catholic values and encouraging moral behavior. Crucial priorities include advocating for children's welfare, ensuring their safety, protecting minority rights, upholding constitutional values and promoting democratic principles. The Commission will focus on inclusive education, particularly for economically disadvantaged students facing social and digital divides. It adheres to Church directives and government guidelines and aims to make learning enjoyable, stress-free and a cooperative community endeavor, while fostering holistic development.

B. Goals, Objectives and Key Performance Indicators (KPIs):

Goal 1: Students and parents appreciate Catholic Educational Institutions for providing holistic development.	
Objectives	KPIs
1. Training students in moral values, social justice and Constitutional principles.	1. By December 2025, 30% of the students in each school demonstrate compassion and care for poor students. 2. By 2025, 25% of students in every school actively engaged in social activities centered around service projects, case studies, and social action campaigns. 3. By December 2025, 20% of graduating students have exhibited a commendable grasp of social justice and Constitutional principles.
2. Training students to face the Civil Service Exams.	1. By May 2025, at least two students of Std. 8th to Std. 10th from our Diocese are initiated into Civil Service Jobs. 2. By December 2027, at least 10 students from the Diocese are motivated to write the Civil Service exams.
3. Accompanying and supporting students from economically disadvantaged backgrounds.	1. By 2025, every school administration is motivated to give fee concessions and scholarships to all deserving students. 2. By 2025, 50% of Catholic students are enrolled in our schools.

Objectives	KPIs
4. Promoting awareness among students on the adverse implications of drugs and the use of gadgets.	<ol style="list-style-type: none"> 1. By 2025, 20 % of Students in each school have learnt about the dangers of the usage of drugs, mass media and other gadgets. 2. By 2025, 40% of educational institutions under Education commission of Chikkamagaluru have conducted campaigns on drug-related issues and the misuse of mass media and gadgets.

Goal 2: Every educational institution embraces universal values and diversity and adheres to compliance mechanisms.

Objectives	KPIs
1. Fostering universal brotherhood, promoting diversity and cultivating religious harmony.	<ol style="list-style-type: none"> 1. 30% in each institution promote diversity among different religions. 2. Celebration of 3 important feasts of different religions are held in every institution highlighting their social aspect. 3. By 2025, 30% of the students in each institution are aware of and able to respect other's religious differences.
2. Upholding and nurturing democratic principles free from bias.	<ol style="list-style-type: none"> 1. By 2025, 30% of Students in every institution are empowered to distinguish between pseudo-nationalism and true nationalism and stand for democratic and Constitutional values. 2. By 2025, 25% of students in each institution have a strong sense of social justice & have developed compassion, kindness, care for the needy & elderly etc.
3. Recruiting capable and qualified teachers by offering ongoing training on children's rights.	<ol style="list-style-type: none"> 1. By May 2025, 30 % of the teaching staff members of our institution are made aware of Coding & AI, Communicative English, Abacus, Robotics, and other relevant subjects. 2. By 2025, 25% the heads of institutions under CEDC have maintained proper records, files, and registers and constitute mandatory committees in their respective schools by May 2025. 3. By 2025, 25% of employees of each educational institution have possessed a copy of the manual regarding children's rights, POCSO, and sexual harassment at the workplace (POSH) 4. By 2025, 50 % every head of the institution under CEDC has owned a copy of the manual on the Karnataka Education Act and Rules made thereunder

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Forming a 5-Members resource team at the Diocesan level to train the teaching as well as non-teaching staff members.	Deanery	May 2025	Secretary, CEDC	Diocesan Secretary	Diocesan coordinator
2.	Formation of 5-member Textbook Committees at the Diocesan level and a 40-member Textbook Committee at the Regional level.	Diocesan/Deanery	March 2025	Secretary, CEDC	Diocesan Secretary	Diocesan coordinator
3.	Training the students from 8th to 10th Std. to prepare themselves for the Civil Service exams.	Deanery	Three Places in April	Secretary, CEDC	Diocesan Secretary	Diocesan coordinator
4.	Organizing a 1-day Training Programme for all the HMs and Principals until PUC at the Deanery level on maintaining Records, Files and Registers in institutions, and forming various committees (both mandatory as well as wellness) in every institution.	Deanery	December 2025	Contribution from the Institutions	Diocesan Secretary	Diocesan coordinator
5	Providing opportunities to Christian students to attend Holy Mass, participate in Recollection days, annual retreats, vocation camps and other means of nourishing their faith & sacramental life.	Parish	Regularly	Parish Priests	Principal/HM	Parish Priest/Management

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
6.	Providing education facilities to financially weak Catholic students by getting into nearby institutions without any financial constraints.	Parish wise	Every year- June	Management	Principal/ HM	Parish Priest/ Management
7.	Ensuring the Standard of Education in all educational institutions with up-to-date knowledge providing ongoing formation in special subjects like robotics, AI, coding, etc. to all the teaching as well as non-teaching staff members	Institutional	December 2025	Management	Principal/ HM	ECDC Team
8.	Ensuring that no Catholic student is excluded from our institutes through various steps: announce admission details in Parishes, provide scholarships, give fee concessions & provide remedial classes etc.	Parish	Every Year- June	Management/ Parish Priest/ CEDC	Principal/ HM/ Parish Priest	Parish Priest/ Management
9.	Making structural alterations & training staff to provide inclusive education for students with disability, creating awareness through campaigns & social action.	Institutional	May, 2025	Management	Principal/ HM/	Management

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
10.	Appointing at least one student counsellor to mentor every student.	Institutional	December 2025	Management	Principal/HM/Management	ECDC Team
11.	Ensuring an education towards true patriotism, secularism, democratic principles, constitutional values & critical evaluation of media transforming.	Institutional	December, 2025	Management	Principal/HM	KRCE Office
12.	Providing stress-free life-related learning and training the staff to use such teaching materials to teach constitutional values, democratic principles, care for the environment, secularism etc.	Institutional	January, 2025	Management	Principal/HM	KRCE Office
13.	Observation of Catechism/Value Education Day by honoring the toppers and meritorious students	Institutional	May 2025	Management	Principal/HM	Management



V. COMMISSION FOR ENVIRONMENT

Secretary : Rev.Fr Sunil Rodrigues

Joint Secretary :

Mob. : 9902970040

Mob. :

E-mail : ckmecologycommission@gmail.com

A. Mission Trajectory

Taking inspiration from the Encyclical Laudato Si, the commission for Ecology aims to generate awareness the sacredness of creation to help us to understand the adverse effects of the ecological crisis, to prevent any form of action that is harmful or detrimental to the well being of God's creation and to encourage an eco-friendly lifestyle especially among the faithful that is free from being obsessed with consumption and consumerism. To develop a working mechanism the commission will form a group in the diocese which works to spread awareness and promote innovative eco friendly and climate resilient practices.

B. Goals, Objectives and Key Performance Indicators (KPIs)

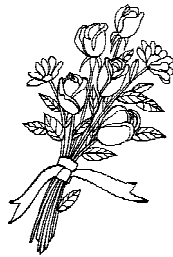
Goal 1: A group for Ecology at diocese and deanery level established and functioning

Objectives	KPIs
1. Establishing an eco-friendly group in the diocese and deanery level	1. By the end of 2025 a core group is formed in the diocese and deanery level 2. Preferably Lay Faithful 3. By 2025 trying to visit all the deaneries

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Forming an "EcoWarriors" group in the diocese, consisting priest, religious and lay faithful	Diocese	BY the end of 2025	-----	Secretary	Secretary
2.	Celebrating Parisara Dina- encouraging the parishes in our diocese to celebrate parisara dina by planting saplings and restore local resources	Parish	June 2025	Parish	Parish Priest	Secretary

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
3.	Conducting seminars for the youth (during the youth programme) and children during the Bible and Leadership camps	Diocese	End of 2025	Diocese	Secretary	Secretary
4.	Encouraging the parish priests to celebrate the first Sunday of June as Ecology or environment Sunday (Sunday Liturgy will be prepared by the secretary)	Parish	June 2025	Parish Priest	Parish Priest	Secretary
5.	Celebrating Swaccha parish Sunday in our diocese to encourage and conscientize the parishioners on keeping the environment clean	Parish	October 2025	Parish	Parish Priest	Secretary



VI. COMMISSION FOR FAITH FORMATION / CATECHETICS

Secretary : Rev. Fr James Charli
Mob.: 9113062872

Joint Secretary : Rev. Fr Nelson Nazareth
Mob.: 7204661805

E-mail : ckmcatecheticscommission@gmail.com

A. Mission Trajectory

The Commission for Faith Formation aims to cultivate a mature and witnessing Christian community by developing and supporting effective catechetical resources and teams at the Parish, Deanery and Diocesan levels. Through the formation of resource teams and the creation of comprehensive catechetical guidelines and modules, the Commission seeks to inspire, guide and deepen the ongoing formation and living out of the Christian faith across all age groups within the Catholic Community of the diocese.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Forming a witnessing christian community through catechism for children and adults	
Objectives	KPIs
1. Forming & training resource teams at the parish, deanery & diocesan level	1. By the end of 2025 a core group is formed in the diocese and deanery level 2. Preferably Lay Faithful 3. By 2025 training materials and teaching guides for use by diocesan core team prepared.
2. Developing Catechetical guidelines and modules for effective functioning	1. By 2025 diocesan team is trained based on training manual 2. By 2025, guidelines and modules for organising catechetical apostolates effectively within the diocese, parishes and schools in collaboration with the education commission prepared
Goal 2: Youths and adults for catechized and actively engaged in faith formation	
Objectives	KPIs
1. Developing comprehensive catechetical materials for youth	1. By 2026 a separate text book for PUC students prepared in incorporating You Cat & DoCat contents 2. By 2026 schools & parishes in the diocese integrate the new text book into their curriculum
2. Catechising Adults	1. By 2025 adult catechism is implemented in atleast 5 parishes 2. By 2026 training materials and teaching guides for adult catechism programmes prepared

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Catechism Exam for 7th and 10th standard students	Diocese	February	Diocese	Respective School HM's	Diocesan secretary
2.	Leadership camp for 10th standard students	Diocese	April	Diocese	Diocesan secretary	Diocesan coordinator
3.	Retreat for catechism teachers	Deanery	June -July	Diocese	Diocesan secretary	Regional secretary
4.	Visiting schools at deanery level	Deanery	September October November	Parish	Diocesan secretary	Diocesan coordinator
5	Forming 3 resource teams	Deanery	By December 2025	Deanery	Deans	Diocesan secretary
6	Organising one day YouCat - DoCat Seminar for youth	Diocese	October	Diocese	Secretary	Diocesan coordinator



VII. COMMISSION FOR FAMILY

Secretary : Rev. Fr Alwin Joseph D'souza
Mob.: 94490 40980

Joint Secretary : Rev. Fr Sanjay Juvanes
Mob.: 9483268302

E-mail : ckmfamilycommission@gmail.com

A. Mission Trajectory:

Our mission is to nurture a vibrant community of Holy, Healthy, and Happy Catholic families throughout the Diocese of Chikmagalur. Rooted in a profound connection to the Church and a steadfast commitment to its teachings, we seek to inspire families to act as catalysts for positive transformation within the Church and society. Embracing a culture of life, we encourage our diocesan community to live with purpose, openness, and a spirit of service.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Families throughout the Diocese of Chikmagalur recognize and appreciate the Church's accompaniment in strengthening their spiritual growth and family relationships.

Objectives	KPIs
1. Fostering the spiritual growth of families across the Diocese through home visits and the promotion of family prayer practices.	<ol style="list-style-type: none">1. By December 2025, organized and systematic family visit systems involving clergy, religious and laity are established throughout the diocese.2. By December 2025, the practice of family prayers increases through dedicated pastoral and spiritual initiatives.3. By December 2025, training on family visits and the promotion of family prayers is integrated into the formation programs for priests and religious in the diocese.
2. Offering parenting skill development programs & conflict resolution resources across the diocese to strengthen family relationships	<ol style="list-style-type: none">1. By end of 2025, formal parenting skills programs are incorporated into marriage preparation courses throughout the diocese.2. By end of 2025, counseling resources are accessible across the diocese.3. By end of 2025, a pro-life movement is firmly established in the diocese.
3. Enhancing the Church's support for vulnerable families across the diocese.	<ol style="list-style-type: none">1. By end 2025, a handbook for pastoral care of vulnerable family members is published & made available in Kannada.2. By end of 2025, outreach and support for single parents, widows/widowers, the sick are ensured across the diocese.3. Starting in 2025, Grandparents and Elderly Day is celebrated annually in every parish, with senior citizen clubs established in at least 25 parishes in the diocese.4. By end of 2025, support programs are successfully established & actively conducted across the diocese for individuals experiencing separation & for couples in disparity of cult & mixed marriages, providing them with tailored resources & pastoral care.

Goal 2: Families and Movements (Missionaries Families of Christ, Marriage Encounter) appreciate the handholding support provided by the Commission

Objectives	KPIs
1. Holding regular meetings for Deanery Directors, parish family commission conveners, religious personnel involved in family ministries, and lay family movement leaders across the diocese.	<ol style="list-style-type: none"> 1. Starting in 2025, all family commission conveners and members participate in learning and sharing meetings. 2. Beginning in 2025, an annual meeting of leaders from family commissions and movements is conducted to enhance the effectiveness of family life education. 3. By the end of 2025, Parish Family Cells are active in 50% of parishes across the diocese. 4. Starting in 2025, at least one family movement is established, with regular meetings and training to promote the growth of family life throughout the diocese.
2. Enhancing Family Life Education (Remote, Proximate, Immediate, Marriage Enrichment) to ensure relevance and accessibility for all participants across the diocese.	<ol style="list-style-type: none"> 1. By the end of 2025, remote preparation for family life is implemented throughout the diocese. 2. By the end of 2025, the content for the proximate preparation course for family life is finalized, made available to resource persons, and implemented. 3. By end of 2025, the marriage preparation course content is fully implemented across the diocese. 4. By end of 2025, the marriage enrichment syllabus is available and implemented in the diocese.
3. Providing comprehensive support to all marriageable youth in their journey of choosing a life partner across the diocese.	<ol style="list-style-type: none"> 1. Starting in 2025, the Diocesan marriage bureau is established. 2. By 2026, premarital counseling is available to couples prior to the marriage preparation course.

C. Activity Plan Matrix for 2025-2026

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1	Preparing a family record book for family visits.	Parish	By Dec 2025	Parish	Family Commission	Core Team
2	Ensuring clergy, religious, and lay leaders visit at least 50% of families in each parish.	Parish	By Dec 2025	Parish	Family Commission	Core Team
3	Developing content for proximate preparation and marriage enrichment programs.	Diocese	By Dec 2025	Diocese	Family Commission	Secretary
4	Forming and training diocesan resource teams.	Diocese	By Dec 2025	Diocese	Family Commission	Secretary
5	The list of counseling personnel is made available	Diocese	By Dec 2025	----	Family Commission	Secretary
6	Conducting remote preparation courses for students in grades 7 through 10 in all parishes.	Diocese	By Dec 2025	Diocese	Family Commission	Secretary
7	Offering regular marriage preparation courses.	Diocese	By Dec 2025 (5 camps are arranged)	Diocese	Family Commission	Coordinator
8	Holding a seminar on proximate preparation for family life in 3 Deaneries	Deanery	By Dec 2025	Deanery	Family Commission	Coordinator
9	Preparing individual profiles for marriageable youth and making them available at both diocesan and interdiocesan levels.	Diocese	By Dec 2025	Diocese	Diocesan Family Commission	Diocesan Secretary



VIII. COMMISSION FOR HEALTH

Secretary : Rev. Sr Rufina Mathew.
Mob.: 9448405318

Joint Secretary : Rev.Fr Cyril Pereira OFM.Cap.
Mob.: 9606675258

E-mail : ckmhealthcommission@gmail.com

A. Mission Trajectory:

KRCBC Health Commission aims to accompany & to nurture Health Personnel – doctors, nurses, student nurses, paramedical & supportive staff of Hospitals & Educational Institutes to be more compassionate, and serve the poor, where every life is valued and protected from conception to natural death. The Health Commission aspires to collaborate with various health-related organization including Pro -Life Ministry, Nurses Guild India, Doctors Forum, CHAI, CHAKA, CMHM (Catholic Mental Health Ministry), CBCI, under the Conference of Catholic Bishops of India (CCBI), to create a cohesive and comprehensive healthcare mission guided by Catholic values. Bring awareness about health and treatment in an affordable price to all people

B. Goals, Objectives, & Key Performance Indicators (KPIs)

Goal 1: Health Apostolate at Regional & Diocese Levels established and functioning.

Objectives	KPIs
1. Forming Health Apostolate in the Diocese & Parishes.	1. BY 2025 Joint Secretaries are appointed in Chickmagalur Diocese. 2. In Chickmagalur Diocese major and minor hospitals data is collected & net working established.

Goal 2. Health care personnel are trained in comprehensive health care modules and Counselling.

Objectives	KPIs
1. Forming a Regional core team & training the leaders at Diocesan level in Family Counselling.	1. By 2026, 8 Medical/ religious personnel/leaders are trained in 3 deaneries of Chickmagalur Diocese. 2. By 2026 50 health personnel have gone through Seminars/retreats and mentorship programs.
2. Enhancing Compassionate & holistic Care Practices.	1. By 2026 50 Health care personnel attend workshops, seminars & training sessions on patient- centred care, holistic & Compassionate care. 2. By 2026 one major Health Care Institution organize retreat for all health care personnel.

Goal 3. Every Life is Valued & protected from Conception to Natural Death by all health networks.

Objectives	KPIs
1. Promoting Pro-Life Education and Advocacy.	<ol style="list-style-type: none"> 1. By 2025-26, All Christian Institutions incorporate pro-life principles into their policies & 50 people attend training sessions & workshops on pro-life principles and practices and give visibility in hospital premises. 2. By 2025-26, 5 pro-life narratives are video graphed & disseminated. 3. By 2025-26 at least one major hospital conducts a workshop for their staff on pro-life, benefitting 50 staff. Conducting pro-Life Exhibition in Schools & Colleges run by Catholics & bring awareness.
2. Fostering a Culture of Respect & Dignity for the Elderly & Terminally ill.	<ol style="list-style-type: none"> 1. By 2025-26 one healthcare Institution implement palliative care programs to provide compassionate care for the elderly & terminally ill .
3. Establishing partnerships with like-minded networks	<ol style="list-style-type: none"> 1. BY 2025-26 By 2025-26 at least one consultation is held with Catholic Health Association of India (CHAI), Doctors Forum, CHAKA and Nurses Guild of India, Catholic Mental Health Ministries. 2. From 2025-26, organize a Regional Conference once in 3 years for 50 Health personnel & leaders of networks

Goal 4: Appropriate responses developed with deeper understanding of emerging health issues. Bring awareness about the Government Health schemes available for the people.

Objectives	KPIs
1. Enhancing knowledge & awareness regarding emerging health issues.	<ol style="list-style-type: none"> 1. By 2025-26, at least 6 medical camps on emerging health issues organised and every year at least 300 participated. 2. Publish at least 4 types of articles, videos, and podcasts on emerging health issues every quarter, on the Institutional web site or on social media platforms.
2. Developing and implementing appropriate intervention in private & Government health ministries.	<ol style="list-style-type: none"> 1. BY 2025-26, networking among local organizations, government health care providers, and faith communities initiated in at least 3 locations.

C. Activity Plan Matix 2025-26

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Forming a core committee with representation from all the 3 Deaneries.	Diocesan	End of January 2025.	Nil	Secretary & Jt. Sec.with P. Priests.	Diocesan co-ordinator.
2.	In Chickmagalur Diocese from 1 Major Hospital & 8 Health centres Data is collected & net work established.	Diocesan	June & December 2025.	Nil	Diocesan Secretary.	Diocesan co-ordinator.
3.	Identify 5 members from the Diocese for a Family Counselling Program.	Regional	January/ February 2025.	Participants/ Regional.	Secretary with P. Priests.	Diocesan co-ordinator.
4.	Organising Family Counselling Seminar.	Regional	June 2025.	Participants/ Regional.	Regional Secretary.	Regional Coordinator.
5.	Organizing Diocesan level Healing Retreat for the health care personnel in collaboration with the Charismatic Renewal Team	Diocese.	March 2025-26.	Diocese.	Secretary	Diocesan coordinator.
6.	Organising Pro – life workshop & training sessions 3 days for 10 members from each Diocese in collaboration with Jesus Youth.	Regional	December 2025	Regional	Regional secretary	Regional coordinator
7	Organise workshop on Pro life in coordination with CMSSI.	Diocesan	August 2025.	Project	Joint secretary.	Diocesan coordinator.
8	Providing palliative care by 3 existing Health care Institutions for elderly people.	Diocese	January 2026	Diocese	Secretary	Regional Secretary.
9.	Cancer & HIV Fund to be organised in every Parish. E Identify the pts with the help of Parish priest & report to the Diocesan secretary.	Parish	June 2025	Parish	Secretary	Regional Secretary
10.	Celebrating world Sick Day – February 11th	Parish	Feb. 11th	Parish	Parish secretary	Diocesan Secretary
11	Celebrating Nurses & Para-medical staff Day- May 12th.	Parish - Hospital	May 12th 2025 -26	Parish and Hospital	Parish Priest	Diocesan secretary

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
12	Celebrating Dr's Day-July 1st.	Parish & Hospitals	July 1st 2025-26	Hospital	Secretary	Diocesan secretary
13	Identifying catholic Substance Addicts in collaboration with the Parish Priest and refer them to de-addiction centres.	Parish	Start from Jan. 2025	Parish/ individuals	Diocesan secretary	Diocesan secretary
14	Organise Seminar on mental Health in collaboration with CRI members & Diocesan Clergy in Christian Educational Institution.	Diocese	July 2025	Diocese	Diocesan secretary	Regional coordinator
15	Article writing, video making competition (online) on Pro-life narratives in collaboration with media Commission	Parish	September 2025	Parish	Diocesan secretary	Diocesan coordinator
16	Health Awareness programmes & Govt schemes awareness to be conducted by all the Health Care centres/ Hospitals & report to diocesan secretary every 3 months	Parish	December 2025	No finance	Diocesan secretary	Diocesan coordinator
17	Awareness programmes to be conducted to support people with mental illness & mental health challenges	Parish	December 2025	Parish	Diocesan secretary	Diocesan coordinator



IX. COMMISSION FOR INTER RELIGIOUS DIALOGUE

Secretary : Rev. Fr Anthony Raj C.

Joint Secretary : Rev. Fr Kiran Melvin

Mob.: 9448405318

Mob.: 9164042090

E-mail : ckmirdcommission@gmail.com

A. Mission Trajectory:

Inter religious dialogue refers to the positive and cooperation and interaction between people of different religions, faith and spiritual beliefs. This commission aims to increase mutual understanding and respect and collaboration among diverse religious communities in promoting peace harmony fraternity and tolerance through shared values, experiences, struggles, prayer and action. In this year the commission plans to create interreligious platform in select locations in major towns among children, youth, and religious leaders.

B. Goals, Objectives and Key Performance indicators (KPIs)

Goal 1. Mutual Understanding and acceptance, strengthened across Diocese	
Objectives	KPIs
1. Creating Occasions to children, youth and leaders of different religions come together.	1. By the end of 2025 one seminar for religious leaders. 2. By the end of 2025 visit at least 50 houses of interfaith people. 3. By the end of 2025 2 seminars for school children on peace and harmony. 4. By the end of 2025 participate in festivals and national holidays as mark of respect.
2. Initiating humanitarian visits and assistance	1. By the end of 2025 visiting 2 hospitals and old age homes and prisons. 2. By the end of 2025 2 seminars organized on environmental protection.
3. Inter faith Christmas Celebration is Initiated	1. In 2025 Parish Level Interfaith Christmas is Celebrated.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Visiting the Hospital in Arehalli	Parish	Throughout the Year	Diocese	Secretary	Coordinator
2.	Participate in the festivals and National holidays	Deanery	Throughout the Year	Diocese	Secretary	Coordinator

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
3.	Organization of a Seminar on Common Voice based on Fairness and Firmness	Deanary	June 2025	Diocese	Secretary	Coordinator
4.	House Visits with other faith representatives	Parish	June 2025	Diocese	Secretary	Coordinator
5.	Programmes on peace and harmony to various schools.	Deanery	August 2025	Diocese	Secretary	Coordinator
6.	Visiting to the Prison	Diocese	October 2025	Diocese	Secretary	Coordinator
7.	Visiting the old age homes in Christmas Time	Deanery	December 2025	Diocese	Secretary	Coordinator
8.	Interfaith Christmas celebration	Deanery	December 2025	Diocese	Secretary	Coordinator



X. COMMISSION FOR JUSTICE AND PEACE

Secretary : Rev. Fr Shantharaj R.

Joint Secretary : Rev. Fr Alwin D'souza

Mob.:9448688855

Mob.: 9449040980

E-mail : ckmjpsdcommission@gmail.com

A. Mission Trajectory:

The Commission for Justice and Peace engages itself in building humane communities in a multi-religious and multi-cultural Indian context by understanding, appreciating and living the Social Teachings of the Church and the values enshrined in the Indian Constitution. The mission of the commission intends to live the universal values in everyday life and walk the talk in collaboration with religious, faith-based and secular / human organisations. The Vision Statement of the commission clearly states that building communities that uphold the values of human dignity, human rights, peace, justice and reconciliation ought to be sought as a result of the command of Jesus.

We aim to promote communities which live in peace and justice and walk with communities on the path of Synodality towards integral development. The society is affected by conflict for which fostering a culture of reconciliation rooted in social justice is the objective of the planned activities. Added to it a peaceful coexistence in the society by respecting the diversity of individuals is the expected outcome.

B. Goals, Objectives and Key Performance indicators (KPIs)

Goal 1: Justice and Peace Commissions and Legal cells are formed and function effectively in every diocese for protection of human rights/dignity, focusing on the marginalized

Objectives	KPIs
1 Forming of the JPD Commissions and legal cells at the diocesan level	1 By 2026 Justice and Peace Commission is formed and a legal cell is formed 2 By 2028, 1 legal cell is capacitated on strategies (dialogue in action, peace building, conflict resolution) to responding to human rights violations and become model to others
2 Initiating inter-diocese / inter-region (Region Specific) awareness and issue based campaigns on human rights/dignity issues and challenges	1 By 2027, 10 priests, 10 religious and 20 lay persons are capacitated on Human rights and dignity 2 By 2027, 5 out of 42 parishes in the dioceses have held Awareness on Human Rights through empowered animation for PPC/PFC /Association.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1	Organizing meeting with the Bishop to form JPD and Legal Cell	Diocese	Apr-25	Diocesan Office	Diocesan Secretary	KROSS
2	Forming 5 members JPD Commission in the Diocese (Secretary, Joint Secretary, Religious women, Lay man and lay women)	Diocese	Nov-25	Diocesan Office	Diocesan Office	KROSS
3	Organising one day orientation program for the JPD commission membes and PPC/PFC Secreatries on thier roles and functions	Diocese	Dec-25	Diocesan Office	Diocesan Office	KROSS
4	Forming 10-member Legal Cell in the Diocese	Diocese	Feb-26	Diocesan Office	Diocesan Secretary	KROSS
5	Organizing one day training to the members of Legal Cell for 10 persons to identify areas of interventions and develop local plans	Diocese	Apr-26	Diocesan Office	Diocesan JPD Secretary	KROSS

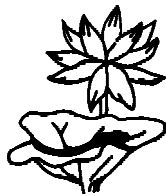
Goal 2: The Social Teachings of the Church and the values enshrined in the Constitution are disseminated in every parish and people practice the principles of the CST

Objectives	KPIs
1. To educate & promote the social teachings of the church & values enshrined in the Constitution at the Diocesan Level	1 By 2026, 70% of the PPC/PFC out of 42 Parishes are aware and work on promoting CST 2 By 2027, 50% of the 42 parishes exhibit the Preamble of the Constitution in their Churches/villages

Objectives	KPIs
2. To promote dialogue and solidarity among the communities at the Diocese/Parish Level	<ol style="list-style-type: none"> 1 By 2026, in 42 parishes of the DSSS, people of different faiths and culture celebrate major religious and cultural festivals respecting diversity 2 By 2028, 50% of 42 parishes initiate interreligious gatherings on parish daycelebrations in collaboration with the commission for inter religious dialogue.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1	Celebrating annual parish Festivals in the presence of all religious leaders Parish	Diocese/ Parish	Dec-25	Diocesan Secretary	Diocesan inter commission Secretaries (JP Interreligious commissions)	KROSS
2	Organising one-day workshop for the 40 representatives, two from each parishes on Dialogue and Solidarity	Diocesan Level	Oct-25	Contribution from the participants	Diocesan Secretary	KROSS
3	Celebrating Justice Sunday at parish Liturgy	Parish/ Diocese Level	August every year, Sunday after Independence Day	Parish/ Diocesan	Diocese	KROSS



XI. COMMISSION FOR LABOUR

Secretary : Rev. Fr Denzil Lobo

Joint Secretary : Rev. Fr Sanjay D'Souza

Mob.: 6363562391

Mob.: 9880166334

E-mail : ckmlabourcommission@gmail.com

A. Mission Trajectory

The commission for labour in the Church reaffirms its commitment to serve the marginalized, unorganized workers and stand in solidarity in their struggle for existence and dignity. It advocate for a holistic approach to worker empowerment through sustainable employment, social security and equitable transformation. Above all, we work to promote the unionization of labour so that they through the works India federation will have the capacity to access their rights.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal : DWF is formed in the Diocese and will work towards the rights of the unorganized workers.

Objectives	Key Performance Indicators
Establishing and making domestic workers federation functioning in the Diocese	By end of 2025, two DWF are formed in the Diocese.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Organising Christmas gathering with labourers	Parish	January 2025	Donor	Secretary and Joint secretary	Diocesan Coordinator
2.	Organising labour day program	Parish	May 2025	Parish	Secretary and Joint secretary	Diocesan Coordinator
3.	Forming domestic workers federation	Parish	September 2025	Diocese	Secretary and Joint secretary	Diocesan Coordinator
4.	Forming domestic workers	Parish	December 2025	Diocese	Secretary and Joint secretary	Diocesan Coordinator



XII. COMMISSION FOR LAITY

Secretary : Rev. Fr Fedrick Pais

Joint Secretary : Rev. Fr John Baptist

Mob.: 9113590986

Mob.: 7676902682

E-mail : ckmlaitycommission@gmail.com

A. Mission Trajectory :

The Laity Commission, as envisioned by Vatican II, through its various endeavors & pastoral structures strives to form a vibrant, empowered laity who will commit themselves to transforming society based on Gospel values. The Church today especially depends on the talents & abilities of the lay people to exercise their role in the social, political, economic & spiritual spheres, to reflect the light-Jesus himself- into human society in all its dimensions. The Commission would initiate programs for capacity building, participation & collaboration & promote proactive involvement of the laity in the Church & Society.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: The participation of Laity as lay leaders in Parishes and Communities through Pastoral Structures is visible, constructive and productive.

Objectives	Key Performance Indicators
1. Training of Parish Pastoral Council (PPC), Parish Finance Council (PFC), and Diocesan Finance Council (DFC) members.	By 2025, all the parishes in our Diocese well-formed and effectively Finance Council (PFC), Diocesan Pastoral Council functioning laity in the Parish and Diocesan Pastoral Structures.
2. Capacity building of the Laity in the Synodal Way through Training and Formation.	By 2025, 200 Laity are trained in Faith Formation/Theology Catechism//Documents of Vatican II, Leadership and Community building.
3. Forming and Training of Diocesan Animation and Resource Teams	By 2025, Resource/Animation Teams of 20 persons in each parish are functioning as Trainers to equip the Laity as Leaders in the Church.

Goal 2: Laity's participation and contribution in Local Self- Governance and in Civil Society engagements is visible and appreciated.

Objectives	Key Performance Indicators
1. Training of Lay Association members in local self-governance structures & civil society groups.	1. By 2025, at least 50 percent of the parishes in the diocese have established Lay Associations functioning effectively with vibrant lay members.

Objectives	Key Performance Indicators
2. Capacity building of the Lay Leaders.	1. By 2025, 150 Laity (Youth and Women included – 10 from each parish) are trained in Leadership in accessing government sponsored schemes and benefits.

Goal 3: Forums for Doctors, Lawyers, Educationists, Agriculturists, Entrepreneurs, Journalists and Businessmen are established.

Objectives	Key Performance Indicators
1. Identifying and capacitating different professionates	1. By 2025, 50 professionates are trained for the think- thang at the diocesan level

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
01	Laity Sunday Celebration	Parish	June 22	Parishes & Diocese	Parish Priest	Diocesan Secretary
02	Organizing 1-day Seminar for 5 selected members (youth & women included) from parishes (participants from PPC/PFC) in our diocese and creating the awareness about the government benefits, in each denaries. (Balehonur, Chikmagalur, Hassan)	Deanery	April	Parish Priest, Deans and Secretary	Diocesan Secretary and joint Secretary	Diocesan Coordinator
		Deanery	May	Parish Priest, Deans and Secretary	Diocesan Secretary and joint Secretary	Diocesan Coordinator
		Deanery	June	Parish Priest, Deans and Secretary	Diocesan Secretary and joint Secretary	Diocesan Coordinator
03	Organizing one day Training Workshop for the paious associations	Diocese	October	Parish Priest, Deans and Secretary	Diocesan Secretary and joint Secretary	Diocesan Coordinator
04.	The list will be prepared of various professionals (data collection)	Diocese				



XIII. COMMISSION FOR LITURGY

Secretary: Rev. Fr Supreeth Menezes
Mob.: 8970583035

Joint Secretary: Rev. Fr Vincent Marcel Pinto
Mob.: 9481070349

E-mail : ckmliturgycommission@gmail.com

A. Mission Trajectory :

The Commission for Liturgy plans to facilitate full, conscious and active participation of all faithful – laity, religious and clergy in liturgical celebrations. Today, there is a need to re-launch the liturgical renewal and make the faithful realize the importance of liturgy as the source and summit of Christian life and the mission of the Church (cf. LG11). It will build an efficient resource team at the regional and diocesan levels which will render services to liturgical formation ministry in the diocese. The liturgical catechesis and formation at the parish, deanery and diocesan levels will build a community that celebrates liturgy devotedly and meaningfully incorporating local customs and traditions. The Commission will focus on 1. The liturgical formation of the Altar servers 2. The Liturgical Formation for the Cantors and Readers 3. The liturgical guide for the laity through mass media.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: The Laity and Clergy in the liturgical celebration.	
Objectives	Key Performance Indicators
1. Formation of the Altar Servers	By December 2025 50% of the Altar Servers of all the three deaneries are liturgically trained and also the importance of the Holy Eucharist and the Discipline of an altar server is made known to them.
2. Formation of Readers & Choir members of Hassan Parish	<ul style="list-style-type: none">● By the end of December 2025, the readers are trained at Hassan Parish to proclaim the Word of God well.● By the end of December 2025, the Choir members are trained well Hassan Parish to sing suitable hymns for the mass.
3. Formation of the Priests of the Diocese	Either in June or July 2025, a seminar on Liturgy for the priests of the Diocese concerning the liturgical guidelines is arranged.
Goal 2: The liturgical guide for the laity through mass media.	
Objectives	Key Performance Indicators
1. Diocesan Sunday Liturgical Guide	The Sunday liturgical guide of the Diocese “ <i>SnehaSwara</i> ” will be continued with good reflections.
2. Liturgical videos in the Diocesan You Tube Channel	<ul style="list-style-type: none">● By the end of December 2025, videos and clippings of the liturgical guidelines for the laity in collaboration with the Commission for Communication Media will be released.● The priests are encouraged to write and compose new hymns for the liturgy. In view of this a new hymn on Mother Mary will be released on the feast of Immaculate Conception December 8, 2024.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Organizing 1 day seminar for Altar Servers.	Parish	January December 2025 (in 5 parishes of 3 deaneries)	Diocese/ Parish/ Donors	Diocesan Team	Diocesan Co-Ordinator
2.	Organizing 1 day seminar for Readers (all laity) at Hassan Parish	Parish	August 2025	Parish/ Donors	Regional Team	Regional Secretary
3.	Organizing 1 day seminar for Choir members at Hassan Parish	Parish	October 2025	Parish/ Donors	Regional Team	Regional Secretary
4.	Organizing 1 day seminar for the Clergy of the Diocese	Diocese	June / July 2025	Diocese	Regional Team	Regional Secretary
5.	Forming and Strengthening the liturgical team at the diocesan and deanery level	Diocese and Deanery	By August 2025		Commission Secretary	Diocesan Co-ordinator/secretary
6.	Networking with communication media commission. The liturgical videos in you tube are uploaded and the Sunday Liturgical Guide <i>Sneha Swara</i> is posted to WhatsApp	-----	Whole year	-----	Diocesan Team	Diocesan Secretary



XIV. COMMISSION FOR MIGRANTS & ITINERANTS

Secretary : Rev.Fr Velangani Tony
Mob. : 8277488364

Joint Secretary : Rev.Fr Linu Robert
Mob. : 7975767395

E-mail : ckmmigrantscommission@gmail.com

A. Mission Trajectory

The Commission for Migrants of the Conference of Catholic Bishops of India was established in 2017, recognising migrants as blessings, who bring new experiences and vitality that enrich both destinations and sources. It aims to advocate the rights of migrants and promote policies that protect and uphold the dignity of migrants. By providing a holistic approach to migrant ministry, the commission strives to create a welcoming and inclusive environment for all migrants. The commission seeks to welcome migrants by setting up spaces in the destination areas for them with the assistance of the dioceses and religious congregations and institutions run by them. It also aims to promote safe migration with dignity, create community collectives between migrants and locals, celebrate spiritual and cultural practices, establish legal cells, implement pastoral care plans, and involve migrant families and children in improving the agency of the migrants. The commission hopes that by implementing these programmes, immigrants will feel respected and be a part of society.

The commission is aiming to establish partnerships with religious and civil society organisations to provide ministry to migrants in both their destination and origin. This will involve training and capacity building initiatives, preparing dioceses for pre-departure orientations on labour legislation, improved community knowledge on safe migration, and enhancing their capacities to offer specialised pastoral care. The four pillars of Pope Francis' teachings, welcome, protect, promote, and integrate, will guide our faith-inspired actions.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Migrants are accompanied and guided with pastoral care.	
Objectives	Key Performance Indicators
1. Organizing and providing free space for migrants coming together - Welcome	1. By 2025, Parishes along with the educational institutions and schools provide free space for migrants to come together.
2. Developing ongoing interactions with locals and migrants - Promote	2. By 2025, community-based organization / collectives of locals & migrants raised & promoted.
3. Developing and implementing spiritual and pastoral care-Integrate	3. By 2025, Migrants begin to Celebrate cultural festivals and promote dialogue between the locals and migrants.
4. Celebrating the cultural practices of the migrants	

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Collecting the Data of the Migrants.	Diocese	April	Diocese	Secretary and Joint Secretary	Diocesan Coordinator
2.	Building pastoral team to accompany migrants.	Diocese	July	Diocese	Secretary and Joint Secretary	Diocesan Coordinator
3.	Celebrating Spiritual activities and Medical Camps.	Diocese	September	Diocese	Secretary and Joint Secretary	Diocesan Coordinator
4.	Christmas gathering of Migrants	Diocese	December	Diocese	Secretary and Joint Secretary	Diocesan Coordinator
5.	Awareness Programmes	Deanery	October	Deans / Parish	Secretary and Joint Secretary	Diocesan Coordinator



XV. COMMISSION FOR PASTORAL CARE FOR DIFFERENTLY ABLED

Secretary : Rev.Fr Santhosh Kumar
Mob.: 7760489390

Joint Secretary : Rev.Fr David Kumar R
Mob.: 8310921461

E-mail : ckmdifferentlyabledcommission@gmail.com

A. Mission Trajectory

Formation of an Inclusive, compassionate and caring with the differently abled people and a Comprehensive intervention responding to the Physical, Spiritual and Mental needs of the differently abled. While there has been some progress in raising awareness about the needs and challenges faced by differently- abled individuals through various programs at the diocesan level, more focused and sustained efforts are required to truly make a difference. The Diocesan Commission for the Differently Abled, in collaboration with diocesan social service society, will undertake concerted efforts to identify, address and support the unique needs of differently abled individuals within our communities in the diocese.

We aim to ensure that every person, regardless of their abilities, is given the opportunity to lead a life that is as fulfilling and independent as possible. This will involve not only continuing with awareness and sensitization initiatives but also developing and implementing practical strategies that provide tenable support. These strategies may include enhancing accessibility in our facilities, offering specialized pastoral care and advocating for the rights and inclusion of differently abled individuals in all aspects of community life.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal: The Differently abled affirm that they are included and accompanied in the life of the Church

Objectives	Key Performance Indicators
1. Establishing and functioning of commission in our diocese	1. By 2025 February the Commission begins to function. 2. By 2025 June the data of the differently abled is ready 3. By 2025 at least 2 animators from each parish are selected to co-ordinate
2. Promoting accessibility to education and self-reliance	1. By 2025 30% of the people linked to Government Schemes Networking with CMSSS (Chikmagalur Multipurpose Social Service Society)

C. Activity Plan Matrix 2025-26

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Forming Commission in the Diocese	Diocese	February-2025	-----	Secretary & Joint Secretary	Diocesan Co-ordinator
2.	Data collection of the Differently abled people in the Deanery	Deanery	By June-2025	-----	Secretary & Joint Secretary	Core Committee
3.	Organizing a day Orientation Programme to bring them together in the Deanery level	Deanery	By October-2025	Diocese	Commission Core Committee	Diocesan Co-ordinator
4.	Annual Gathering and Christmas Get-together with Collaboration of CMSSS	Diocese	December-2025	Diocese and CMSSS	Secretary & Joint Secretary	CMSSS and Commission Core Committee
5.	Inter National Day of Differently abled People Celebration	Diocese	March-2026	Diocese	Secretary & Joint Secretary	Diocesan Co-ordinator



XVI. PRISON MINISTRY DESK

Secretary : Rev. Sr Nakshthra Mary

Joint Secretary : Rev. Fr Sylvester Anthony

Mob.: 9482393682

Mob. : 9901197282

E-mail : ckmdeskforprisonministry@gmail.com

A. Mission Trajectory

The prison ministry plans to reach out to brethren behind bars, focusing on compassionate outreach, comprehensive rehabilitation and effective reintegration. Through a step-by-step progressive approach, we aim to address both immediate psychosocial needs and societal reintegration, while advocating for systemic changes that reflect justice and mercy. Gaining the cooperation of civil authorities, we will strive to make prisoners safer and more rehabilitative homes where those affected by crime will find healing and respect of a Human being. By empowering and motivating the volunteers to contribute their skills and resources, we will strive to build this mission as credible and far-reaching to make a difference in the lives of the affected.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Empowered volunteers are prepared to accompany incarcerated brethren, victims and their families.

Objectives	Key Performance Indicators
1 Capacitating volunteers with skills to accompany and rehabilitate the prisoners and their families.	25 volunteers in our diocese are capacitated to prisoners and families accompany 25 volunteers are also will animate the others to participate actively
2 Providing counselling and support need-based to the prisoners, Victims and their families	Inmates in all the prisons/Sub jails and families are visited and counselled by the volunteers. Whenever needed and permitted the victim's family will be visited and helped
3 Releasing and Reintegrating prisoners through legal aid and life skills training.	Poor inmates to get govt. legal aid (advocates) Released prisoners when they request employment will be helped by PMI.

C. Activity Plan Matrix 2025 :

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1	Organizing orientation programme to the Volunteers.	Diocesan	Annual	Diocese	Secretary	Diocesan coordinator
2	Forming teams and linking volunteers to work in nearby prisons	Diocesan	By 2025	Diocese	Secretary	Diocesan coordinator
3	Getting permission and regularizing visits to the prison.	Parish	By 2025	-	Secretary	Diocesan coordinator
4	Organizing health camps through health commission.	Parish	Annual	Diocesan PMI Team & health commission	Secretary	Diocesan coordinator
5	Celebrating National and religious feasts through schools for social and National integration, networking with education commission.	Parish	Annual/ as and when days occur	Diocese	Secretary	Diocesan coordinator
6	Providing financial assistance to release and rehabilitate the poor and innocent inmates	Parish	Through-out the year	Voluntary contribution	Secretary	Diocesan coordinator
7	Organizing sports and entertainment through youth commissions and education commission, networking with youth commission.	Parish	Annual	Diocese	Secretary	Diocesan coordinator



XVII. COMMISSION FOR PROCLAMATION / EVANGELIZATION

Secretary : Rev.Fr Prashanth S.G.

Joint Secretary : Rev.Fr Chowrappa

Mob.: 7975034055

Mob.: 9972001756

E-mail : ckmpromclamationcommission@gmail.com

A. Mission Trajectory

The Commission for Proclamation strives through faith events, shared programs, and training to inspire all baptized individuals to become dedicated missionary disciples. As the ambassadors of Christ, every baptized person is commissioned to spread the Good News by collaborating and journeying together in communion and participation. Thus the Gospel of joy is given to all whom we meet (Lk. 10:1 ff).

The Commission for Proclamation is committed to training the lay leaders so that they become the real joy givers to the region, diocese, parish and every proclamation centre of Karnataka. This commission aims to train the young and enthusiastic seminarians and formees to focus their minds on evangelizing the remote territories of our region. The commission works in collaboration with other commissions like BECs, Catechetical, Family, Bible, and Youth so that every institution of the church, beginning from diocesan headquarters to the last remote village of our diocese receives the Good News.

B. Goals, Objectives and Key Performance indicators (KPIs)

Goal 1. Enthusiastic Evangelizers are trained, motivated and commissioned	
Objectives	Key Performance Indicators
1.Training lay evangelizers & diocesan charismatic groups	By 2025 nearly 150 trained motivated evangelizers are commissioned in each parish.
2. Establishing M.C.A in the Diocese.	1. By 2025, 10 parishes in the diocese have three each trained Missionary Childhood Association (MCA) animators. 2. By 2025, MCA units are established in 10 parishes with a prime focus and they function 10%. 3. By 2025 each parish has 25 committed young missionaries.
3. Instilling zeal for proclamation among the seminarians and formees	1. one day training exposure to mission every year during the summer holidays to major seminarians and formees. (Networking with Vocation commission) 2. By 2025, seminary and formation houses include in their curricula a subject on missionary discipleship. 3. By 2025, all the seminarians and formees are trained to animate MCA units during their pastoral/practical ministry.

C. Action Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Holy Childhood Association Training Programme at Cathedral.	Parish	January 2025	Diocese	Secretary	Diocesan Coordinator
2.	Holy Childhood Association Training Programme at Hassan.	Parish	February 2025	Diocese	Secretary	Diocesan Coordinator
3.	Lay Evangelizers Orientation Training Programme at Hassan	Deanery	February 2025	Diocese	Secretary	Diocesan Coordinator
4.	Lay Evangelizers Orientation Training Programme at Balehonnur.	Deanery	March 2025	Diocese	Secretary	Diocesan Coordinator
5.	One day Training Programme for Seminarians, Minor Seminary Chikmagaluru.	Diocese	March 2025	Diocese	Secretary	Diocesan Coordinator
6.	Holy Childhood Association Training Programme at Balehonnur.	Parish	March 2025	Diocese	Secretary	Diocesan Coordinator
7.	Training Orientation Programme for the Lay Evangelizers & Diocesan Charismatic Groups, at Chikmagaluru.	Diocese	April 2025	Diocese	Secretary	Diocesan Coordinator
8.	Holy Childhood Association Programme at Mudigere.	Parish	April 2025	Diocese	Secretary	Diocesan Coordinator
9.	Holy Childhood Association Training Programme at Sakleshpura.	Parish	May 2025	Diocese	Secretary	Diocesan Coordinator
10.	Association Training Programme at Koppa.	Parish	July 2025	Diocese	Secretary	Diocesan Coordinator
11.	Holy Childhood Association Training Programme at Hirebile.	Parish	August 2025	Diocese	Secretary	Diocesan Coordinator

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
12.	Holy Childhood Association Training Programme at Dasapura.	Parish	September 2025	Diocese	Secretary	Diocesan Coordinator
13.	Holy Childhood Association Training Programme at Tarikere.	Parish	October 2025	Diocese	Secretary	Diocesan Coordinator
14.	Annual Retreat for Lay Evangelizers & Charismatic Renewal groups for one day at Chikmagaluru.	Diocese	November 2025	Diocese	Secretary	Diocesan Coordinator



XVIII. COMMISSION FOR SOCIAL COMMUNICATION

Secretary : Rev. Fr Anil Lobo

Mob.: 8088328731

Joint Secretary : Rev. Fr Alvin Joe

Mob. : 6362558686

E-mail : ckmsocialcommission@gmail.com

A. Mission Trajectory

Inspired by Pope Francis' call, that "Communication has the power to build bridges, to enable encounter and inclusion, and thus to enrich society," the Social Communication of the Diocese seeks to connect the Church in the diocese. This connection spans from the faithful to the hierarchy, sharing relevant news and information. The goal is to empower Catholics in Chikmagalur Diocese with access to various life services. Aligned with the KRCBC and CCBI pastoral plans, the Social Communications Commission aims to provide media literacy at different levels. This initiative is designed to address media-related challenges and integrate technology into pastoral work. Additionally, it aims to create and distribute media and multimedia spiritual resources to all the diocese of Chikmagalur.

B. Goals, Objective and Key Performance Indicators

Goal 1. Create Informative Videos in Collaboration with the Commission for Liturgy

Objectives	Key Performance Indicators
1. To enhance the liturgical understanding of the faithful through professionally created videos, promoting active participation in the liturgy and fostering deeper spiritual engagement in collaboration with the liturgy Commission.	1. By 2025 100 people in all the parishes of chikmagalur get the proper knowledge of the celebration of the liturgy. 2. By 2025 children of the parishes of Chikmagalur Diocese learn the importance of the gestures and postures in the liturgy.
2. Enriching the faith life of the community by creating and disseminating high-quality spiritual and media literacy content	1. By 2025: Media Literacy Posts from commission centre published. 2. By 2025: Multimedia Spiritual Resources from the commission produced.

Goal 2. Seminar on Digital Media with a Focus on Artificial Intelligence	
Objectives	Key Performance Indicators
The seminar aims to educate clergy, religious, and laity on the evolving landscape of digital media, with a special focus on the applications, opportunities, & ethical considerations of Artificial Intelligence (AI) in communication and evangelization.	<p>1. By 2025: Media literacy workshops and resources are provided, reaching priests and religious of the Diocese.</p> <p>2. By 2025: Media literacy workshops and educational resources are provided, reaching faithful of the Diocese.</p>
Goal 3 Strengthening Diocesan Digital Infrastructure	
Objectives	Key Performance Indicators
1. Forming the Core Team of the Commission	1. By 2025 February, the skilled Core Team, for the Commission will be formed to monitor and facilitate the Commission.
2. The Commission envisions upgrading digital tools and platforms for better content creation and dissemination.	<p>2.1. Studio Infrastructure Development</p> <ul style="list-style-type: none"> ● By 2025: Complete the setup of a fully operational video studio in Spoorthi Sadhana with essential equipment, including cameras, lighting, sound systems, and editing software. <p>2.2. Video Production Targets</p> <ul style="list-style-type: none"> ● By 2025: Produce quality videos annually such as liturgical teachings, catechetical content, diocesan updates. ● By 2025: Increase production capacity addressing varied themes like spirituality, community outreach. <p>2.3. Collaboration and Outreach</p> <p>By 2025: Collaborate with all commissions to produce specialized videos annually for their initiatives.</p>
Goal 4. A Well-Connected Church using Catholic Connect App.	
Objectives	Key Performance Indicators
Connecting the Catholic Faithful in the Diocese using CC App	<ul style="list-style-type: none"> ● By 2025 few people in the parishes use "My Diocese/My Parish" part of Catholic Connect. ● By 2025 300 Catholics of Diocese use CC App.

C. Activity Plan Matrix 2025 :

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Engaging Persons from different Parishes and educating the liturgical gestures and postures in the liturgy through Videos.	Parish	50 persons in each month of 2025	Diocese	Liturgy and Media Commission Secretaries	Media Commission Secretary and Diocesan Coordinator
2.	Facilitating connections for couples in the Diocese and in each Parish through the app's marriage portal in collaboration with Family Commission	Parish	15 persons in each quarter of 2025	Diocese	Parish Priests/ Diocesan Family Welfare Centres	Commission Secretary
3.	Achieving 300 Catholic users on the app in Chikmagalur.	Diocese	75 persons in each quarter of 2025	Nil	Commission	Core Team
4.	Publishing 4 media literacy posts.	Diocese	One or more posts in each quarter by 2025	Diocese	Media Literacy Team	Core Team
5.	Producing 15 multimedia spiritual resources.	Diocese	1 each resource from every commission	Diocese	Diocesan Secretaries	Core Team
6.	Publish new content monthly.	Diocese	Ongoing	Nil	Communications Team	Secretary
7.	Cover all Parishes in Chikmagalur with content distribution.	Diocese	2025	Nil	Diocesan Secretaries	Secretary
8.	Conduct media literacy workshops in the Diocese and Deanery level	Diocese	1 workshop in each half of 2025	Participant Contribution	Diocesan Secretary	Commission's Coordinator
9.	Distribute monthly media literacy tips via social media.	Diocese	Ongoing	Nil	Social Media Team	Core Team
10.	Evaluate media literacy program effectiveness annually.	Diocese	Ongoing	Nil	External Evaluators	Core Team

XIX. COMMISSION FOR SOCIAL CONCERN & DEVELOPMENT

Secretary : Rev. Fr Shantharaj R

Joint Secretary : Rev. Fr Alwin Joseph D'Souza

Mob.: 9448688855

Mob.: 9449040980

E-mail : ckmjpsdcommission@gmail.com

A. Mission Trajectory

Social Apostolate is the integral development arm of the Conference of the Catholic Bishops of Karnataka region. Hence the commission would strive to utilise the Church-network of Social Development in 14 dioceses to restore the human dignity of the marginalized and the downtrodden. In order to achieve its goals and objectives the Social Apostolate plans to equip directors/secretaries/in-charges of social work with the necessary skills through empowering animation. The Social Apostolate has a foundation in Catholic Social Teaching, which talks about "Option for the Poor", "Human Dignity" Solidarity", Subsidiarity", and "Common Good".

Constitutional Rights and Human Rights have become synonymous. A conscious effort to disseminate its values to the people is assimilated into the plan so as to make the duty bearers claim their dues. As a second step, the Social Apostolate will collaborate with other Commissions like Migrants, Women, Ecology and Health as well as network with like-minded FBOs in the region. Thus the Commission for Social Development together with other commissions and like minded FBOs ought to become the voice of the oppressed and stand with them to uphold social justice.

B: Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Improved capacities of the Diocesan Organisations engaged in social apostolate and Institutionalized Safe Environment, at the regional, and diocesan levels.

Objectives	KPIs
1 Upskilling the Capacity of Diocesan Social Apostolate personnel on project development & fund raising	1 By 2025, 1 Director and 2 each staff are skilled to prepare quality project proposals 2 By 2026, CMSSS is equipped with the skills for local fund raising and have identified 6 donors
2 Capacity building of the Social service societies and Strategic planning for organisational development	1 By 2027-28 CMSSS will draft the Strategic Plan and by 2028 KROSS have reviewed the Strategic Plan 2 By 2027, CMSSS will amend/ formulate /review the policies (the Gender, environmental, Finance, Anti-harrassment etc) approved by Govrning Board and implemented 3 By 2027 CMSSS is capacitated with necessary compliance (Governance, HR, MIS & Media, Finance etc) in accordance with the corporate prerequisites.

Objectives	KPIs
3 Fostering a safe oriented environment in the DSSS/ FBOs in the DSSSs for safe guarding the children & the vulnerable	1 By 2025 CMSSS will form the safeguarding policies and will be approved by the Governing Board 2 By 2026, all the staff of CMSSS are aware and promotesafeguarding culture. 3 By 2028, CMSSS/2 FBOs have institutionalized safeguarding and adoped SAFE standards

C. Activity Plan Matrix 2025-26

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1	Organising Two days Workshop on preparing project proposals	Diocese	Jan-25	Diocese Office	Diocese Secretary	KROSS
2	Organising One day Training on fund raising & CSR	Regional	Aug-25	Diocese Office	Regional Secretary	KROSS
3	Organising One day Orientation on strategic planning for DSSSs	Diocese	Apr-25	Regional Office	Regional Secretary	KROSS
4	Organising One day Training and Hand holding support to formulate the relevant policies in DSSSs	Diocese	Dec-25	Diocese Office	Diocese Secretary	KROSS
5	Organising one day Training & Hand Hold-ing support to develop compliance according to the corporate standards	Diocese	Feb-25	Diocese Office	Diocese Secretary	KROSS
6	Organising One day Orientation on formulation of the safeguarding policies	Regional	Jan-26	Regional Office	Regional Secretary	KROSS
7	Organising one day training and hand holding support to adopt SAFE standards	Diocese	Dec-26	Diocese Office	Diocese Secretary	KROSS

Goal 2: Transformative empowerment of the marginalizd, vulnerable adults (women, differntly abled, small and landless farmers, Cancer survivors etc) and children by upholding their rights for the promotion of Holistic Human Development.

Objectives	KPIs
1 Claiming the rights & entitlements by the marginalised for improved standard of life	1 By 2026, Out of 2500 women, 85% haave availed the government schemes and benefits individually and for the community
2 Formation of Gender teams for the promotion of gender justice and related issues	1 By 2026, 2 Gender teams each are formed and function as promoters of gender justice in CMSSS 2 By 2028 gender policy formed will be complied by CMSSS
3 Promotion of entrepreneurship of the marginal to enhance the sustainable livelihood	1 By 2027, 100 Entrepreneur Awareness and Development training session are conducted 2 50 marginal women are supported every year through Jeevan Jyothi Federation and Jeevan Jyothi Souhardha Sahakari Sangha Niyamitha for micro enterprise for sustainable economic stability
4 De-institutionalisation of Children to grow in holistic and healthy families by promoting the children's right.	1 By 2026, 10 institutionalised children are identified and counselled to have holistic and healthy growth 2 By 2026, 75% of the 5 families in two districts (Hassan and Chikmagalur) are given handhold support to bring up children in the family ambience.

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1	Organising 2-day Training on availing government schemes and benfits	Grass root/ Diocese	continuous	Regional Office	Diocese Secretary	KROSS
2	Organisaing 1 day Capacity Buidling training on Gender Justice	Grass root/ Diocese	continuous	Regional Office	Regional Secretary	KROSS

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
3	Organising 1 day Trainings & workshops on related issues to empowerment of marginal	Grass root/ Diocese/ Cluster	continuous	Regional Office	Regional Secretary	KROSS
4	Organising one day Training on formulation of gender policies	Diocese	continuous	Regional Office	Diocese Secretary	KROSS
5	Organising 1 day Awareness programme on the roles of Gender teams	Diocese	continuous	Regional Office	Diocese Secretary	KROSS
6	Organising 1 day Training on Entrepreneurship development (EAP/EDP)	Diocese/ Regional	continuous	Diocese Office	Regional Secretary	KROSS CMSSS/
7	Organising 1 day Awareness and capacity enhancement training for the Families	Diocese/ Regional	continuous	Regional Office	Diocese/ Regional Secretary	KROSS
8	Organising 1 day Training on the creation of the vigilance club in villages	Diocese	continuous	Regional Office	Regional Secretary	KROSS



XX. COMMISSION FOR VOCATION AND FORMATION – PRIESTS AND RELIGIOUS

Secretary : Rev.Fr Francis
Mob. : 9740137974

Joint Secretary : Rev.Fr Charles Pereira
Mob. : 9448900422

E-mail : ckmvocationcommission@gmail.com

A. Mission Trajectory

To prepare a wealthy ground for the worthy laborers to work in the Vineyard of the Lord in the Diocese of Chikmagalur by nurturing the Vocations to Priesthood. The Commission for Vocation, Formation, Clergy and Religious is Committed to nurture the Call of the Clergy & Religious in collaboration with lay faithful to continue the Mission of Jesus.

1. VOCATIONS:

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Pastoral Mission Orientation to promote Vocations in Parishes, Institutions and Youth Movements

Objectives	Key Performance Indicators
1. Framing a Diocesan Level Vocation Formation Policy and Promoting of Vocations through Media	1. By June 2025 The Diocese has a Diocesan Policy for Vocation Formation 2. From June 2025 Vocation Stories are published in Diocesan Magazine and Website.
2. Collaboration with Vocation Promoters and for a better networking in the Diocese	1. By June 2025 a meeting is held with CRI Representatives and a date is fixed to call the Vocation Formators Meet at Diocesan level.
3. Enabling Families, Youth Movement and Pious Associations to be mediators to motivate Youngsters to Priesthood and Religious Life	1. By December 2025 there is a group formed of lay collaborators from various Parishes and Catholic Religious Institutions. 2. In May 2025 interested Candidates are addressed on Diocesan Level Vocation Day in Leadership Camp conducted by Catechetical Commission.

C. Activity Plan Matrix 2025-2026

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Conducting 1-day Seminar for Vocation Promoters in the Diocese in cooperation with CRI - Chikmagalur	Diocese	June 2025	Diocese	Secretary	Coordinator and the Bishop
2.	Conducting one day Come and see Program for 10th Class Students	Diocese	In May 2025	Diocese	Secretary	Commission Core Team

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
3.	Visiting all Parishes to promote vocations and meeting lay collaborators	Diocese	June 2025 (Annually)	Diocese	Secretary	Commission Core Team
4.	Vocation Day Celebration	Diocese	June 2025	Parish	Secretary	Secretary and Joint Secretary

II. Formation (Initial Stage of Priestly Formation)

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal :- Priestly Formation is Integral, Holistic, Missionary and Synodal: to make them Alter Christus.

Objectives	Key Performance Indicators
1. Communicating with Catholic students who are in class 10.	1. By June 2025 having contact numbers of the interested candidates and visiting them in parishes
2. Emphasizing on Socio Pastoral Touch to Seminarians	2. By June 2025 arranging one-week exposure program for Minor Seminarians & Degree Brothers
3. Ongoing Formation for Clergy	3. By June 2025 Young Clergy are sent for annual Seminar as part of ongoing Formation
4. Fostering fellowship and brotherhood	4. On August 4th 2025 Annual get Together of Priests on Vianney Day

C. Activity Plan Matrix 2025-2026

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Participation in the training of Formators	Regional \ National	March 2025 (Annually)	Diocese	Vocation Promotor	Diocesan Bishop
2.	Training the Seminarians for a week in responsible use of Media, digital technology and social Media	Diocese	July 2025	Diocese	Rector	Vocation Promotor
3.	Exposing the Minor Seminarians and Major Seminarians to visit the places of cultural and historic interests in Karnataka	Diocese	May 2025	Diocese	Rector and Assistant Rector	Diocesan Bishop

III CLERGY AND THE RELIGIOUS

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: To be United as One Family of the Lord; Working for One Mission.	
Objectives	Key Performance Indicators
1. Creating a Common Platform for all Clergy and the Religious	1. By June 2025 contact numbers of all clergy & Religious are collected & a WhatsApp group is made.
2. Fostering Team Ministry, Mutual love and Fellowship	2. By August 2025 arranging Clergy Day and a Day out

C. Activity Plan Matrix 2025-2026

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Celebrating Diocesan Clergy Day and World day of Consecrated life	Diocese/ CRI	August & February	Diocese and CRI Unit	Vocation Promotor and CRI President	Diocesan Bishop
2.	Conducting Ongoing Formation for 1 day to Junior Clergy and the Religious	Diocese/ CRI	Annual	Diocese and CRI Unit	Vocation Promotor and CRI President	Diocesan Bishop



XXI. COMMISSION FOR WOMEN

Secretary : Rev.Fr Rajendra Kumar
Mob. : 9741042856

Joint Secretary : Mrs. Shanthi
Mob.: 7338532703

E-mail : ckmwomencommission@gmail.com

A. Mission Trajectory

The Commission for Women envisages an attitudinal change regarding the dignity and role of women in the Church and society. The commission will build a vibrant women's movement from the Parish to the zonal, Diocesan and Regional levels rooted in Gospel values and Constitutional principles demonstrating their full potential within the Church and in the secular world. It also facilitates equal rights and equal participation in the decision-making process, valuing the differences. The commission promotes gender equity, by capacitating women to affirm their role and contribution in building a gender-sensitive Church. It would concretely engage in identifying, challenging, and reducing all forms of discriminatory patriarchal practices within the Church, communities and in the public domain.

B. Goals, Objectives and Key Performance indicators (KPIs)

Goal 1 : Capacitated and Sustainable Diocesan Women's Movements built.

Objectives	Key Performance Indicators
1. Formation and strengthening woman commission	By end of 2025, 6 women cells are formed in 3 deaneries
2. Promoting Awareness about the Government Schemes	By end of 2025 6women cells are given awareness

C. Activity Plan Matrix 2025-2026

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Women cells are formed at Magge	Parish	Feb	Diocese	Secretary & Joint Secretary	Diocesan Coordinator
2.	Women cells are formed at Hassan (women's day)	Parish	March	Diocese	Secretary & Joint Secretary	Diocesan Coordinator
3.	Women cells are formed at Santveri	Parish	May	Diocese	Secretary & Joint Secretary	Diocesan Coordinator
4.	Women cells are formed at Sakleshpura	Parish	July	Diocese	Secretary & Joint Secretary	Diocesan Coordinator
5.	Women cells are formed at Basarikatte	Parish	October	Diocese	Secretary & Joint Secretary	Diocesan Coordinator
6.	Women cells are formed at Hirebile	Parish	December	Diocese	Secretary & Joint Secretary	Diocesan Coordinator

XXII. COMMISSION FOR YOUTH

Secretary : Rev.Fr. George Fernandes

Joint Secretary : Rev.Fr Colin Nischith Lobo

Mob.: 7892197138

Mob.: 9380147567

E-mail : ckmyouthcommission@gmail.com

A. Mission Trajectory

The Diocesan Youth Commission envisions young people who are vivacious, vibrant and charismatic with skillful personal, spiritual, and professional training and who aspire to improve the Church, society and world. Our goal is to rise is young people who, motivated by God's love, are eager and ardent to take on challenges and give up things in order to improve their comprehensive fond quality of life by upholding Gospel values. Over the years, the Commission for Youth intends to do holistic, intense and comprehensive formation of youth through a variety of programs and initiatives.

B. Goals, Objectives and Key Performance Indicators (KPIs)

Goal 1: Teens and Youth are vibrant in the Church and in the communities	
Objectives	Key Performance Indicators
1. Forming of the Youth groups in all the parishes	1. By the end of 2025, 60% of the parishes in the diocese will have ICYM functioning. 2. From 2025, about 10 youth are given adequate training in different capacities (Media, Competitive exams, etc) 3. By December 2025, about 10 youth will emerge as vibrant leaders to support church and communities.
2. Ensuring regular participation in all the spiritual activities organized by parishes and youth movements	1. By December 2025, at least 5 youth in every parish is recognised as potential and vibrant spiritual leaders. 2. Youth actively participate in the parish spiritual activities.
3. Recognizing and assisting young people in leading normal life.	By December 2025, two youth are identified in each parish who are addicted to various substances and assist them in leading a normal life.

C. Activity Plan Matrix 2025

SL No	Objectives	Level	By When ?	Financial Resources	Person Responsible	Monitoring
1.	Annual Diocesan Kreedothsava for Youth of the diocese	Diocese	February 2025	Diocese	Secretary/ Joint Secretary /&Dexco team	Diocesan Co-ordinator
2.	Organizing Diocesan level leadership training programme for parish youth during Leadership camps	Parish	April 2025	Diocese	Parish Priest/ and Dexco team	Secretary
3.	Celebrating Vanamahothsava in the parishes in order to safe-guard the Environment	Parish	June 2025	Parish	Dexco team	Secretary
4.	One day Training programme for the candidates for competitive exams	Diocese	July 2025	Diocese	Secretary/ Joint Secretary	Dexco Team
5.	Celebrating National Youth Sunday at parish level	Parish	August 2025	Parish	Parish Priest	Secretary
6.	Training youth for Media	Diocese	By December 2025	Diocese	Youth Commission	Secretary
7.	Diocesan Level Retreat to Enhance their Spiritual Journey	Diocese	October 2025	Diocese	Youth Commission	Secretary
8.	Christmas Programme for the Youth at diocesan Level	Deanery	December 2025	Diocese	Youth Commission	Secretary, Joint Secretary & DEXCO Team



THE KARNATAKA REGION

The Vision Statement

Bound together in Christ, towards a Spirit-filled Communion of Communities based on Reconciliation, Unity and Love.

The Mission Statement

Commissioned by Christ and empowered by the Holy Spirit, the Roman Catholic Church in Karnataka, a community of disciples continues the evangelization begun by Portuguese, French and German missionaries four hundred years ago, through proclaiming the Gospel, celebrating the sacraments, teaching the faith, and forming the faithful for works of service.

PASTORAL / THEOLOGICAL PRIORITIES

A. Evangelization

Evangelization is the proclamation, in word and deeds of Christ of the Gospel to persons in all circumstances for the sake of the new life of faith beginning with Baptism and living in communion with the Church.

B. Prayer and Spirituality

With Mary, who is our Mother and model, the Church ponders and lives the mystery of Christ. Prayer and Spirituality sustain us in our everyday lives and leads us to a deeper relationship with God. Prayer and Spirituality are embodied in our Sacramental celebrations, devotions and personal prayer that draw the community and each individual to a life of holiness.

C. Charity and Justice

Compelled by the love of Christ, the Church expresses its respect for the dignity of every human person and strives to help each person achieve his/her status as someone created in the image and likeness of God. In the spirit of the Gospel and Catholic Social Teaching, the Catholic faithful express God-given dignity at a social level in collective and individual works of love, justice and peace.

D. Education and Catechesis

Education/Catechesis is the presentation of the fullness of the Catholic faith to every generation, embracing people of all cultures, languages and races. Through a lifetime of learning and teaching, disciples of Jesus are formed by encounters with the person of Christ, the Word of God, worship, the Tradition of the Church and Communion of Saints.

E. Sacraments and Worship

Christ acts in and through the Church. Through ritual actions and sacred songs, the Church celebrates the Paschal Mystery by which God redeems us and makes us holy. Through the grace of the Sacraments, we share in the life of the Risen Christ, to the glory of the Father and in the power of the Holy Spirit.

F. Promotion of Basic Ecclesial Communities (BEC)

At the local level, Basic Ecclesial Communities as basic units of ecclesial life are established and fostered. The Communities are to promote Gospel values among each other and with the people in the neighbourhood. The Communities being Christ-centred, fosters Christ-centred families.

G. Vocation and Priestly Formation

Vocation is a gift from God calling all the baptized to the necessity of service to the People of God. The Dioceses in Karnataka nurture all vocations but particularly the call to ordained priesthood which is vital for the health of the Church. The Church provides formation which is sensitive to the multicultural reality of the local Church and which leads to holiness of life.

H. Ecumenism and Inter-Religious Dialogue

Ecumenism is the work of fulfilling Christ's desire for unity among all Christians. Dialogue with brethren of other faiths makes us respect what is good in other religions and also foster the virtue of confraternity. As the Catholic Church we walk together with other Christian Churches and believers of other faiths to promote the Kingdom of God.

I. Stewardship and Administration

Recognizing that our whole life is a gift of God and is, therefore, at the service of God, the faithful respond to God's generosity by making a grateful return to the Lord that builds up the Church. As good stewards of God's gifts of time, talent, and treasure our policies and administration reflect justice, charity and respect along with accountability at all levels.

J. Consultation and Governance

All the faithful by virtue of Baptism are equal in dignity. The voices of all are prized. The faithful have the responsibility to listen to the promptings of the Holy Spirit and the right to speak for the welfare of the Church. Those who exercise the power of governance, in union with the Office of the Bishop sent by the Successor of Peter, have the responsibility to listen to and communicate with the faithful consultation and Governance generate structures wherein the charisms of all members are valued and the needs of all the faithful are addressed.

OUR STRATEGIES

The Karnataka Region Pastoral Plan (KRPP) is a plan for the Region of Karnataka pertaining to all the faithful in the Region. This is a plan where the various aspects of the individual person are taken care of and it is the minimum that all the Dioceses shall achieve. We follow certain system in the implementation of this Plan. The success of this plan depends on the uncompromising commitment of the personnel at all levels. The active and creative participation of every individual in the Region is extremely important in making the plan a reality.

1. KRPP is a Framework

The Karnataka Region Pastoral Plan is the framework around which the Diocesan Plans are to be made. The common issues of the Region are focussed in the Regional Plan and also minimum common programme is suggested here. The Dioceses will make the Regional Plan relevant to their Dioceses either by increasing the level of achievement or by adding goals and objectives to the issues specific to the Diocese while preparing the Diocesan Pastoral Plan. Goals and objectives to these specific issues can be added to the Diocesan Plan without omitting anything that is common in the Regional Plan.

2. Think Global Act Local

The Regional Pastoral Plan works on the principle, 'Think global act local'. All the stakeholders reflect together and pool together their ideas and choose the best among them to make decisions. All coming together and sharing their ideas helps better decisions because the bits and pieces of knowledge of every individual is contributed to have a fund of knowledge out of which the most appropriate can be picked up. This best is available to all to go back to their local place to act, to achieve. We implement in our own capacities in our work place that which is decided collectively so that the best decisions are translated into best results and greater impact.

3. Capacity Building

Knowledge is power. In order to have better results the capacity building of individuals at all levels is very important. The capacitated people are able to develop themselves. Capacity building takes place by transferring knowledge, skills and values. Capacity building is by transfer of 3 'M's Mind (Information), Might (Power) and Matter (Resources). When awareness is given with power to exist and act availing at least minimum resources growth is ensured.

4. Meetings at Regular Intervals

Needs Assessment Planning, Implementation and Evaluation are a continuous process. Constant evaluation of what is done improves the performance in the future. Regular Meetings at all levels ensure growth. The common agenda of meetings must be 3 'R's

Report, Review and Revise Plan besides other items on the agenda. The reporting necessitates some achievements to report. Also review helps to correct weaknesses for better implementation. Based on the review, plan can be improved for the ensuing term. Meetings are to be held chronologically one after another starting from the grassroots to the Region for better 'to and fro' communication. That is;

- F The Issue based Committee Meeting is preceded by the Ward Meeting.
- F The Parish Pastoral Council Meeting is preceded by the Issue based Committee Meeting.
- F The Deanery Committee Meeting is preceded by the Parish Committee Meeting.
- F The Diocesan Commission's Meeting will be preceded by the Deanery Committee Meeting.
- F The DPPIC Meeting will be preceded by the Diocesan Commission's Meetings.
- F Regional Commission's Meeting will be preceded by the Diocesan Commission's Meetings.
- F The KRPPC Meeting will be preceded by the Regional Commission's Meetings.

All the structures will have at least two-three meetings per year.

5. Strengthening of Systems and Structures

For better implementation of the plan certain structures have to be put in place. For example, KRPPC, Commissions and their Teams, DPPIC, Diocesan, deanery & parish Committees for Commissions, Catholic Enquiry Centres (CEC), Missionary Childhood Associations (MCA), Indian Catholic Youth Movement (ICYM), Young Christian Students (YCS), Catholic Lay Associations, Women Cells, Vocation centres, Basic Ecclesial communities (BECs) etc. All the stakeholders have to take serious interest in putting them into place.

6. Participatory Approach

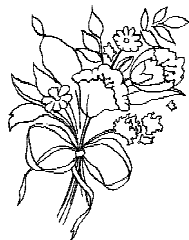
Regular participation of the members of all the structures is extremely important. The participation of Secretaries and Joint Secretaries is of utmost importance because, they are the ones who have to disseminate information, motivate and inspire others, monitor the implementation and report the performances. If they don't participate in the meetings and seminars they become the stumbling blocks for the progress of the organization, they represent. While participating they also learn from the peers. We should have something in order to give - "No one can give what he/she does not have.

7. Networking

Networking is keeping the identity intact joining hands with similar other organizations to address common issues collectively. Related Commissions and Organizations need to network with likeminded groups (NGOs, GOs) or people. With a greater image this helps to reduce duplication and better use of resources. The Commissions can organize common programmes together.

8. Decentralization of Power

Ensure that people with right aptitude, motivation, conviction and availability of time to dedicate are appointed for the structures. Power has to be decentralized so that at different levels proper decision making takes place. We need to employ 'Principle of subsidiarity' The superior will not do what the subordinate can do. At different levels the power of decision making can be delegated to the extent possible.



PASTORAL PLAN STRUCTURES IN THE REGION

1. Karnataka Region Catholic Bishops' Council (KRCBC)

The KRCBC includes 14 dioceses with 14 Bishops (10 Latin; 3 Syro Malabar; and 1 Syro Malankara) in Karnataka.

2. Karnataka Region Pastoral Plan Implementation Committee (KRPPIC)

- President-KRCBC
- Secretary-KRCBC
- Coordinator- KRPPIC
- Secretaries and Joint Secretaries - KRCBC Commissions
- Coordinators DPPIC
- Office Bearers - KRCR

3. Regional Commissions

- Regional Commission Chairman and Vice Chairman
- Coordinator - KRPPIC
- Secretary and Regional Joint Secretary - Regional Commission
- Secretaries - Diocesan Commission

4. Diocesan Pastoral Plan Implementation Committee (DPPIC)

- Bishop of the Diocese
- Vicar General
- Coordinator - DPPIC
- Secretaries and Joint Secretaries - Diocesan Commissions
- Office Bearers - CRI

5. Deanery Committee

- The Dean of the Deanery (Vicar Forane)
- Representatives of the Priests
- Representatives of the Religious
- Representatives of the Laity

6. Parish Committee

- Parish Priest and Assistant Parish Priest/s
- The Vice President of the Parish
- The representatives of the Religious
- The Ward/Area/Zonal Representatives

PASTORAL COMMISSIONS

1. Commission: A General Definition is a group of people given official authority to do a particular task.

2. Pastoral Commissions: Pastoral Commissions are the implementing organs of the Diocesan Pastoral Plan.

3. Responsibility of the Commission:

1. Analysis of the situation
2. Formulation of objectives
3. Preparation of the Action Plan
4. Implementation of the Action Plan
5. Monitoring and review
6. Evaluation

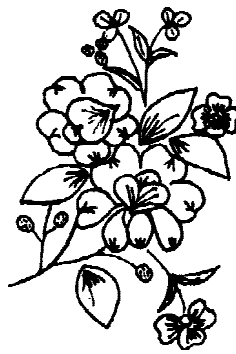
4. Effectiveness of the Commission: The effectiveness and success of each Pastoral Commission depends on the secretaries/ members who are:

1. Committed people, selected and appointed for the Commission.
2. Have some knowledge of their Commission.
3. Have genuine interest to work for the Commission.
4. Capable of reflection and contribution to the Commission.
5. Not rigid/fanatic in their views but able to understand, listen to other views, open to alternative procedures or solutions.
6. Qualified.
7. Able to tap various human and material resources for the Commission.

5. General Outline of the Activities of the Commissions:

1. **Periodical Meetings** to take stock of the situation and Training **Programmes on the objectives** to the Secretary/ Joint Secretary/ Team Members/Collaborators in order to build their capacity.
2. **Performing meticulously Activities** based on the objectives of the Commission at the Parish/ deanery/ diocesan levels.
3. **Seminars** based on the themes related to objectives of the Commission. e.g.: catechetical and educational seminars for teachers.
4. **Periodical Bulletins** containing Reports / Action Plan / Success Stories. If the priests/ religious know the Commissions' activities, better cooperation/collaboration from them.
5. **Fund Raising** from well-wishers/institutions/rich and generous families, etc.
6. **Exposure Programmes** on the objectives to the Team Members / Collaborators.

7. **Networking with the other Commissions:** The commissions must work hand in hand to support each other and also hold common programmes together in order to reduce the burden to those who attend and also to save time, human and material resources, pool together knowledge etc.



MANAGEMENT OF PASTORAL PLAN

1. PLAN AND PLANNING

Organizational Planning

A **Plan** is a set of strategies or means, adopted by a group or an organization, to achieve goals and objectives, in order to realize the purpose of its existence.

A **Planning** is a proposed or intended way or a method for moving from the present situation to view of the future

Planning is important for various reasons:

1. Focussed Intervention: Makes an organization look towards the future with a clear focus.
2. Strengthens the organization by promoting consensus.
3. Provides a framework for decision making.
4. Sets priorities.
5. Formulates responses to contingencies.

Pastoral Planning

A **Pastoral Plan** is a set of goals and objectives based on vision and mission statements, freely embraced by a community (diocese/ parish/ commissions/ religious, educational, health institutions etc.) through a process of shared decision-making, which directs the community towards its pastoral activities and decisions.

A **Pastoral Planning** is a process by which a faith community, with a deep appreciation of its past and an understanding of its present strengths and weaknesses, seeks to respond to the spiritual and pastoral needs of people within and beyond the community with a future vision.

The Pastoral Plan accepts the basic principles and methodology of organizational planning. But adapts them by incorporating the *religious dimension*. Because of the nature of a parish or diocese as a community of believers, the religious dimension is of fundamental importance in the Pastoral Plan.

1.1. Unique Features of Pastoral Planning

1. The purpose of Pastoral Planning is to grow in our ability as Church, to serve the mission of Christ into the future. Therefore, the Kingdom of God is the final goal.
2. Pastoral Planning is essentially Communitarian and involves the bishop, clergy, religious and the laity; it involves men and women, youth, children and seniors.

3. It is prayerful because it is a process of "reading the signs of the times" and of "discernment" in the light of the Word of God.

II. THE PLANNING PROCESS

The **Planning Process** has various stages and each of these stages deals with a set of questions as outlined below.

1. Who or what are we as an organization/Commission? What is our present position? What are our **strengths** and **weaknesses** in each of these spheres of activity? What are the **opportunities** and **threats** that we see or perceive in our environment? (SWOT Analysis)
2. What is our **final aim**? Why do we exist as an organization/ Commission? What is our **vision** and **mission**? Where do we want to go? What are the **goals** or **intermediary objectives** or spheres of activity within the context of the vision and mission?
3. Taking the above into consideration, what **steps** or **strategies** we will adopt to reach our objectives? What are the **concrete** or **actual measures** which we will adopt?
4. How will we implement the measures we have adopted? What are the **structures** and **other requirements** such as finances, office, workers?
5. How do we know that we have achieved the goals or reached the objectives? Has our implementation actually contributed to our vision and mission? What is our **evaluation/monitoring** method?

III. CLARIFICATION OF CONCEPTS

Stage 1: Defining Vision and Mission

1. Definitions

The **Vision** is the farthest horizon imaginable at the present time for the future of an organization: a nation, corporation, company, diocese, parish, religious, institution, diocesan commission, college, school, hospital, social service centre and so on. The Vision inspires and guides the organization in its work. A very broad vision is that of Martin Luther King: "I have a dream...". The Vision of an organization expressed in words is called a **Vision Statement**.

The **Mission** is the particular way an organization intends to make a contribution towards the realization of the vision. Mission is a road map to Vision.

The **Mission Statement** expresses how an organization will actually strive towards realizing the Vision. A Mission Statement describes what the organization does, with whom or for whom it does it, and in broad terms, how it does it. A Mission Statement is important because of the following various reasons:

1. It is an easy way to communicate to others what the organization does and how it does it.
2. It helps the members and employees of the organization to clarify and focus on the objectives.

Stage 2: Determine Goals and Objectives

1. **Identify** the areas or spheres in which planning is to be undertaken. These spheres or areas could be internal or the external to the organization. This is done through the needs assessment. At the end of the needs assessment we arrive at several concerns which will help us to identify the needs/problems.
2. When the situation is with problems it is not comfortable we want to move to a healthier situation. This is done in identifying the goals and objectives. These are the achievements we set for a definite period of time. Though the goals are general statements but the **objectives are SMART specific, measurable, achievable, realistic and time bound**. They only state the end reality and does not explain the reason nor the method of achieving.“

Stage 3: The Action Plan

Once the objectives are set then we have to discuss the action plan, which specifies what activities have to be performed, how are they performed, who is responsible, what all resources required for individual activity and the timing of the activity. Every activity is performed looking at the result that is expected of that activity. The results therefore, have to be fixed beforehand. The results contribute to the objective. Remember every objective needs a separate action plan. Along with the Action plan we need to prepare the monitoring plan and the evaluation plan for the monitoring and the evaluation after the achievement.

Stage 4: Formulate Strategies

A **Strategy** is an overall approach or plan of action to attain the objectives. It explains what is formation of the action. What different systems and approaches that are employed in the implementation of the project.

Stage 5: Implementation

This is the stage of actual implementation of the plan according to strategy and tactics chalked out.

Stage 6: Monitoring/ Adaptation

This stage runs concurrently with implementation. Continuous monitoring may suggest the need for adaptations and adjustments. Continuous monitoring and evaluation are important to ensure the successful outcome of the planning process.

All the six stage are important for successful panning in order to bring about the desired change. The **Vision** and **Mission Statements** are the foundations. Defining **goals** and **objectives** indicate the nature of the desired change. A proper understanding of the **strengths** and **weaknesses, opportunities** and **threats** make the plan realistic. **Strategy** and **tactics** indicate the plans to be implemented. Continuous **monitoring and adjustments** ensure that the plans are properly implemented.

IV. MEETINGS

The Commissions meetings, for the implementation of the Pastoral Plan, both for Reporting and forming Action Plans are held at the Regional, Diocesan, Deanery and parish levels as per the below schedule:

Commissions	No. of Meetings	Timeline
KRCBC	Two Meetings	February, September
KRPPIC	Three Meetings	January (beginning) April (end) August (end)
Regional Commissions	Three Meetings	December (end) April (beginning) August (beginning)
Diocesan Committee	Three Meetings	December (beginning) March (end) July (end)
Deanery Committees	Three Meetings	November (end) March (beginning) July (beginning)
Parish Committees	Three Meetings	November (beginning) February (end) June (end)
Meetings of these different Commissions and Committees will be held one after another		

starting from the bottom towards the top. The Deanery Committee meeting is preceded by the Parish Committee meeting and the Diocesan Commissions' meeting will be preceded by the Deanery meeting. The DPPIC meeting will be preceded by the Diocesan Commissions' meeting and the KRPPIC meeting will be preceded by the Regional Commissions' meeting. All these structures have at least three meetings per year.

In the meeting, the agenda is to *report* the activities carried out in the by gone period followed by the review and *evaluation*, based on which the *follow-up* plan is prepared for the period up to the next meeting.

Besides these Meetings of the Commissions as one body, each individual Commission, whether Regional or Diocesan, with its Chairman - Bishop/ Diocesan Bishop, Secretary, Joint Secretary, Core Team members and collaborator, should come together periodically for preparing some special programmes/events/ training programmes, etc.

V. IMPLEMENTATION AND EVALUATION OF PASTORAL PLAN

1. Dissemination of Information: All the diocesan priests and religious in the Karnataka Region should study the Pastoral Plan and explain it to the people in their dialogue and interaction. The Regional Chairman Bishops, the Regional Secretary and Joint Secretaries at the regional level, the Diocesan Bishop at the Diocesan level, the Dean at the Deanery level and the parish Priest at the parochial level will make every effort to explain the Pastoral Plan to their respective flocks aiming at its realisation.

2. The Diocesan Pastoral Plan: The Regional Pastoral Plan has to be made relevant to the Dioceses. The Regional Pastoral Plan is the minimum that is fixed to be achieved looking at the least of the Dioceses in that area. Hence, the dioceses can fix the mark at a higher level in the case where it is possible. Also, the Dioceses may have certain issues specific to the Diocese which other Dioceses may not have. Hence, while preparing the Diocesan Pastoral Plan the Diocese has to include goals and objectives necessary for such issues over and above the plan given by the Region.

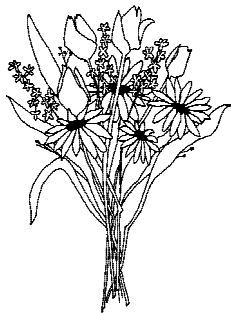
3. Implementation: For any planning to be effective, it has to be backed up by an effective and efficient implementation. All the stakeholders in the Region should own the plan and put it into practice. All must understand clearly the plan and then commit to play their role for the successful implementation of the plan. When all the stakeholders join hands the results of the plan are greater. Hence, our request to the leaders is that we try and see that more and more people at the ward, parish, deanery, diocesan and regional level form part of the implementation of the plan. With the participation of more people we see the attitudinal changes also.

Each Regional Commission's Secretary and Joint Secretary in collaboration with the Diocesan Secretaries of their Commission shall prepare Action Plans for all the

objectives and submit it to their Chairman Bishop for his approval.

Diocesan Commission will prepare its own yearly plan based on the Diocesan Pastoral Plan and submit it to the Bishop for approval every year. The yearly plans of various Commissions will be finalised at the meeting of the Secretaries of Diocesan Commissions at the end of every year to be implemented in the following year for better coordination and collaboration.

4. Reporting and Evaluation: Based on principles of accountability and co-responsibility, an evaluation is to be done regularly at all levels. The reporting has to happen at the ward, parish, deanery, diocese, the regional commission, the KRPPC and to the KRCBC. The representatives will prepare the report of their working area and the same will be consolidated and presented to the higher level. Hence, the lowest level will have the meeting first and then the next level. This helps to reach the report from the grass root to the top. This will give a fair picture of the reality in the region time and again. Please follow the scheme that is provided at the end of the booklet.



FORMATS

1. Format for Writing the Report (Report Format)

Name of the Diocesan Commission:

Name of the Diocesan Secretary:

Name of the Diocesan Joint Secretary:

Activities	Procedure/ Methodology?	Who, When, Where Organized? Number of Participants?	Outcomes /Results	Impact of The work Done previously
Objective 1				
1				
2				
3				
4				
Objective 2				
1				
2				
3				
4				
Objective 3				
1				
2				
3				
4				
Any other				
Achievements				
1				
2				

Names of the Commission Team Members :

Signature :

Name:

2. Format for Writing an Action Plan: (Action plan format)

The Action Plan is prepared for each of the Objectives

The activity to be performed?	The result or outcome expected from the activity	Methodology / Procedure	Persons/ Groups Responsible	Resources required	Scheduled Time, Date

IMPLEMENTATION

Any planning to be effective is to be backed up by an implementation network. Whatever is planned and promoted for the renewal of the Church at the Diocesan level should have its counterpart at the Parish and Deanery levels for an authentic ecclesial growth of the Parish Community. Parishes and deaneries are the key collaborators in the actualization of the Pastoral Plan. The following strategies are proposed to help in implementing this Plan:

1. Every association in the Parish Legion of Mary, Altar Boys, St. Vincent de Paul Society, Girls Sodality, Indian Catholic Youth Movement (Youth Association Yuva Mitra) Young Christian Students (Y.C.S) etc., keeping in view this Pastoral Plan of the Diocese of Shimoga, prepares its own plan of activities at the Parish level.
2. The presidents of these associations will present their yearly plan to the Parish Pastoral Council for its approval.
3. The Parish Priest, along with the Parish Pastoral Council, is to prepare a yearly Parish Pastoral Plan at the Parish level and submit it to the Diocesan Bishop by 31st December of every year for approval. The Parish Animation Team [PAT] will see to the implementation of such plan.

Deanery level

The Dean along with the Religious and Priests of the Deanery will prepare an Annual Deanery Pastoral Plan based on the Pastoral Plan and submit it to the Diocesan Bishop by 30th November of every year for his approval.

Diocesan level

1. Each Diocesan Commission will prepare its own yearly plan based on the Pastoral Plan and submit it to the Diocesan Pastoral Plan Implementation Committee [DPPIC] by 30th November of every year for its approval.
2. The yearly plan of various commissions will be finalized at the meeting of the Directors of Diocesan Commissions at the end of the year to be implemented in the following year for better coordination and collaboration.“

VI. IMPLEMENTATION

Dissemination of Information

Parish Level	Deanery Level	Diocesan Level
Parish Priest to communicate pastoral plan to: 1. Parish pastoral Council, Finance Committee, Office bearers of all associations, animators of SCC. 2. Parish assembly	Dean to communicate to: 1. Deanery Pastoral Council 2. All priests and men and women religious of the Deanery	ME Committee to communicate to: 1. Diocesan Pastoral Council, 2. Diocesan Presbyterium, 3. Superiors of men and women religious 4. To the lay faithful through diocesan Magazine "Sneha Jyothi"

Planning

Parish Level	Deanery Level	Diocesan Level
1. Parish Pastoral Council prepares annual action plan based on Diocesan Pastoral Plan 2. Forwards a copy of the plan to the Diocesan ME Committee	1. Deanery Pastoral Council prepares annual action plan based on diocesan Pastoral Plan 2. Forwards a copy of the plan to the Diocesan ME Committee	Every Diocesan Pastoral Commission prepares its annual action plan based on the Diocesan Pastoral Plan and submits to Diocesan ME Committee

REPORTING AND EVALUATION

Evaluation will be done for assessing systematically and objectively data and information that inform strategic decisions, thus improving the pastoral plan in the future. Evaluations would help to draw conclusions about relevance, effectiveness, efficiency, impact and sustainability. Information gathered in relation to these aspects during the monitoring process would provide the basis for the evaluative analysis.

Based on the principles of accountability and co-responsibility an evaluation is to be done regularly at all levels. A system both at the Parish and the Diocesan Level will be installed to monitor and evaluate the Pastoral Plan.

Evaluation at Different Levels

Parish Level

The various Pious Associations shall submit a report of their activities to the Parish Pastoral Council once in every six months at the Parish level. The Parish Pastoral Council shall, in turn, submit a consolidated report of the activities done in the current year along with the Parish Pastoral Plan of the forth coming year, which is based on the Diocesan Pastoral Plan to the Diocesan Bishop by 31st December of every year.

Deanery Level

At the Deanery level, the Dean along with the Deanery Pastoral Council will prepare a report about the realization of the Deanery Pastoral Plan once in every six months. He shall submit a consolidated report of the activities done in the current year along with the Deanery Pastoral Plan of the forthcoming year to the Diocesan Bishop by 31st December of every Year. The Deanery Pastoral Plan of the forthcoming year should be based on the Diocesan Pastoral Plan.

Diocesan Level

The Directors of Various Commissions at the diocesan level shall report about the fulfillment of their yearly plan once in every four months. The Directors of various Commissions shall submit a consolidated report of the activities done in the current year along with the Plan of the forthcoming year based on the Diocesan Pastoral Plan to the diocesan Bishop by 30th December of every year.

Diocesan Pastoral Plan Implementation Committee [DPPIC]

The Diocesan Review cum Evaluation Committee consisting of the Bishop, the Vicar General., the Deans, the DPC Secretary and the Secretary of the Council of Priests, the Religious Representative shall meet thrice a year to review and evaluate the progress achieved both at the Parish and the Deanery level.

MONITORING AND EVALUATION

Monitoring is undertaken for systematic and routine collection of information from the twenty commissions for four main purposes: to learn from experiences to improve practices and activities in the future; to have internal and external accountability of the resources used and the results obtained; to take informed decisions on the future of the initiative and to promote empowerment of beneficiaries. Monitoring will be done periodically and would allow results, processes and experiences to be documented and used as a basis to steer decision-making and learning processes. Thus, monitoring will be used for checking progress of achieving the pastoral plans. The data acquired through monitoring is used for evaluation.

Evaluation will be done for assessing systematically and objectively data and information that inform strategic decisions, thus improving the pastoral plan in the future. Evaluations would help to draw conclusions about relevance, effectiveness, efficiency, impact and sustainability. Information gathered in relation to these aspects during the monitoring process would provide the basis for the evaluative analysis.

DPPIC : Diocesan Pastoral Planning Implementation Committee (Monitoring and Evaluation Committee) constituted for the purpose shall be as follows:

President / Chairman	:	Bishop
Vice-President	:	Vicar General
Diocesan Co-ordinator of All Commissions	:	Convener
Episcopal Vicar for Religious	:	Member
Chancellor / Procurator	:	Member
All Deans : Chikmagalur, Hassan, Balehonnur	:	Member
President & Office Bearers, CRI	:	Member
Secretary, College of Consultors	:	Member
Secretary, Council of Priests	:	Member
Director, CMSSS	:	Member
Director, Diocesan Pastoral Centre	:	Member
Rector, St. Joseph's Minor Seminary	:	Member
Secretary, St. Joseph's Educational Society	:	Member
Secretaries & Joint Secretaries (Diocesan Pastoral Commissions)	:	Member

The committee shall meet once in four months to review the progress. The formats for submission of reports are found in appendix

CONCLUSION

We know that daunting task is before us. Most of us are already very busy with many other things. But we must have larger interest of the Church in our mind and see the priority of the things to be done. All what we don henceforth be seen in the prism of the Pastoral Plan. We have to ask as to what we do how does it contribute to the fulfilment of the plan. The Vision of God's Kingdom and a healthy Christian realism impel us, under the guidance of the Holy Spirit, to act now, before events overwhelm us.

The pastoral issues set forth in this plan offer us the opportunity to lay a firm foundation for tomorrow's Church. If we succeed, the Church will have ministers, well formed adult Catholics, involved and active youth and dedicated adults with a firm commitment to justice, and ecclesial structures that can respond to the ever-changing demands of our Karnataka Region. We owe future generations of Catholics nothing less than our best efforts.

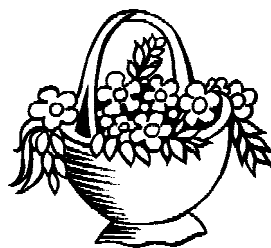
Those of us who are blessed by ministerial experience also know that, in this work we will receive more than we accomplish. That is the basic rule of grace, of death and rising, at the core of our Vision for the future. The theme of the Synod 2021-2023 Synodal Church' Communion, participation and mission - be our guiding light.

We invite you to join us, the Bishops of the Region, on this grace-filled journey of "Renewing the Church". Mary, the mother of Christians may help us to commit ourselves totally with a heart that longs to alleviate the sufferings of our neighbour. May the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit be with us on our way.

The Bishops of Karnataka

A Pastoral Plan is "a set of goals and objectives based on a Vision and Mission, freely embraced by a community through a process of shared decision-making, which directs that community in its pastoral activities and decisions". As I present this Pastoral Plan of our Diocese of Udupi in the hands of our Clergy, Religious and Lay Faithful, I wish to recall the words of our beloved Pope Francis: "The Church is sent by Jesus Christ as the sacrament of the salvation offered by God.... Being Church means being God's people, in accordance with the great plan of his fatherly love. This means that we are to be God's leaven in the midst of humanity. It means proclaiming and bringing God's salvation into our world, which often goes astray and needs to be encouraged, given hope and strengthened on the way. The Church must be a place of mercy freely given, where everyone can feel welcomed, loved, forgiven and encouraged to live the good life of the Gospel." (*Evangelii Gaudium* 111-114).

This Pastoral Plan, I am sure, will be a guideline in our evangelizing mission, both of the Proclamation and New Evangelization, in order to implement the command of our Lord: "Go and make disciples of all nations" (Mt 28:19).



Documents Referred in the Pastoral Plan

Papal Documents

1. Pope John XXIII, Encyclical, *Pacem in Terris*, 11th April 1963.
2. Pope Paul VI, *Ecclesiae Sanctae*, Norms for Implementing the Decree on the Church's Missionary Activity, 6th August 1966.
3. Pope Paul VI, Apostolic Exhortation, *Evangelii Nuntiandi*, 8th December 1975.
4. Pope John Paul II, Apostolic Exhortation, *Familiaris Consortio*, 22nd November 1981.
5. Pope John Paul II, Encyclical, *Redemptoris Missio*, 7th December 1990.
6. Pope John Paul II, Apostolic Exhortation, *Pastores Dabo Vobis*, 25th December 1992.
7. Pope John Paul II, Apostolic Exhortation, *Ecclesia in Asia*, 6th November 1999.
8. Pope Benedict XVI, Encyclical Letter, *Deus Caritas Est*, 25th December 2005.
9. Pope Francis, Apostolic Exhortation, *Evangelii Gaudium*, 24th December 2013.
10. Pope Francis, Encyclical Letter, *Laudato Si*, 24th May 2015.
11. Pope Francis, Apostolic Exhortation, *Amoris Laetitia*, 8th April 2016.
12. Pope Francis, Message for the First World Day of the Poor, 13th June 2017.
13. Pope Francis All are brethren *Fratelli Tutti*

Vatican II Documents

1. *Inter Mirifica*, Decree on the Means of Social Communication, 4th December 1963.
2. *Sacrosanctum Concilium*, The Constitution on the Sacred Liturgy, 4th December 1963.
3. *Lumen Gentium*, Dogmatic Constitution on the Church, 21st November 1964.
4. *Unitatis Redintegratio*, Decree on Ecumenism, 21 November 1964.
5. *Optatam Totius*, Decree on the Training of Priests, 28th October 1965.
6. *Nostra Aetate*, Declaration on the Relation of the Church to non-Christian Religions, 28th October 1965.
7. *Apostolicam Actuositatem*, Decree on the Apostolate of Lay People, 18th November 1965.
8. *Gaudium et Spes*, Pastoral Constitution on the Church in the Modern World, 7th December 1965.
9. *Ad Gentes*, Decree on the Church's Missionary Activity, 7th December 1965.

Other Documents

1. *Communio et Progressio*, Pastoral Instruction on the Means of Social Communication, 29th January 1971.
2. *Code of Canon Law* 1983, promulgated by Pope John Paul II on 25th January 1983.
3. *Aetatis Novae*, Pastoral Instruction by the Pontifical Council for Social Communication, 22nd February 1992.
4. *Catechism of the Catholic Church*, promulgated by Pope John Paul II on 11th October 1992.
5. *Compendium of the Social Doctrines of the Church*, by the Pontifical Council for Justice and Peace, 2nd April 2004.
6. *Apostolorum successores*, Directory for the Pastoral Ministry of Bishops, by the Congregation for Bishops, 22nd February 2004.
7. Pastoral Plan for the Church in India, by the Conference of the Catholic Bishops of India (CCBI), published on 8th December 2013.

Diocese of Chikmagalur
Diocesan Pastoral Commissions and Desks

Chairman: Most Rev. Dr. Thomasappa Anthony Swamy

Diocesan Co-Ordinator: Rev. Fr David Prakash M.F. Ph.No.: 9448200977

Sl. No	Commissions	Secretary / Joint Secretary	Email
01	Commission for Basic Ecclesial Community (BEC)	Rev.Fr Avin Michael 9481769830 Miss Anitha M. 9449209659	ckmbeccommission@gmail.com
02	Commission for Bible	Rev.Fr Adarsh 8296461695 Rev.Fr Rajendra R 9448254365	ckmbiblecommission@gmail.com
03	Commission for catechetics / Faith Formation	Rev.Fr James Charlie 9113062872 Rev Fr Nelson Nazareth 7204661805	ckmcatecheticscommission@gmail.com
04	Commission for Ecumenism	Rev.Fr Rayappa 8861951692 Rev.Fr Keerthi Kiran 9591954913	ckmecumenismcommission@gmail.com
05	Commission for Education	Rev.Fr Marcel Pinto 8431841335 Rev. Sr Kanika Mary	ckmeducaioncommission@gmail.com
06	Commission for Ecology and Environment	Rev.Fr. Sunil Rodrigues 9902970040	ckmecologycommission@gmail.com
07	Commission for Family	Rev.Fr Alwin Joseph D'souza 9449040980 Rev.Fr Sanjay Juvanes 9483268302	ckmfamilycommission@gmail.com
08	Commission for Health and Pro-Life	Rev. Sr. Rufina Matthew 9449217444 Rev. Fr Cyril Pereira OFM.Cap 9606675258	ckmhealthcommission@gmail.com
09	Commission for Inter-Religious Dialogue	Rev.Fr. Anthony Raj C 9448405318 Rev.Fr. Kiran Melwin 9164042090	ckmirdcommission@gmail.com
10	Commission for Justice, Peace & Social Concern & Devolpment	Rev. Shanth Raj R 9448688855 Rev. Fr Alwin Joseph D'Souza 9449040980	ckmjpsdcommission@gmail.com
11	Commission for Labour	Rev.Fr Denzil Lobo 6363562391 Rev.Fr Sanjay D'Souza 9880166334	ckmlabourcommission@gmail.com
12	Commission for Laity	Rev.Fr Fredrick Pais 9113590986 Rev.Fr John Baptist & Mr. Thomas 7676902682	ckmlaitycommission@gmail.com

Sl. No	Commissions	Secretary / Joint Secretary	Email
13	Commission for Liturgy	Rev. Fr Supreeth Menezes 8970583035 Rev.Fr Vincent Marcel Pinto 9481070349	ckmliturgycommission@gmail.com
14	Commission for Pastoral Care for Differently Abled	Rev.Fr Santhosh Kumar 7760489390 Rev.Fr David Kumar R 8310921461	ckmdifferentlyabledcommission@gmail.com
15	Commission for Pastoral Care for Migrants	Rev.Fr Velangani Tony 8277488364 Rev.Fr Linu Robert 7975767395	ckmmigrantscommission@gmail.com
16	Commission for Proclamation and Evangelization	Rev.Fr Prashsnth S.G. 7975034055 Rev.Fr Chowrappa 9972001756	ckmproclamationcommission@gmail.com
17	Commission for SC/ST/BC Christians	Rev.Fr Lancy Pinto 9448775520	ckmscstcommission@gmail.com
18	Commission for Social Communications	Rev.Fr Anil Lobo 8088328731 Rev. Fr Alvin Joe 6362558686	ckmsocialcommission@gmail.com
19	Commission for Vocation and Formation-Priests and Religious	Rev.Fr Francis 9740137974 Rev.Fr Charles Pereira 9448900422	ckmvocationcommission@gmail.com
20	Commission for Women	Rev.Fr Rajendra Kumar 9741042856 Mrs. Shanthi 7338532703	ckmwomencommission@gmail.com
21	Commission for Youth	Rev.Fr George Fernandes 7892197138 Rev.Fr Colin Nischith Lobo 9380147567	ckmyouthcommission@gmail.com
22	Desk for canon Law	Rev.Fr Melwin Tellis 8217409471 Rev.Fr William Bernard 9964731627	ckmdeskforcanonlaw@gmail.com
23	Desk for Prison Ministry	Rev.Sr Nakshthra Mary 9482393682 Rev. Fr Sylvester Anthony 9901197282	ckmdeskforprisonministry@gmail.com
24	Desk for Theology and Doctrine	Rev.Fr Adarsh 8296461695 Rev. Fr Vinay Kumar 7022121697	ckmdeskfortheology@gmail.com

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