

FIDES

Annual Report 2018- 2019

Vision

Fullness of life for all people

Mission

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

OBJECTIVES:

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

FOURFOLD STRATEGY OF FIDES:

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

PLANNING AND EVALUATION

Planning and evaluation of the activities of FIDES was held on 4th June 2018. It was started with the invocation of God. The steps of planning were begun with the evaluation of the programme of the previous month. The evaluation was summarized into few minutes since most of the days were not working day for the office. In the evaluation, it was mentioned that the active cooperation of the administration and the people could make the dream of constructing a building in kaverinagar and it was appreciated by all. In the further discussion the importance of writing adoption letter and its structure was explained by the Directress, Sr. Sumi. The need of collecting the success stories of the students who were receiving scholarship was discussed and decided to collect the success stories as early as possible from the Beneficiaries. Many of the student's names were noticed and listed especially on who were eligible



for writing the success story. The discussion also indicated the need to strengthen the public relationship today. Another focus of discussion was on the building in Ulsoor. Further process to get the permission to get a building or place permanently in Ulsoor was focused. More over the urgent need of settling the debts of building

construction at Kaverinagar helped the meeting to find few resources to complete the debts, used for the construction of the building. As a conclusion of the discussion, the Jubilee celebration of FIDES in this year was put forward. The beginning of the preparation and starting dates had to be discussed further so the presence of Sr. Superior was awaited. The discussion regarding the jubilee was kept for another day. The planning specifically drawn the activities to be held during the month of June, such as the auditing of the group, apex body meeting, distribution of the adoption money and letter writing and birthday celebrations of Staffs.

APEX BODY MEETING

Apex body meeting at Kaverinagar was held on 6th June 2018 with the presence of Sr. Sumi and staffs along with 25 apex body members. In the meeting, the prime discussion was on the need to strengthen the groups and its activities, presentation of the expenses of new building, remembrance of Sr. Nancy on the occasion of growth achieved by the people, announcing the adoption letter writing dates and conditions, importance and value of volunteers for the successful work of FIDES organization and distribution of loan for the groups. The federation members from Ulsoor working area also were present for the meeting especially to share their experience in the meeting and to make the people aware of the specialty and significance of FIDES and Sr. Nancy in working with the poor. The people who were gathered for the meeting were given sweets as the new building was blessed at Kaverinagar.



ADOPTION LETTER WRITING

The adoption letter writing and the amount distribution for the students was held on 9th, 10th and 11th of June for the students from Kaverinagar and Village. There were 140 students for receiving the adoption money along with their parents. During the money distribution, the students were asked to write the Christmas wishing letter to the benefactors. All the students wrote the letter and received money from FIDES. The staffs and volunteers did the correction of the letters. Few directions and guidelines were given by Sr. Sumi, the Directress of



FIDES regarding the Jubilee celebration of FIDES, especially on how to celebrate the jubilee in effective manner.

ADOPTION LETTER WRITING

The distribution of the adoption money and letter writing of Ulsoor was held on 16th and 17th of June 2018. The scholarship amount was distributed for 115 students. There was a meeting held for the parents and the students to give few guidelines and instructions regarding the letter writing and the Jubilee celebration of FIDES. The beneficiaries of scholarship were asked to write the letter to wish Christmas greetings to the benefactors. The staffs and volunteers did the correction of the letter.

INAUGURATION OF SECOND PHASE OF STUDENT SUPPORT PROGRAMME

“Every new beginning comes from some other beginning’s end.” – Seneca.

Quoting the above mentioned statement indicates the new beginning of the journey of second phase of student support program held on 1st July 2018 at Avalahalli.



The inaugural program started with the registration of the students at 9.00 am. The official program started at 9.30 am with the introduction of Mr. Rajesh Krishnan Chief Operating Officer of United Way Bengaluru, which made the audience comfortable and eager. The master of the ceremony was Ms. SharishmaThappa. Mr. Akash, one of the beneficiaries of scholarship program welcomed the gathering. The dignitaries from various statuses were present for the programme. There were 178 students and 28 parents present for the program. Among the 21 newly joined students 14 were present.



The dignitaries adorned the venue with their motivating messages and presence. Mr. Rakesh Ahire, Principle Engineer from GE, Mr. Rajesh Krishna, the Chief Operating Officer of United Way, Fr. James the Rector of Kristu Jyoti College, Ms. Smita Sharma the Senior Manager from United way, Ms. Bhagya Kumar from United Way, Sr. Deepa George the project Manager of Dream India Network, Sr. Jyothi, Finance Administrator of Dream India Network, Mr. Jose Paul, the

Project Coordinator and the well-wishers were present. The dignitaries were welcomed with saplings.

Invoking the presence of God, Sahana, one of the scholarship beneficiaries performed the prayer dance followed



by lighting the lamp to inaugurate the programme by the Chief Guests and representative from students. Ms. Smita Sharma delivered the inaugural address in which she specified the need to have this program and introduced the whole program in brief.

Mr. Rajesh Krishna addressed the gathering by sharing his experience of the student support programme phase-1 with his motivational speech. He indicated the importance of being volunteer and becoming leaders in any



activity. He also reminded the need to develop the skills in various fields. The session was carried on by the feedback given by Mr. Rajesh Krishnan with some clippings of previous activities and appreciated the volunteers and 8 students who

scored high marks in the 1st PUC exam. They were awarded with certificates and gift coupons from Sapna Book House for their achievement. He also explained the upcoming schedule of student

support programme phase -2. He presented a golden opportunity for students and invited them to prepare short documentaries on any social cause which they are engaged in. The best documentary will be given cash prize and it will be uploaded in the YouTube for millions to watch. The students seemed very excited with this announcement.

Ms. Smita Sharma imparted her view on being a part of United Way and shared her privilege to be a part of this programme. The students were explained about the need and advantage of volunteering, which may help each one to face situations in the future to show your best. She also put forwarded creative ideas regarding the upcoming mentorship sessions for the students, such as inclusion of sports and arts. New 21 students were added to the group of student support programme and they were introduced to the gathering. Later on the session was carried out by video clips, which motivated and inspired the students to be happy by helping others and making them happy: So that one can achieve self-

satisfaction irrespective of money and caste.

Mr. Rakesh Ahire shared his experience of being a part of United Way Student support program. He shared his humble beginning and the inspirations he



received in his growing up years. In his message he included specific points to be a successful person such as dream big so that we can have total attention towards our dream and work towards fulfilling it. One should be stable enough to concentrate on the goal, success depends on the hard work and the last point was on the need to improve the ability which could be done by learning and correcting the mistakes and not repeating it again. He exhorted the students to work hard and to accept the challenges emerged in daily life.



As part of distributing first installment for all the students, distribution of cheque was given to 10 students on the stage by the chief guests. Two students of student support program and one parent were given the



opportunity to share the benefits of student support programme of previous year. Students explained the importance of scholarship program, how it has helped the students in their education and extracurricular activities. Ms. Virgin Mary, the mother of a beneficiary, shared that through student support program United

Way and the donors have given the students a key to success to achieve their goals.

Fr. James a representative from DIN addressed the students with a short speech with information to ponder on. He reminded the audience that “journey of thousand miles begins with a single step”. It was a push for the students to work hard in their life.

The volunteers for the upcoming Mentorship sessions were given the



opportunity to address the gathering. The two mentors, Miss. Sonali and Miss. Simron made an interactive session for few minutes with the students by asking them the benefits of scholarship program. The

formal session ended with the vote of thanks by Ms. SharishmaThappa, followed by refreshments for all the participants.



After the formal function and refreshments the distribution of cheques for the students was held. Some certificates of the students were also verified and collected. All the students, who were present, were given the first installment amount to meet their educational needs. Later on

students were divided into 10 groups and group leaders were selected. The day's program came to an end at 4.00 pm.

APEX BODY MEETING OF VILLAGE

On 7th July 2018 the apex body members from village gathered together for discussing the upcoming activities of the group and the organization. There were 19 apex body members present for the meeting. In the meeting the focal point of discussion consisted of auditing of the group, refund payment on time in the bank, share amount from government for the society and Sr. Nancy's Death anniversary celebration on July 14. The death anniversary celebration of Sr. Nancy would happen in FIDES office, according to the decision made by the organization team, together with all the group members from Ulsoor, Kaverinangar and Village.

PLANNING AND EVALUATION

The planning and the evaluation for the month of July was held on 12-7-2018 under the guidance of Sr. Monica, Superior and Sr. Sumi, Directress along with all the FIDES staffs. The meeting put forwarded the agendas like, Death Anniversary of Sr. Nancy, Adoption letters, Family Visit at Ulsoor, Auditing of SHGs, Planning of the project , Silver Jubilee celebration, Painting Ulsoor houses , Ulsoor building roof maintenance, and setting of computer lab. The discussion also led the need to increase the salary of the staffs and to consider the extra expenses faced by the staffs. The advice of Sr. Superior that all should work hand in hand made the staffs to think the way of doing the job assigned in a professional way.

8TH DEATH ANNIVERSARY OF SR. NANCY

July 14th was a day of remembrance on FIDES Foundress Sr. Nancy, on her 8th death anniversary celebration. The day was blessed with the prayers and veneration offered by the beneficiaries. The people who had experienced the presence and good will of Sr. Nancy, shared the miracles occurred through the intercession of Sr. Nancy. During the tomb visiting of Sr. Nancy, Ms. Arputhamary explained a brief explanation regarding the great works of Sr. Nancy to the unfamiliar people. Sr. Vanilla who conducted a prayer service in honor of Sr. Nancy with the people gathered and she explained the vocation she received to become a nun through the active interference of Sr. Nancy.



COMMENCEMENT OF FIDES JUBILEE



“Success is a journey, not a destination. The doing is often more important than the outcome.”
- Arthur Ashe. July 14th, on occasion of the death anniversary celebration of Sr. Nancy, the commencement of 25th Year of her born child FIDES’ silver jubilee festivity was commenced. The

mass offered by Fr. P I Thomas was a wonderful step stone for the beginning of Silver Jubilee celebration. As a symbolic of Jubilee Commencement day, Fr. P I Thomas, Srs. Monica, Sherly, Jissy and

Sumi kindled the light. In relation to the lighting of the lamp and based on the gospel passage of the day Fr. P I Thomas imparted message regarding the importance of Lamp which provides light to the whole world. This message depicted the growth, influence and the value of FIDES today for many in achieving constructive future. FIDES has become an indelible factor in the life of benefactors and beneficiaries.

CHILDREN'S MEETING AT KVN

July 21, 2018 monthly meeting for children of KVN was held with 17 children. The children were filled with the information imparted by Bro. Jim Jose. The message of the session exhibited the importance of positive thinking to achieve great things in the life. The children were given the opportunity to introduce themselves and to bring out their thoughts in the group.



BIRTHDAY WISHES TO SR. MONICA

Birthday of Sr. Monica was celebrated on 30th of July 2018. All the staffs along with the Directress, Sr. Sumi shared the moments of happiness with Sr. Monica. The occasion was filled with prayers and blessings.



PLANNING AND EVALUATION

A monthly planning for the month of August was held on 2nd of August 2018. The agenda for the meeting included the Awareness programme for the youth, Jubilee celebration of FIDES, new project for malnutrition of children, women and youth, meeting MLA to wish him on his success

in the election, golden Jubilee celebration of Sr. Teresa Kayaniyil, youth meet at Yadagir and Sr. Nancy's Birthday remembrance celebration at KVN on 14th of August 2018. The awareness programme for the youth was decided to conduct on 26th of August calling all the youth of our working areas. It was assumed that jubilee celebration of FIDES would be held in the month of January 2019. Based on the new sanctioned



project for the eradication of malnutrition, an awareness session for women, children and youth was discussed and based on this discussion the programme list was prepared. It was planned to keep a day for meeting MLA to congratulate him and thank him for his success in the election as well as the support he gives to FIDES. The staff of

FIDES was invited for the golden jubilee celebration on 5th of July. The cooperation of staffs and other collaborators were expected for the celebration. A slight change in the dates of NCP meeting and Children meeting at KVN and Ulsoor was made according to the convenience of children and staffs.

Mentorship Programme Cum International Youth day Celebration

“Hide not your talents. They for use were made. What's a sundial in the shade?” – Benjamin Franklin

The second Mentorship programme that was held on 12th of August 2018 was also celebrated as International Youth day with a very spectacular event of “Navrang” for the beneficiaries of GE Student Support Programme at Avalahalli. The programme started with registration followed by Breakfast for the participants. After the breakfast, all the participants painted the banner with different colours indicating colours of talents that is ‘Navrang’. The formal programme started at 9:15. Mr. Rajesh Krishnathe Chief Operating Officer of United Way Bengaluru, Fr. Edward the Director of DIN, Ms. Smitha Sharma the Senior Manager from United way, Ms. Jyothi the manager

Community Initiatives from United way, Ms. Reema and family, the mentors, were the chief Guests of the programme.

The programme started with a short moment of prayer especially remembering the flood victims of Kerala, followed by the brief introduction by Mr. Rajesh Krishnan, regarding the programme. He imparted a message on the importance of setting a Goal in life. His question on why is education important received many responses from the audience. According to one of the participants, education is not only a passion which makes the individual to achieve something, whereas it urges one to have the willingness to learn. The Mr. Rajesh also mentioned that One's attitude is one's success and a successful person is a student for life. He also added in his session that, smart person is the one who grabs the opportunity when it comes. The first session was summarized by appreciating all the supporters for contributing their time and wealth for the growth of students. There were 174 student participants for the programme.



International youth day celebration was flamed by the representatives from Students Committee along with all other Chief Guests. Mr. Johny the Senior Executive from United way explained the significance of



youth success program, youth to be a part of social responsibility and need to be a change maker. His session consisted of video presentation of social volunteer activity done by the students. The students from Marthahalli and KR Puram initiated to do a volunteer activity to promote the importance of disposing the waste without harming the society and an awareness regarding the harmful effect of plastic usage. The best activity and the recorded video by the students were chosen based on the message contained. The students who had taken this initiative were felicitated and gifted with Certificates, T-shirt and Gift vouchers. The activity and the willingness of students

impressed whole audience along with the chief guests. The volunteers Ms. Poornima and Ms. Supriya explained their activity through imparting a message on the importance of respecting the society and protecting it by becoming a change maker. They requested the audience to be self-responsible to segregate the waste and dispose it other than throwing in front of other's house. In fact, it was an eye opening for the audience. Ms. Smitha Sharma added ingredients by sharing her thought on the significance of using personal protective equipment while doing such social activity.

The mentorship program, led by Ms. Sonali and Ms. Simron on Communication, provided few ideas regarding how to prepare an effective presentation with the use of power points. They planned to complete the topic through three subsequent mentorship programs. The first phases consisted of Basics of Presentation. Through the section, the participants came to know about the basic components of Power point presentation. The mentors motivated the students to take initiative and to have courage in presenting any concept. They provided input on the significance of making the presentation

interesting, the need to keep it simple, the need of eye contact and smile while doing



the presentation, the meaning of having through knowledge in the particular subject of presentation, and the necessity of practice and getting feedback. The mentorship section became more exciting through the involvement of Mr. Rajesh Krishnan and Ms. Smitha Sharma. They gave further instructions and more explanation on the topic and received feedback from the audience. One of the participants, Mr. Murali Prasad, second PUC student from Sarjapura, shared his experience about the participation of presentation in an international summit about pollution of rivers, which made the audience fascinated. During the mentorship programme, the mentors discerned an impromptu decision to make

every student leaders to speak on a relevant topic for 2 minutes in the next meeting and all the students were so excited to select their topic to present. The section winded up with playing a music piece, using guitar by Ms. Sonali and Ms. Simron. Ms. Swathi delivered the vote of thanks to the mentors and participants.

Following the mentorship programme, the talents day 'Navrang' programs started. The masters of Ceremony were Ms. Madhusree and Supriya. There were six events conducted over 4 venues. Mr. Rajesh Krishna, Ms. Smitha Sharma, Fr. Edward, Ms. Jyothi, Sr. Deepa, and Ms. Bagya were the judges for the programs. Students participated in the programs with enthusiasm. Mr. Teja, who performed beat boxing in innovative talent section, won the prize. Mr. Murali, Ms. Manisha, Ms. Jennifer, and Ms. Vindhya, for face painting on the topic road safety and they shared the happiness of victory. In solo dance category Ms. Swathi won the first place by her energetic performance, meanwhile, Ms. Priya and group reached first for group dance. Ms. Divya and Ms. Jennifer bagged the prize for collage on the topic environmental pollution. In the section of solo singing, Ms. Chaithanya got first prize. All the winners were gifted with certificates and medals and the chief guests appreciated all the participants. Ms. SarishmaThappa, the Anchorof the whole programme, received special appreciation from the chief guests. After the prize distribution function, vote of thanks for all the participants was conveyed. Lunch was provided to all who attended the program and the entire programme got over by 2 pm.

BIRTHDAY CELEBRATION AND RECEPTION FOR FIDES STAFF



The birthday remembrance of Sr. Nancy and reception for Mr. Jose Paul and Anu after their marriage was held on 14th august 2018 at KVN FIDES office. The day was blessed with Prayers and wishes.

Sisters, SHG members, Board members and staff of FIDES gathered together to commemorate the birthday of Sr. Nancy and to convey the wishes to newly married couples. The colleagues gave the couples gift as a token of love.

DISCUSSION ON SILVER JUBILEE CELEBRATION OF FIDES

On 16th of August 2018, a small discussion was organized as one more step towards the Jubilee celebration. During the meeting, the day of jubilee celebration was announced as 27th of January 2019. The agenda for the discussion contained nine points. They are: i) to formulate a intention prayer for the success of Jubilee celebration, ii) to create a jubilee anthem, iii) collecting the contact details of previous staffs, iv) collecting the contact details of the students who passed out from the institution after each training, v) suggestion to present the report in PPT form, vi) to make the list of previous staffs and directors, vii) discussed of releasing the CD on the occasion of Jubilee, viii) tried to collect few benefactors names and ix) how the programmes should be conducted. This fruitful planning brought out few ideas and opinions regarding the Jubilee celebration.



AWARENESS PROGRAMME FOR THE YOUTH

Dean Ornish said, “Awareness is the first step in healing”.

A youth awareness programme was held on 26th of August 2018 in FIDES for the youth of Ulsoor, Kaverinagar and 10 Villages. There were 83 participants for the programme. The chief guests and resource persons for the programme consisted of prominent personalities; Sr.

Celine Jacob FMA, the Provincial of Sacred Heart Province Bangalore, Dr. Manu from East Point Hospital, Sr. Nirmala, Youth Coordinator of Karnataka region and Mr. Charly Manager of Federal bank, K R Puram. The participants from Ulsoor and Kaverinagar were given the travel allowance. The event commenced with the registration, followed by the presidential address of Sr. Celine Jacob, the Provincial of FMA, Bangalore. She conveyed the message of breaking the barriers of human race and being one. In her message, she spoke on how to love others and treat everyone as our family.



Dr. Manu led the first session on HIV and AIDS. In his session, he imparted the information like, basic idea of AIDS and HIV, the main concepts of disease starting with the identification and history, the preventive measures, how dangerous it is to humankind and legal details about it. He tried to give an input by informing the participants regarding the seriousness of this sickness and ways and means to handle it very



accurately. AIDS is a syndrome that is not communicable easily through mere physical activities. This information constructed awareness on the mentality and attitude of people that there is no need to discriminate or differentiate a person suffering from AIDS. It developed an attitude of loving and interacting with the

downtrodden and discriminated ones. The session was ended with a quote of Mother Teresa, “The greatest disease of the world is not leprosy or tuberculosis but feeling of being unwanted”.

Sr. Nirmala guided the post lunch session on Beauty and Life Achievement. It was an interactive session. It consisted of Fun and Games. The group activity was based on the topic of obstacles that comes in our life. One person from each group had to come up and speak about the difficulties in their life while achieving their aims. The resource person spoke about how one blames others and the difficulties in life. Many inspirational videos were shown to the audience for discussion. The moral of the videos contained about how people made their disability into their strength. The session ended with a thought that 'Beauty begins when you start being yourself, so just be yourself'.



Mr. CharlyDevasia Manager of Federal bank, KR Puram led the third session. The session included several values that the youth should follow. There were many topics shared according to the need of the day.



He spoke of the need to love and respect parents, whoever they are. They might not be the world's most beautiful or strongest person. However, they are our parents. Another focus point was about dream, how we set our dreams and how should we make effort in order to achieve it.

The programme ended with the election and refreshment. The aim of the election was to select the leaders of the FIDES youth. The audience elected Miss Harshini as President, Miss Swathi as Vice president, Mr. John as Secretary and miss Shalini as Joint Secretary. The organizing committee also was decided. The representatives are Amala Mint from

Village, Dominic from Ulsoor and Shilpa from Kaverinagar. According to the opinion of youth, the awareness programme held for the youth was an educative, valuable, innovative and enlightening programme.

BEGINNING OF NEW VTC BY QUEST ALLIANCE

Retail Vocational Training started on 3rd of September 2018 at FIDES with the support of Quest Alliance. The trainers are Mr. Arun and Ms. Amala. It is free course for the students who are not able to afford a good job or education in their life. It is a support for the downtrodden. The students will



be given spoken English sessions, computer classes and the session on domain what they choose. After the course, the job placement will be given based on the skills and capabilities of each one.

PLANNING AND EVALUATION

The monthly planning and evaluation was held on 6th of September 2018 at FIDES with the presence of FIDES Directress, Sr. Sumi. The discussion involved main aspects like, to meet Nimbavali MLA and wish him for his success in the election, regarding the distribution of nutrition food for the children of our working area as a fulfillment of new project, evaluation of youth meeting held for all the youth of Ulsoor, KVN and Village and the active involvement and coordination of the team was appreciated. Auditing of the SHG group was another point for discussion. The auditing of Ulsoor and Kaverinagar has completed but in the village, few more groups are yet to complete. The

evaluation and discussion also mentioned the decline of groups and the need to have constant visit in the groups. Based on this evaluation the dates for the visit were formulated based on different areas. The members of the staff also were asked to call the board members for a board meeting in KVN and Village in order to avoid confusion and to have a healthy group functioning. In the meeting, the dates for the new account opening were decided. In Kaverinagar 3 more new SHG groups were developed by the initiatives of staffs. The discussion on the buildings of KVN and Ulsoor was another focus point. Since the building in Kaverinagar does not have the electricity, it faces little difficulty in its functioning. Therefore, there was a discussion on the process to get the electricity availability in the building of Kaverinagar. The need to shift the Ulsoor office to a stable place was another point of discussion. Since FIDES does not have a proper office in Ulsoor, there is no place for meetings or any activities. So in order to have one proper place and stand in Ulsoor, the administration decided to meet Mayor and further authorities to find a solution for it. The planning consisted of few activities like apex body meeting, group visits and family visit, children and youth meeting, new account opening and auditing of balance groups.

CAREER BUILDING

Mahatma Gandhi said, “The future depends on what you do today”.

The mentorship programme for the student support participants was conducted on

16th of September 2018 at Avallahalli under the guidance of United way



and Dream India. The student participants were 146 in number. The prominent resource persons who animated the gathering with many information on paths to lead a fruitful future.

The programme started with registration followed by introducing the resource persons and welcoming the gathering by Ms. Jyothi Gupta, community initiatives manger, United Way. The sessions started by the resource persons, explaining the importance of personal branding and career planning to the youngsters. The resource persons were Dr. Jonas Richard and Ms. HarmeetKaur.

Dr. Jonas Richard is having 18years of experience in industry, academics research and training life skills education. He is a trainer by passion and academician by profession. His training sessions are highly participative and impactful and much appreciated by the participants for its innovation. He is the resource person for the National Level Resource team on life Skills Education coordinated by Rajiv Gandhi National Institute of Youth Development, under Ministry of youth affairs and sports, Government of India. Currently Dr. Jonas is the Associate professor and Head of the department of Social work in Kristu Jayanti College.



HarmeetKaur, Director and Founder of Fermata Consulting Pvt Ltd, Bangalore is always passionate about business. Harmeet started her entrepreneurial journey in 2007. She founded Fermata Consulting to train and mentor students and

professionals to achieve personal and professional success. Over these 10 years the team has been working with students, teachers, parents and working professionals to help them come out of their comfort zone, find out their strengths and always strive to perform their role better and better. They help young adults make informed career choices, Career Counselor, Entrepreneurship and Personal Effectiveness Trainer. Her Achievements in in the field of Psychology aids to find answers in varied aspects of academic, professional, personal and social life challenges and successes.

The first session imparted valid information on Personal branding by Dr.



Jonas Richard. The session was interactive and informative to the youngsters. The focus areas of session contained how to work towards your goal, how to make people like you, and how to enjoy your life. His thoughts also involved different areas of

personal branding like tips on how you can make people like you, working for your goal with using others, being used to attain others goal, meaning of branding and brand loyalty. Moreover he clarified that your brand is what people talk about you in your absence. He quoted theory of Iceberg signifying that if the huge hidden areas such as personal agenda, intentions, attitude, aspiration and core values are focused by the individual then the visible parts social identity, knowledge and skills could be better developed and easily revealed to the society. The session also exhibited two focus of life that is proactive focus, which is developed with the growth of the circle of influence and can be controlled by oneself. Positive energy enlarges the circle of influence and makes the person proactive. In addition, the second is reactive focus,

which is developed with shrinking of circle of influence; it is because of negative energy and enlargement of circle of concern, which cannot be controlled by oneself. Other area of discussion consisted of 2 D's for self-branding that are Decision and Discipline. His session concluded with two pains in life, pain of discipline and pain of regret.

Ms. HarmeetKaur handled second session. She presented an introduction on career planning section. She divided the students into 13 groups. Each group was given the group sheet to analyze the essential aspects to be discussed in career planning session. The group discussion started by introducing the job sectors and industries in India. Based on this ideas the students were given the opportunity to write their area of interest along with their questions and feedbacks. Whole session was summarized by getting verbal feedback from the students on their learning of the day. Few feedbacks indicated the willingness of the participants to change in order to build a good future, desire to develop confidence, wish to improve leadership skills and to maintain a socially recognized personal branding. The programme winded up with the vote of thanks by Ms. Jyothi Gupta followed by the refreshment for all participants.

PLANNING AND EVALUATION

Planning and evaluation was held on 1st October 2018 at FIDES. The meeting started with the invocation of almighty. The evaluation consisted of many focus points like 5 group visits held at KVN and its effect In the group, cancellation of youth meeting due to the death of Sr. Gracy, calling youth committee



members for an orientation session to coordinate the functions and activities of youth, the failure in repaying the group loan which leads the group members to lose the interest in continuing the function of group, cancellation of 3 groups in KVN because of less cooperation. The staffs were asked by directress to gather few other people to the same group and continue the group as it was. Moreover there was a suggestion on investing the money of group members within the local banks in order to make its functioning easier. There was an observation by the staffs that the group income was used by few leaders for many other selfish motives without informing the group people. The discussion on Silver Jubilee celebration of Fides led a moment to organize the activities of making CD of all the activities of FIDES, practicing programmes and other necessary aspects. In the meeting other prime points discussed consisted of Free dental checkup for the government school students in the coming month, cross checking the present condition of Alish society which was there before and is not function now. Since the family visit by the directress during the previous weeks paved a way for the better cooperation and clarity, the directress and staffs decided to have many more group visits together in the coming days.

APEX BODY MEETING AT KVN

Apex body of KVN was held on 3rd October at Kaverinagar office under the leadership of sr. Sumi the directress along with all the other staffs. The specific objectives of the meeting consisted of account opening, having regular SHG meetings, improving the savings of the groups, enquiry about the conditions of the groups, suggestion to make common rules for all the groups and at last the distribution of balance education money for the groups.



APEX BODY MEETING OF VILLAGE

Apex body meeting of village SHG was organized on 6th October 2018 at FIDES office under the guidance of the Directress and FIDES staffs. There were 8 group members. The meeting put forwarded few discussions like, bringing the minutes book for all the meetings, providing the bank money of scholarship students, the problems of the groups in



its slow functioning and opening new accounts in the society. It was an occasion to discuss some of the problems of group and mostly failure in repaying the loan by the SHG members. This is found to be a serious reason for the decline of the groups.

VILLAGE BOARD MEETING

On 7th October 2018 a village Board meeting was conducted. There were six board members for the meeting. The meeting started with a prayer followed by the welcome address by Ms. Seethamma. The meeting focused on the urgent need to open the main account in nearest bank for the Society and opening the new accounts in the society. The date for opening new account was fixed for 21st October at FIDES office.

In order to make the functioning of bank easier the Board members decided to open an account in nearest bank. As a result all approved to open main account in SBI bank, Avalahalli and the operating of Society account by Ms. Swopna and Ms. Seethamma.



It was mentioned that the rules and regulations of the bank would be the

same as other banks. The time fixed for functioning of the bank was between 10:00 Am to 1:00 PM. The decision of the board members to have a joint account in order to make the functioning easier was welcomed. The discussion on the Jubilee celebration of FIDES was another focus point. All the board members were asked to start preparation for the jubilee celebration. Another point for discussion was the repayment of loan taken by few SHG members. Some people are not able to pay the loan back. So the board decided to request them once again and if there is no more response, then it was agreed to move according to the law. The next board meeting determined to have the board meetings on all the first Saturdays at 3:30 PM according to the convenience of members. A general body meeting for the village groups was convened to have on 14th October 2018 at 11:00 AM. The meeting also increased and awareness to add few more new groups, especially, to increase the savings of SHG groups. Once again, the board meeting will be held on 14th October after the general body to make some more clarity of thoughts within the groups. There were few volunteers to provide refreshment for the people who are participating in general body meeting.

FIDES YOUTH COMMITTEE MEETING

October 7th 2018 was specifically for the youth committee members to gather and discuss some of the duties and regulations to be accomplished by the team members. The meeting started with prayer followed by the welcome address by Mr. Samuel. The directress Sr. Sumi congratulated all the youth who participated for BOSCO youth meet in Yadghir. She also appreciated the



interest and the cooperation of FIDES youth in the meeting. The youth committee meeting focused on having leaders meeting on last Sundays of all the months, regarding the registration has to be done in BOSCO youth, the discussion on how to organize the youth for a good cause and so on. Based on the question of how to coordinate the youth for a social cause and good task provided few ideas by the FIDES youth. First one is to conduct meeting once in two months and provide them travel allowance, raising funds from the adoption received youth especially those who are working now, make registration for FIDES youth, planning the programmes by the committee members, inviting and adding the willing youth to the groups, having a meeting for committee members on 1st Sunday of November to deeply discuss on Jubilee celebration of FIDES. the committee members also decided to remove the inactive leaders from the group. As a conclusion, the youth committee convinced the gathering that the change should happen within or oneself. So through this change the whole society could be transformed.

GENERAL BODY OF VILLAGE

General Body of Village group was held on 14th October 2018 at FIDES. There were 78 participants. The board members along with other group members initiated different aspects for the upcoming months. It was started with prayer followed by the welcome speech by Ms. Seethamma. The meeting specifically discussed on the need to



develop the society and groups. Mr. Samuel explained the functioning of KVN Bank, desire of Sr. Nancy in establishing the Society Bank, the need to increase the savings within the group, only the good group would be linked for society bank, decided to open the accounts in local

bank, the procedure and documents to be submitted for opening the account in the society, absentees in apex body meeting and Jubilee celebration of FIDES also was put forward for discussion.

GE MENTORSHIP PROGRAM

The 4th mentorship program was held on 21st October 2018 in Auxilium School, Avalahalli. The programme started with registration followed by introducing the resource persons and welcoming the gathering by Ms. Jyothi Gupta, Community Initiatives Manager, United Way. The resource person, Ms. HarmeetKaur, began the session with the enquiry about the last session just to check about what the students have carried home and she went on to explaining the importance of career planning followed by entrepreneurship. There were 161 participants



The session began with small game to keep the participants alert and active in the session. Ms. Harmeet, asked participants to revise terminologies from the previous session to check about what is foremost in their memory in regards to the last session. Some of the participants put forth few terminologies what they have learned and the resource person congratulated them. Since the students were not ready with the home work, which they were asked to do, the resource person was not in a disposition to move forward with the decided topic,

so she moved from the topic career planning and self-awareness to entrepreneurship.

The session included video presentation, which enkindled the mind of students about the importance of teamwork, life story of 5 entrepreneurs and 6 myths about entrepreneurship. The teamwork video stated the importance of being together than being alone. It also indicated the possibilities of thinking beyond oneself while being in a team. The participants were divided into different groups and were given the opportunity to discuss regarding the video and they shared their observation about the video. After this exercise, the students who were not yet active or spoken in the gathering was picked up and asked to express their opinion and observation perceived from the video.

The session also contained another meditative moment by making the participants closing their eyes in order to realize the importance of silence and concentration. In the exercise it was asked to distinguish



various sounds which disturb and give peace to them. It was an opportunity to think about how they could become a part of the peaceful system. The video which shown the life story of five entrepreneurs,

RitheshAgarwal, the founder of OYO Rooms, Bethlehem TilahunAlemu the founder of SoleRebels, Africa's fastest growing footwear company, MohamadYunes the founder of Gramin bank, Bryan Loo the founder of Malaysian food and beverage company, Chatime and Jeff Bezos the Amazon founder, exhibited ideas on how these personalities became great entrepreneurs by grabbing the opportunities irrespective of money people and resources.

The discussion that followed was about how to find an opportunity. The audience came up with few opinions such as an opportunity could be realized based on the problem that we have or we have seen or listened in the surroundings. Another focus of discussion indicated the difference between the lender and investor, who is an entrepreneur- problem solver, leaders, innovators and creators. The focus of next video was on 6 myths about entrepreneurship. Among these three points were discussed. First, the entrepreneurs are born not made, second, individuals start companies and third, entrepreneurs are the smartest people in the room. Following aspects are left for the next sessions.



At the end of the session, everyone was given the feedback form in order to improve the quality and usefulness of the session for the participants. The feedback of the students indicated that the session was helpful for the holistic development, improving the skills and starting a dream for becoming an entrepreneur.

Apart from the session there were few instructions given to the students on the regularity and punctuality for the programmes, to inform the changes of address or contact details to the coordinator, coming forth programmes dates, social cause programme leaders meeting after the session and informing the colleges regarding the visit of the coordinator in upcoming months.



As a part of social cause programme Mr. Johnny Silva from United way explained what social cause programs are and asked the opinion of students to check out their interest and to get their own creative ideas in performing the task. Mr. Johnny also appreciated and congratulated the volunteer students in different programmes. In regards to the social

cause program few suggestions were made by the students, such as cleaning the government hospitals and educate patients, Marathon for a cause, wall painting, village cleaning, teach poor students and cleaning garbage. The whole programme was ended with vote of Thanks by Ms. Sharishma followed by the refreshment for all the participants.

Student leaders' meeting was held after the mentorship session in order to make the groups vibrant and energetic. In the meeting there was few information imparted for the leader regarding the initiatives to be taken by the leaders in forming the groups stronger, becoming change makers in the society, making sure that all the members of the group receives the information and more over starting the initiative to conduct the social cause programme. At the same time, few students were specially met by Sr. Deepa to understand the difficulties they are going through. It was an occasion for the students and the parents to come together to discuss different problems faced by the students and family.

PLANNING AND EVALUATION

Planning of November activities and evaluation of the previous month activities were held on 1st November 2018. The meeting started with the invocation of God amidst the gathering followed by the evaluation of FIDES activities in the month of October. The agenda of discussion was youth meeting to be held for the youth of Ulsoor, village and KVN on 4th November. In this point there was a decision that prime in charge of the youth should be Sr. Sumi, the directress. Other agenda for discussion was regarding the silver jubilee celebration. Here the duties and responsibilities of each one was discussed and given the in charges. The opinion of changing the date of jubilee celebration of



FIDES according to the suggestion of staffs was heard by the administration. The reason was the inconvenience of the public in joining for the celebration. It was considered and clarified to the staffs that the celebration would have to happen on the same date and to cooperate with it. As a preparation of the jubilee the whole staffs and the administration decided to invite MP as chief guest and MLA as guest of honor, inviting all the past pupils, making the budget, preparing the programmes, fund raising- decided to collect small amount of money from the groups and balance fund could be collected from few other benefactors, food, sound system and other necessary aspect's estimate, benefactors to be invited, memento and CD making, honoring the SHG members and groups and to call the volunteers for a meeting for the success of jubilee. The committees were divided and given the responsibilities for the staffs. Sr. Monica the superior suggested that the outcome of FIDES Jubilee should result in getting sanction of a skywalk in front of the office. So, all were asked to work hard in the coming days. The desire of staffs to make the jubilee celebration a fest was welcomed and appreciated by the administration.

APEX BODY MEETING

On 3rd November 2018 the apex body of the village was held with 18 group members at FIDES. The meeting focused on different opinions and decisions. The leaders of the group critically evaluated the functions of the groups, putting fine for the absentees of meetings, the selfish motives of individuals and the groups in the investment especially, using the money for some other purpose, opening accounts in the society bank for blocking illegal activities, instruction on the rules and regulations to be followed to open the account in the society, regular



visit of the group and to conduct follow up sessions and jubilee celebration and its preparations. The members also were asked to be volunteers for the jubilee celebration and the members decided to put this idea in the group and make people to be volunteers. The upcoming youth meeting in the month of November also was discussed. The meeting ended with distribution of the bank money to the groups.

YOUTH MEETING AND AWARENESS SESSION

Youth committee meeting of Ulsoor, KVN and Village was held on 11th November 2018 under the leadership of youth committee leaders. The youth themselves arranged the meeting and initiated to conduct the meeting and awareness programme with the help of resourceful persons.



There were 40 youth for the session. The meeting started with the invocation of God the Almighty followed by the welcome speech by Ms. Harsha the coordinator. The FIDES Directress Sr. Sumi and other representatives of youth inaugurated the programme. The purpose of the meeting was

to coordinate the youth for better social cause initiatives and to orient them regarding the need to give importance for the life irrespective of cast, religion and gender. The meeting also included the sharing of experience by the previous coordinator. It included her experience and achievements gained through the involvement of FIDES youth on her journey to success. It was an occasion for the youth to absorb few messages on the need to get empowered through different activities of youth. The activities conducted during the meeting



energized the gathering to be active and alert. The awareness session by Bro. Anoop on the Life put forth many messages on the importance of forgiveness, smile, and compassion, loving one self, no comparison and helping others. The session was an eye opener for the gathering to be more serious regarding the value and gift of life. The programme ended with vote of thanks and refreshment.

ENDING OF QUEST ALLIANCE 1ST BATCH TRAINING COURSE

First batch retail course ended on 15th November 2018. The batch consisted of 45 students. The process of placement is happening now. The students were given orientation on job skills and how to face interviews. Few students are already placed in Decathlon Company. The remaining students are preparing for the job placement in different companies. The students are equipped with skills of communication, computer operation and some of the extracurricular activities.

CAREER PLANNING AND SELF-AWARENESS

“Without self-awareness we are as babies in a cradles”- Virginia Woolf

The 5th mentorship program was held on 18th November 2018 at Auxilium School, Avalahalli. The programme started with registration and prayer, especially remembering the victims of natural calamities in Tamil Nadu, followed by introducing the resource persons and



welcoming the gathering by Sr. Deepa, Project Manager, DIN. There were 166 participants.

The first session was by Dr. Johnas Richard and it began with the question such as what is the connection between self-awareness and career planning. The introduction about self-awareness provided an easy way of understanding what are self-awareness and its role in the life of human being. It was explained that self-awareness is the mother of all skills. Session quoted the Oxford dictionary saying that self-awareness is the conscious knowledge of one's own character, feelings, motives and desires. The mentor also focused on the message that direction is more important than speed. Moreover, he explained that the people, who have self-awareness, would think everything they speak, but not speak everything they think, other than that, they will be aware of their feelings and they know there is no problem without solution. This was core knowledge for the audience to be aware of oneself. The session also included the basis for self-identity and increased awareness among the audience regarding the vocation each one has to realize. Another important point discussed in the session was two ways of life that is live life using thoughts and live life on emotions. The motivational videos added colors in the session imparted different morals and ethics. The first video provided a lesson on Never Give up. There is solution for all the problems. The thing is to believe and make effort. The session made more fruitful and significant by explaining the SWOT analysis. It gave an occasion to examine various strengths, opportunities, weakness and



threats. There were different doubts from the audience regarding the previous session that whether goal setting is limited only in entrepreneurship, clarified by the resource person through the clear explanation.

The second session handled by Ms. Harmeet focused on group activities. The whole students were divided into different groups and



five volunteers from both groups were selected. These volunteers were asked to collect information from the groups within twenty seconds about the list of different sectors in India. After gathering, the information

each group was asked to speak on it and the winners from those group was selected. After this exercise, few chits were given as pairs to the audience in order to write on job opportunities in each sector and asked them to write down two jobs in which they were interested. The students were asked to contact the resource persons through the email for clearing their area of interest. The session also highlighted the view that success does not depend on where you born but on your goal. The video shown in the session communicated the message that everything is possible if you have a goal.



The programme ended with feedback session and vote of thanks by Ms. Swathi, followed by refreshment for all the participants. The feedbacks of participants are given below: over all feedback from the audience was that the session was helpful to encourage oneself and motivate oneself for a better future. Few suggestion of participants found in the feedback form was that if possible to include biology field and social media since the students are from various streams of studies.

BANK ACCOUNT OPENING FOR THE SHG GROUPS UNDER THE CO-OPERATIVE SOCIETY

Under the leadership of Mrs. Seethamma and Mr. Samuel 5 groups opened their accounts in our cooperative society on 25th November 2018. Since FIDES staff is not always present in the office Mrs. Swopana has volunteered to take care of the deposit and given us a place to do the banking for time being. After opening the accounts every week women can deposit the money in E-care computer centre. Mrs. SwopanaJinto will take care of all the transactions with Mrs. Seethamma.

APEX BODY MEETING OF VILLAGE

The apex body of Village SHG group was held on 1st December 2018 with 18 representatives of each groups. The meeting focused on the areas of opening account in society bank, taking membership in Cooperative society share, Christmas celebration at FIDES, Silver Jubilee date change of FIDES, the need to repayment of loan within the groups, taking part in Karnataka Parishith and gave a brief introduction about the skill development training happening in FIDES.

PROVINCIAL VISIT

The Bible says, “There is more joy in giving than receiving”. The FIDES visit of Sr. Celine Jacob, the provincial of Bangalore Salesian Sisters held on 3rd December 2018. The purpose of the visit was to evaluate the functioning of FIDES. There was a formal gathering of Provincial Sr. Celine Jacob along with all the staff of FIDES. Sr. Monica the superior and Sr. Sumi the directress also were present for the meeting. The meeting was totally focused on the past 25 years activities

and to start new initiatives for the coming 25 years. Sr. Celine Jacob addressed the staff and imparted a thoughtful message. In her talk, she pointed out that Sr. Nancy who is the Foundress of FIDES started each



day with prayer. So, all the members of FIDES were asked to start every activity with prayer. It was indicated that the foundation of FIDES is prayer and the strength of Sr. Nancy was prayer. Sr. Celine Jacob who experienced Sr. Nancy reminded us the importance of togetherness. She

quoted the life of Sr. Nancy explaining the way of life Sr. Nancy followed. Sr. Nancy who planned together, celebrated together and prayed together. The visit also paved a way to alert the gathering to extent the work of FIDES by finding out new working areas and platforms in the coming 25 years. FIDES should stand for a social change. Sr. Provincial also insisted to have job description for coming forth initiatives. The meeting furthermore focused on the silver jubilee celebration of FIDES. The provincial expressed her thought that celebrating jubilee means To Do More and make difference in the society. The silver jubilee celebration of FIDES was decided to have on 31st March 2019 as great feast consisting of 3000 people. Sr. Provincial summarized her message by asking each one to take in life three symbols for our work which start with a word 'H'. Those are Head to plan and think, Heart to love and feel, hands to work and experience. The meeting ended with provincial's visit in each activity rooms of FIDES.

APEX BODY OF KAVERINAGAR

On 5th December 2018 the apex body members gathered together at Kaverinagar FIDES office for evaluating the previous month activities and to plan out the coming month programmes of groups. The directress Sr. Sumi instructed the gathering to be more active in the groups and to increase the investment. The group members also asked to maintain the records very well. There was small discussion regarding the Jubilee of FIDES. Each one was asked to support for the success of Jubilee. The confusion regarding the loan payment of the group also was clarified by Sr. Sumi together with other staff. It is because few groups were not consistent in repaying the loan. Therefore, these people were given the time line to repay the full loan amount within the time limit and the members agreed to it.



PLANNING AND EVALUATION

The monthly planning of December was held on 6th December 2018 at FIDES under the guidance of Sr. Sumi the directress. The agenda for the meeting was regarding the Christmas celebration and wishing of benefactors, crib making, NCP Children's programme, Jubilee preparation, group visits, apex body and Board meeting. The meeting decided the benefactors to be wished on Christmas like MP PC Mohan, MLA Nimbavali, Saravana the Ulsoor Cooperator and few other important benefactors. The crib making of FIDES was taken up by FIDES staff. During the meeting, few guests were contacted to confirm

their convenience for the date of Jubilee. As an opinion, the management along with staff decided to know the suitability of Padmashree Dr. Sudarshan as a spoke person. More over the staff were asked by the Directress to improve the public relationship in order to strengthen and sustain the activities of FIDES.



BOARD MEETING

The village Society Board meeting was held on 13th December 2018 at FIDES. The board representatives gathered to discuss new initiatives and evaluate the previous month's growth. There were seven board members for the meeting. The meeting started with prayer followed by welcome address by Ms. Seethamma. As per the decision, 8 groups opened their account in the society bank with the saving three lakhs. The remaining groups were asked to open the account as soon as possible. There was another discussion on the Christmas celebration of FIDES. As a moment of happiness all the SHG members were invited for the Christmas wishing which will be held at FIDES on 16th December 2018. More over the people who failed to repay the loan amount were called for a discussion. As per the decision of the board members, certain amount of loan repayment money was reduced by seeing the pathetic condition of the family. Ms. Hema had to pay the loan amount with interest rupees one lakh twenty one thousand. She was asked to repay rupees one lakh ten thousand deducting the actual



amount. Ms. Varalakshmi had to pay rupees thirty one thousand. Both these group members were asked to bring the agreement paper and to repay the loan amount in each month. Both debtors before the board members agreed to it. In the discussion there was an opinion to increase the share amount. This will help the groups to fetch more money in the future.

CHRISTMAS CELEBRATION

“Christmas is the time for sharing,” said by Sr. Monica the Superior of Provincial House. The Christmas Celebration and wishing of FIDES held on 16th December 2018 in Village and Ulsoor. The people from Village gathered at FIDES office and people from Ulsoor in Ulsoor office for the celebration. The different types of Christmas message programme held in Village and Ulsoor boosted the Christmas celebration little more interesting. Sr. Monica and Sr. Shyla imparted Christmas message to the gathering. In their speech, specifically they mentioned that the Christmas celebration should be a time of sharing and helping each other. The SHG groups wished Sr. Monica the superior by gifting a Christmas cake. During this occasion, Bro. Jim was given a small gift as token of gratitude for his ministry at FIDES for the past five months. The programme ended with sharing of happiness and refreshment.



MENTORSHIP SESSION ON SALES AND MARKETING

The 6th mentorship program was held on 16th December 2018 at Auxilium School, Avalahalli. The program started with registration. The session began with introductory speech by Mr. Jose Paul and Ms. Soumya delivered her welcome speech followed by one minute of silent prayer. In her speech she introduced both the resource persons; Ms. Harmeet Kaur and Mr. R. Ramakrishnan, to the audience. There were 152 participants.

The first session was handled by Mr. Ramakrishnan on the topic "A career in sales and marketing". Mr. Ramakrishnan has over 32 years of experience in Line Indian and Multinational Conglomerates viz, Titan, Godrej and Boyce, Hutchison Telecom, BPL US West Cellular Ltd., ING life insurance, Prestige Estates Projects



Ltd. and so on. He has extensive experience in all aspects of sales, marketing, business development and customer relationship management across a wide spectrum of industries, consumer goods, Telecom life insurance and real estate. He has more than twenty years of experience at the leadership level, has groomed, and mentored many of his team members who are now at leadership positions at various organizations. He is also a mentor and business consultant to a couple of start up in the Tech Zone.

‘The session mainly focused on Sales and marketing. The session started with a question on how many have decided on a career, few students answered confidently

that they have chosen their vocation already. The resource person continued his section with another question as to why sales and marketing as a profession. Before giving clarification to the question, he received many answers from the participants. He described the question with proper explanation such as, other than NGO'S all the other organizations are commercial organization and business is an integral part of economy, so if anyone choose to be a sales person there are six important points to be taken care of. First aspect is money- the sales person brings money to the company through his sales. Second, route into management- always CEO will be the centre of all sales, so if a sales man performs well it can be a route to the CEO post. Third, personal control- sales person knows what is to do for a particular market. Fourth, relative job security- as long as the sales person performing, his job will be safe. Fifth, finger on the pulse- he should know the need of the market and should bring feedback to the management. Finally, fun- according to the resource person, if we like to be in sales profession then it is fun to be a sales person.



The session also explained broadly about the downsides of being in sales profession. It demands a lot of hard work to be successful in sales career. Other than that, a sales person should be accountable for the product which he sales. Furthermore, this profession may make people disappointed at times .Apart from these, a sales person should always be on call as per the needs of the customers.

‘How to prepare for a sales career’ was the subtopic covered next. To start a career in sales a person needs to talk with people because it helps to know the needs. Moreover, reading many books to know the recent trends and changes in the market also aids a person to start a bright career in sales area. Doing some sales work provides experience to a person who wants to be in this career.

The first session was concluded by giving brief talk on sales vs. marketing. From his talk, it was clear that a sale is a small but important part of marketing. Marketing describes the entire process by which a company brings its product or services to its customers. It is complex and broadly involves strategic decision making, market research to know the need of the market, product management to stay relevant in market, advertising and sales.

The second session was led by Ms. Harmeet on ‘the need to choose a Career’ put forth other three tools to choose a suitable career. She explained on the career assessment test in detail. Different job competencies were focused in the session. Based on this test a person can understand a career, which they can choose and avoid. Next focus was on career by sectors. It was a group activity which called out the leaders and given them card consisting the names of different jobs. The audience was given the opportunity to select the job, which was done by the grandparents. After that each one was asked to select their parent’s job. Finally, each one was given the choice to move towards the career they choose for. The majority of students selected the field of Teaching, Banking, Engineering and medical field.

The resource person asked the audience that why there is a career change throughout the generations. This was an occasion to raise different opinions like, the emerging opportunities, choices and money oriented life. Next focus was on career by chance and career by choice. In this session the students were given the details of job opportunities based on their current courses. The session was summed up by introducing the next topic, Entrepreneurship and how to do Decision-making. Ms. Supriya thanked the resource persons, followed by the Refreshment for all the participants.

There were suggestions from the participants to simplify the topics and to make the sessions little more motivating. It is because the students are from different streams of interest. Listening to the same resource person so much time cause loses of interest according to the opinion of

participants. The sessions should involve little more activities and to include some more practical sessions.

After the session a leader's meeting was held to discuss on the social cause programme. Mr. Johny from United way along with the coordinator Jose Paul led the meeting explaining on how to move forward with the social cause programme. He suggested to conduct a need analysis survey in their own localities and to come up with solutions.

MSW TRAINEES

The MSW students from Kristu Jayanti College started their concurrent fieldwork at FIDES on 18th December 2018. The objectives of this fieldwork are to study and part takes in all the activities of FIDES in the coming three months.

CHRISTMAS WISHING AT PROVINCIAL HOUSE

December 20th was an occasion for the FIDES staffs to wish the Provincial and other sisters during the season of Christmas. Sister Celine Jacob the provincial together with other sisters given the gift and cakes for the staffs and shared the joy of Christmas as a family. During the celebration Sr. provincial gave Christmas message. In her message, she defined JOY in attractive manner consisting the meaning of Christmas. 'J' as Jesus, 'O' as others and 'Y' as you. Therefore, she told that culmination of all these become the Christmas. She also given the message that Christmas is the time of self-giving and sharing the love. The small celebration was summarized by wishing songs by the staffs.



PLANNING AND EVALUATION

The planning of activities for the month of January 2019 was held on 31st December 2018 at FIDES. The meeting started with the invocation to God the Almighty. The agenda of meeting consisted of computer lab furnishing, silver jubilee preparations, inviting the chief guests for jubilee, jubilee programmes, collecting the details of staffs and the well wishers, conducting the free medical camps. The computer lab work is under progress . In this situation, the remaining work of the lab needs to be completed with the support of benefactors. In order to reduce the cost of making a lab the staff were asked to find out cheap and best quality of items. Regarding jubilee, the directress Sr. Sumi insisted all the staff to prepare well for the programmes well in advance. The meeting also discussed on the need to meet the event management team to explain the jubilee programmes of FIDES. As a result the Directress along with the staffs decided to meet the drama people as early as possible. In the month of January, it was decided to conduct a free eye checkup at KVN and Village in various dates. The NCP children will be given an awareness session on health and education in the month of January.

APEX BODY MEETING

Village apex body meeting of January month was held on 5th January 2019 at FIDES under the guidance of Sr. Sumi the Directress. The points for the discussion were: jubilee celebration of FIDES, opening the accounts, reminder for getting involved in the share hold and writing adoption letters. Sr. Sumi insisted each member to be fast in completing all these activities. There were ten SHG members for the meeting.



NCP MEETING AND LEADERSHIP TRAINING

‘Children are the future of tomorrow’. On 5th January 2019 a NCP children’s gathering was held at Kaverinagar. This location is a slum where the necessary needs of the children are not fulfilled. They live in a place where there is no much education, job and other facilities. The poverty is regular in this place. Since the children are the future of tomorrow, the need to form their personality to be a good leader in the society invited us to start a venture in this slum through attracting the



children with NCP for a specific purpose. There were 120 children for the session. The resource person for the session was Mr. Antony the coordinator from Child Development and Empowerment of Women Organization. He has got creative experience of dealing with the children and forming them in various activities. The

session was mainly focused on the leadership and its functions. The session also imparted input on the procedure of Neighborhood Children Parliament. There was a demo on the NCP meeting. It specifically indicated the ways and the need to develop the charter of making meeting especially for the formation of personality. The session included different inspirational videos and games. The session ended with distributing the nutrition food for all the participants.

ADOPTION LETTER WRITING

The Adoption letter writing for the adopted children was held in Ulsoor and KVN on 8th January 2019 onwards. The objective of this letter writing is to wish their benefactors on Easter. The children were

gathered together with their parents to write the letter. The necessary explanation and instruction were given to children regarding the letter writing. After the deep corrections, the letters were collected from the children to send it for the benefactors.

MENTORSHIP SESSION

The 7th mentorship program was held on 20th January 2019 at Auxilium School, Avalahalli. The program started with registration. The session began with introductory speech and prayer by Sr. Deepa the project manager from Dream India Network followed by wishing a prosperous new year ahead. She also welcomed the resource persons, Ms. Harmeet Kaur and Dr. Johnas Richard, to the audience. There were 182 participants.



The session was on Career Mapping and Career building. Dr. Johnas Richard the HOD of Kristu Jayanti College introduced the gathering on the topic by asking a question that how many of them

think that they could do a business with idea and opportunity. He also gave an opportunity for the audience to think on how to become an entrepreneur and how



to make a right decision. Before starting the session a brief feedback of last sessions was asked from the audience based on knowledge they obtained from the last sessions. This was an opportunity to make the audience little more alert in the session. All the students were asked to put forth the knowledge they gained from the last sessions and each one responded to it. After this exercise Dr. Johnas invited Ms. Harmeet for the following session.

Ms. Harmeet one of the resource persons led the session on Key employability skills both technical and English language. It imparted the information like how one could improve the communication skills. She also introduced an English Bolo App and advised everyone to use the free version and attend the quiz in the next session based on this application. During the session, she also introduced a few entrepreneurs and how they started their business life. The message of this was – ‘idea and opportunity is enough money would come automatically’. During the session a group activity was conducted. The students were divided into different groups and asked to discuss on a problem which they wanted a solution. Each group was given fifteen minutes to come up with different creative thought. The groups were provided with chart paper to express their ideas based on the topic that they selected for themselves. The students came up with different ideas like, healthy snacks in the hospitals, designer wear a T-shirt with messages, natural cosmetics, healthy food using AK 15



Tablets, automatic alcohol detector, transport solution through swipe cars, dress filter which helps to design one's own dress, air pollution solution, agricultural production by farmers through fresh vegetables and women safety. The Dress filter

that helps to design your own dress was selected as the best team by the judges.

The session was ended with vote of thanks by Ms. Anusuya the beneficiary of student support programme. All the participants were given refreshments after the programme. After the session, a meeting for the leaders and second installment cheque distribution were held. The student leaders were gathered together under the leadership of Mr. Johny, Sr. Deepa and Mr. Jose Paul to discuss on the social cause programme. The students were asked to select one possible date, location and the activity they would like to conduct to complete the task they choose. The leaders were asked to communicate through whatsapp for further details. The programme ended at 2.30pm.

SILVER JUBILEE EUCHARISTIC CELEBRATION

FIDES silver jubilee mass was celebrated on 26th January 2019 at Salesian sisters' chapel. The main celebrant Fr. James and co celebrants from Kristu Jyothi College led the Mass by imparting good thought and wishes to the FIDES and Auxiliumschool. Fr. James addressed the gathering by imparting the message that whatever the services FIDES are doing for the society is not only by us but through Jesus Christ our Lord. Sr. Alice welcomed all those who present and gave an introduction for the Eucharistic celebration. After the Mass there was a gathering for wishing and congratulating in chargers of FIDES and Auxilium school. Sr. Celine Jacob the Provincial wished both in chargers, Sr. Sumi and Sr. Sherly, for their active involvement in completing the task of social work center and school. The celebration



was ended with photo sessions followed by sharing the meal by all the invitees. There were around 300 people present including, Fathers, Sisters, well-wishers, school staffs and FIDES staffs and family.

FREE EYE CHECKUP MEDICAL CAMP

On 27th January 2019, a free eye checkup medical camp was organized by FIDES at Kaverinagar slum. The medical team from Global Foundation Hospital, Hoskote initiated all the support by providing the doctors and nurses with the equipment. 142 patients benefited from the medical camp. The eye checkup was mostly concentrated on the senior citizens. These were the people who were not able to afford any medical support from the family or society by themselves. After the thorough checkup, 19 patients were taken to the hospital for operation and other treatment. These patients were given the financial support by FIDES according to the need of patients for their treatment. The checkup was started with registration at 10:00 am and ended at 1:00 pm. The flow of patients was more than the expectation. The time limit was not sufficient to check all the patients. So those patients were informed that one more camp would be organized or those patients would be taken to hospital by the organization.



FOLLOW UP SESSION

The patients who were undergone the eye operation reached at office on 28th



January 2019 under the guidance of Globe Eye Hospital. The patients were given all the instructions to get cured soon. Sr. Sumi the Directress along with other staffs made a follow up visit to see the improvement they have gone through. All the patients were satisfied and happy with the active contribution of FIDES in their life. The remaining treatment would be given them in the office as well as in the hospital alternatively.

ADOPTION MONEY DISTRIBUTION

The adoption money for the students was distributed on 29th January 2019 at Ulsoor. Around 107 children were given the money after they had completed their Easter letter. The parents or guardians were present to collect the adoption money with the children. The remaining money thousand rupees each was given to the children.



SKY WALK REQUEST FOR BANDAPURA

FIDES under the leadership of Sr. Sumi and other staffs in collaboration with Political leaders Mr. Pappuanna and Mr. Manju met the highway officer on 2nd February 2019 for sanctioning of Bandapura skywalk for the people to cross the road without harm. The highway authority with the influence and request of FIDES agreed to put up skywalk at Bandapura very soon.

PLANNING AND EVALUATION

The planning for the month of February was held on 2nd February 2019 at FIDES. The main focus of the planning was on silver jubilee celebration of FIDES. The responsibilities were divided and distributed to different committees. The members are divided into committees such as food committee, water, stage, sound system, photo, video, discipline, cleaning, guest in charge, and chair arrangement. The in charges of different committees were given the explanation about the duties to be taken up by them. As the days are coming closer, the staffs were encouraged to put more hard work to celebrate the jubilee in good manner. The planning also called for a meeting of committee members and staffs in the coming days. In the month of February, an Eye checkup camp was decided to conduct in Ulsoor. The adoption money distribution also will be completed in the month of February.



BORE WELL SANCTION

On 3rd February 2019 a bore well was sanctioned in the Panchayath for FIDES as the request was raised to MLA by Sr. Sumi the Directress of FIDES along with staffs. The local leaders helped to achieve the permission and fund from MLA Aravind Limbavali. As per the agreement, the bore well was made for the use of FIDES and public at Bandapura. But the location found could not get the water and it was a failure.



VOLUNTEERS MEETING FOR SILVER JUBILEE

PREPARATION

As the silver jubilee is nearing, the volunteers from SGH group were called out on 16th February 2019 to allocate their responsibilities and bring in them the duties to be carried out during the Jubilee and before it. There were 30 members for the meeting. They were given essential instructions regarding the committees and asked them to cooperate to make the day successful. Each and every one wholeheartedly agreed and assured their full cooperation for the success of the Jubilee. The people were given the promise that if they all work well for the success of Jubilee, a picnic would be arranged for the SHG women. The people were asked to find few benefactors for the contribution.



SECOND VOLUNTEER MEETING FOR JUBILEE

The next meeting of silver jubilee volunteers was held on 24th February 2019 at FIDES. The objective of the meeting was to enkindle the volunteers regarding their duties and responsibilities. There were 26 members for the meeting. There were few new volunteers joined for the meeting. Sr. Sumi and Mr. Samuel explained the duties of respective members. Main focus of discussion was on food committee, discipline committee, traffic, fund raising



and inviting the guest. All the responsibilities were divided, heading a Sister in charge and staffs followed by volunteers.

FREE EYE CAMP IN KAVERINAGAR

FIDES conducted a free health camp on 28th February with the support of globe eye hospital, Hoskote. The main motive or objective of the eye camp was to treat avoidable blindness like cataract and provide better vision to the low eye sight people. The services are not always confined to the camp but after the camp regular treatment is rendered to those who are in need. Globe foundation on a regular basis conducts eye camp for the community and does free surgeries and caters to the after needs of those assessed patients.

A team of 14 members along with the doctor had done free checkup for nearly 46 members residing in and around Kaverinagar. The patients who were under gone the surgery of eye previous month, assisted to get a follow up treatment. At the end, the lunch was provided for the organizers and eight patients who were going for surgery.



The eye camp was of great favour to the community as it helped them to treat and check their eyes free, this facility has benefited many members of the community regardless of age. The senior citizens of the community who always had trouble travelling distance was able to check their eyes at the door step. Many senior citizens took part in this eye camp and were a blessing to many.

DIAMOND JUBILEE OF SR. MARY MANJIL

The diamond jubilee of Sr. Mary Manjil was celebrated on 5th March 2019 at FIDES within the management. The celebration began with prayer service led by Mr. Samuel followed by expressing our gratitude by wishing her good health and provided her Sr. Nancy's framed photo as a gift. The message by the jubilee celebrant wished



FIDES to extent expand and grow more and more. As a token of love Sr. Manjil distributed rosary for all the staff. The celebration was ended with providing lunch.

PLANNING AND EVALUATION

Planning for the month of March was mostly focused on the silver Jubilee of FIDES, which will be commenced on 31st March 2019. The management along with other coordinators planned the programmes and other convenience needed for the success of silver jubilee celebration. It was a time to evaluate the progress in the preparation of Jubilee. The remaining uncompleted works of Jubilee was discussed and directress asked everyone to move the tasks very fast.



VISIT OF BENEFACTOR AT SCHOOL

On 6th March 2019 a visit was held by the benefactor Mr. Ajeesh, Sr. Sumi the Directress of FIDES and Mr. Jose Paul the project coordinator, at Deethya Vidyalaya. The main purpose of the visit was to help three



girl children from Kaverinagar, in education by providing them the fees, enquire regarding the performance of those students, to find out better possibilities to send the students for good academics or to ask the school management to negotiate the fees since the parents are not able to afford their fees due to the accident happened to three girl

children's father which paralyzed their father. Mr. Ajeesh a well-wisher agreed to pay the fees of those students and especially to provide a wheel chair for the father.

FIDES SILVER JUBILEE CELEBRATION

March 31st 2019, Sunday was filled with vibrancy, enthusiasm as all came and joined in the happiness to celebrate the 25th anniversary, the silver jubilee of FIDES. The day was made special with the smiling faces of youngsters welcoming, guiding and directing people to the stage. There were around three thousand participants.



The events took flight as the chief guest Gopala Gowda followed by Sr. Celine Jacob, Sr. Sumi Directress of FIDES, Sr. Sherly, Sr. Ruby; Fr.



Susainathan, Sr. Rosy arrived to the stage accompanied by the band, standing ovation and claps of the crowd.

The day started by seeking God's blessing through a devotional dance by Halasuru SHG women. The dance was an offering to God through the

Kannada song 'Sarva Srishti Kartha Devare'.

After inviting the chief guest on to the stage Sr. Sumi was invited to welcome the guests. Sr. Sumi started her speech by thanking God for the day. She welcomed Justice Sri. Gopala Gowda the chief guest and Sr. Celine Jacob the provincial gifted a shawl and plant as a token of appreciation. She further welcomed Sr. Celine Jacob the back bone of FIDES and Ms. Seethamma offered shawl and plant as a token of appreciation.



Hoskote parish priest Fr. Joseph Susainathan, Ms. Sriswana from Quest Alliance, Dr. Vanitha from Italy and her friends, superiors Sr. Monica, Sr. Sherly and Sr. Molly were welcomed and shawl and a plant was presented as a token of pleasure. She welcomed all sisters, priests and people gathered. Sr. Sumi was welcomed by the event management team. She was presented with shawl and plant.

The event was made special through the lighting of lamp by Gopala Gowda, Sr. Celine Jacob, Fr. Joseph Susainathan, Mr. Nagaraj the

retired superintendent police, Dr. Vanitha and Sri Rudrappa retired registrar of cooperative Societies. Mr. Manjunath had the honour of introducing the Chief Guest Mr. Gopala Gowda.

The day progressed with special speech of Chief Guest. He emphasised on how he was happy to see such a high women presence in a men dominated population of India. He spoke about women rights and



equality. He also quoted from the Indian constitution and UNO Act 1948 supporting the women. He thanked FIDES and the Salesian community for bringing up humans that are humane and told how we should bridge the gap between the rich and the poor. He ended his talk after reading from Neethishathan about education.

Mr. Madan Kumar was awarded the prestigious Sr. Nancy Memorial award by the Chief Guest Gopala Gowda for scoring 93% in second PUC and scoring first rank in Civil engineering second year.

Sr. Celine Jacob the provincial addressed the gathering by emphasizing the importance of the celebration. She said that we are celebrating not an event, a dream fulfilled, a family's success story, victory of united action with prayer, the passion and courage of Sr. Nancy Pereira, lakhs of skilled, empowered women who through various activities of SHGs have come up, successful lives of young girls and boys who are well placed in jobs, lives of children who are given new life and hope through sponsorship, NCN and youth groups. She described Sr. Nancy as the second Mother Teresa and said that Sr. Nancy was seventy when she laid foundation of FIDES. She spoke of her sacrifices, dependence on God, trust and friendly approach. She said that micro credit system started by Sr. Nancy has reached over four crore. She visualized FIDES in the next 25 years to start new plans for problems of present society.

She took the opportunity to invite all in giving dignity to the downtrodden. She thanked the staff for fidelity, benefactors for generous contributions, friends and families for support and sisters in FIDES.

Fr. Joseph Susainathan, parish priest of Fatima Church, Hoskote addressed the gathering by appreciating the shining star of slum Sr. Nancy and speaking about how she enkindled the fire in the poor.

Mr. Nagaraj in his speech spoke how FIDES has developed the village to this extent empowering the people.

CN Rudrappa addressed the gathering by saying that he worked with FIDES from 1998 not as a friend but by giving service.

Dr. Vanitha spoke on her memories with Sr. Nancy when she met her for the first time and requested all to remember the qualities of Sr. Nancy always.

Mr. Samuel Joseph, FIDES staff thanked everyone especially the guests. Sr. Sumi presented memento to Chief Guest and other guests on the stage.

The cultural programme FIDES youth from KaveriNagar presented Jubilee Anthem through a vibrant, colourful dance.



The glimpse of FIDES a CD was released by Sr. Celine Jacob consisting of history of FIDES.

The fides youth presented a fusion dance followed by all the provincials were remembered and



thanked during the ceremony. The audience had one minute silent prayer to commemorate the effort of late Sr. Rosamma the 3rd superior and late Sr. Rita.

All the Provincials and old FIDES staff were honoured during the 25 years celebration by giving them a small gift as a token of gratitude.

Dr. Devanahalli Devaraj and team presented a beautiful skit on Sr. Nancy's works and efforts taken which memorized the audience the marvellous works done by Sr. Nancy.

The celebrations ended with grand finale by FIDES youth stepping the rhythm for FIDES anthem followed by a sumptuous lunch and fellowship for all the participants.

VISIT OF BENEFACTORS AT KAVERINAGAR

Dr. Vanitha and her colleagues from Italy visited Kaverinagar on 3rd April 2019. The prime objective of the visit was to meet the children whom they are helping for education and to support new students for the education. They met the sponsored child Ms. Lavanya with her parents. They enquired the life condition and the educational performance of the child. The benefactors were welcomed by the apex body members with love and gratitude by offering shawl for them.



BENEFACTORS MEETING WITH FIDES STAFF

The benefactors from Italy visited FIDES and met the staff members of FIDES on 4th April 2019. The members of FIDES welcomed them, and proceeded by sharing their experience with staff. Dr. Vanitha the beneficiary of Sr. Nancy commemorated the work of Sr. Nancy by

quoting her that Sr. Nancy always kept back her life only for the poor people. Dr. Vanitha added that she is very happy to see the improvement taken place and specially thanked each staff and management for their continuity of the work of Sr. Nancy effectively. The benefactors distributed a small gift for all the staff as token of love and affection towards FIDES.



PLANNING AND EVALUATION

The planning and evaluation of FIDES staff was held on 4th April at FIDES. The activity of FIDES for the months of April and May was planned. During the evaluation more importance was given to the adoption letter writing specially to monitor the absentees for receiving the money and to take a decision whether to hold them further or to cancel them. According to the opinion of the directress it is indicated that message passed from the management is not reaching to all the group members since some of the groups are not so active. It was decided that one

who does not attend the group meeting should not be given the adoption money. Sr. Sumi thanked every staff for their commitment for the success of



Jubilee. The planning decided to have some activities in the month of April and May such as, FIDES cleaning, SHG auditing, summer holidays for staff, summer camp and adoption letter writing for children.

GEBe- SCHOLARSHIP VOLUNTEERING ENGAGEMENT

EVENT

GEBe- Scholarship Volunteering Engagement Event was held on 27th April 2019 at Auxilium School, Avalahalli. Ms. Jyothi Guptha from **United Way** welcomed the Donors from General Electronics, Guests and other participants. This event was the last concluding programme of **General Electronics**



Student Support Programme conducted for PUC and Diploma Students from poor economic back ground since two years. 162 students benefitted from this programme as they learned a lot through the various talks and sessions conducted by experts.

Ms. Gupta from '**United Way**' presented the development, changes and achievements focusing on the activities initiated by students, social engagements, their academic performance, extracurricular activities, college and family visits and fund distribution.



Few students shared their experience and benefits of this scholarship support. They indicated that the programme was a platform to explore new ideas, learn new skills, acquire values and even enhance their social responsibility.

Mr. Suresh from GE appreciated the whole team for their hard work

in building up the life of youth and guiding them in proper manner. Fr. Edward from DIN expressed his gratitude towards all the donors and



collaborators in making the programme a success. Fr. Edward motivated the students to stay focused and achieve their goal without getting distracted by the allurements of the world. The coordinator Mr. Jose Paul along with other supporters shared their experience during the past two years. He asked the students to be more responsible and independent and

give back something to the society since they had received supports for their education. Mr. Shiram and Mr. Manoj from GE shared how they had gone through many struggles without having the opportunities during their student life.

Mr. Teja a student performed the Beat box in order to entertain the gathering. This was followed by the felicitation and distribution of prizes to 6 second PUC toppers who got 90 and above 90 percentages. The students who were part of social engagement programme and those who achieved prizes in extracurricular activities were also felicitated and given certificates of appreciation.

The Donors from GE and the Students Support Programme Coordinator Mr. Jose Paul also were honoured with small gift.

SUMMER CAMP

The summer Camp for the children of the villages was on May 18th 2019. To begin with they had a session on life skills and life values by Ms. Deepa a volunteer. In her session she focused on the importance of handling the technology



today, to have a goal oriented life. She spoke on health and hygiene discipline and concluded saying ‘be a good human being’.

SUMMER CAMP AT KAVERINAGAR

At the summer camp held in Kaverinagar on 20th and 21st of May 2019 there were over 62 students. According to the guidance of Sr. Sumi the Directress, MSW Trainees from Sacred Heart College, Thirupathur divided the students into two groups and conducted sessions. The major topics covered by the trainees included personal hygiene, time management, how to be happy, values such as love, service, forgiveness and respect for elders.

