

XAVIER INSTITUTE OF SOCIAL ACTION



ANNUAL REPORT

2023 - 24

VIDHAN SABHA ROAD, AMASEONI,
POST - GSITI, Via - MCF, RAIPUR
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FROM THE DIRECTOR'S DESK



It gives me deep sense of satisfaction and honour to release the Annual Report of XISA for the financial year 2023 - 24. The report highlights the major activities undertaken by the institution in the areas of health, education, evaluation studies, awareness programs etc. XISA has strengthened its pillars of intervention in the social arenas by successfully accomplishing projects for the impoverished and deprived sections of central India, mostly for the Tribals.

In the current financial year, XISA also prioritized on capacity building of its professionals through various Leadership programs. The tireless team has been significant in bringing about worthwhile impact in the lives of many, especially in the rural areas. XISA always believes in lending its voice to the vulnerable and impoverished tribals developing a sense of trust and immovable bond between the both.

XISA has been successful in transforming thousand of lives and stepping ahead in its journey towards creating a more sustainable and peaceful environment for all.

I hereby thank all the stakeholders, colleagues, local and state administration, humble donors, partner NGO's, volunteers and community to make XISA what it stands for.

Fr. Binod Kumar Toppo, SJ

ABOUT THE ORGANIZATION

XISA is a non-governmental, non-profit, and charitable organisation registered under *Chhattisgarh Societies Registrickaran Adhinyam 1973* on 30-April-2005, bearing registration number of Chhattisgarh State - 1010. The organization has availed income tax exemption (Approval No. AAATX0068RE20214) under section 12 A of Income Tax Act 1961. Along with it, XISA is also exempted under section 80G of Income Tax Act for internal donors to the organisation (AAATX0068RF20214). It utilises the CSR funds for development of people, and has registered itself with the Ministry of Corporate Affairs, Government of India (Reg. No. CSR00007011). XISA also has acquired FCRA certification (Reg. No. 327520060) from the Government of India which facilitates overseas' donation to achieve the objects of the organisation.

VISION, MISSION & OBJECTIVES

XISA visualises an egalitarian, just and people empowered society with a mission of action-oriented interventions in favour of the target groups for their emancipation and development so that they become fully participants in the development process and owners of a just and prosperous community.

Vision

An egalitarian and developed society

Mission

Action oriented interventions for emancipation and development of human communities towards building a just and prosperous Society where love and peace prevails

Objectives

- To ensure and support community-based people's organisation for development interventions.
- To build self-reliance among the people by mobilising resources, capacity building, employment opportunities, increasing assets and ensuring economic security.
- To assure social justice to the less fortunate members of the society who have been denied.
- To propagate participatory approaches in development.
- To affirm the strength of Tribal communities for their own development.
- To promote sustainable livelihoods of the marginalised, especially tribal
- To promote health awareness.

Xavier Institute of Social Action (XISA) is the fifth Xavier Institute in the Central-Northern part of the country followed by Xavier Labour Relations Institute (XLRI), Xavier Institute of Social Services (XISS), Xavier Institute of Management (XIMB) and Xavier Institute of Development Action & Studies (XIDAS).

After the formation of Chhattisgarh on 01-November-2000, the Madhya Pradesh Jesuits seriously thought of establishing a centre in Raipur, which would function as a nodal resource centre for development of the newly formed State in terms of project implementation, training, research, networking and advocacy. It was also envisaged that this centre would facilitate the utilisation of the government resources for the development of scheduled tribes, scheduled castes and other poor communities. As it is located in the capital city of the State, the centre also has a task of information dissemination on development and related fields. These thoughts of Jesuits have been actualized as Xavier Institute of Social Action.

Jesuit presence in Southern part of Chhattisgarh was there as Xavier Institute of Development Action and Studies (XIDAS), Jabalpur had an extension centre in Raipur. This extension centre was made because then Madhya Pradesh State was geographically too big and XIDAS wanted to do development work in the South-Eastern part of the State. With the help of Broederlijk Delen (BD) a Belgian agency, XIDAS worked with and for Panchayati Raj Institutions for socio-economic development

of four Panchayats of Bastar (now these Panchayats come under Kanker district). The extension centre was in a rented house. After the construction of XISA building, the President of the Institute asked the Director of XIDAS to shift the extension office to XISA. Till 31st December 2010 XIDAS extension programme was managed from XISA. During this period all the programmes of XIDAS extension at Raipur were executed by XISA.

XISA is a charitable non-profit social and developmental Institute. It is registered under the Chhattisgarh Society Registration Act, 1973. It engages in implementing programmes, conducting action research, training & capacity building programmes for holistic development of the deprived and vulnerable people. Institute is working for the empowerment of disadvantaged and deprived masses, especially poverty-stricken men, women, youth and children. Its services, benefits and resources are available to all irrespective of caste, creed, race or gender.

XISA's APPROACH

XISA adopts action oriented participatory and consultative approaches for community development to achieve its objectives through following initiatives:

a. Field Project Implementation

XISA is committed to the cause of people and communities, especially for their holistic and sustainable development. It involves itself in the selected communities and villages concentrating on various development thrust areas for development initiatives. To this end XISA, takes up development projects and implements them for people's development. It has taken many such projects in and around Chhattisgarh and it made its presence felt. XISA has built up rapport in villages and people come forward to collaborate with it with open heart. It is their participation in the project that makes development projects successful.

b. Training and Capacity Building (list of training)

Everyday world is changing and the dynamics of development, and the capacity for action needs changes. It necessitates an apt strategy of adaption to meet the needs of the time. Knowing and understating the needs of the communities their people, XISA is into training and capacity building for developing the peoples' mental capabilities, knowledge and skills so that they are able to cope with their development gaps they face in their life and at work front.

c. Networking

Every person, civil and government organisation and corporate entities has some specific knowledge and skills and strengths. These specificities give them an edge to their life and organisation. XISA as an organisation believes in learning good and suitable things from others in and through collaboration and networking activities. It identifies various individuals, organisations and programmes for collaboration to enrich itself and the collaborating entities mutually. On the other hand, there are many organisations and entities which

have similar objectives that of XISA for their actions, XISA takes the opportunity to mutually work to achieve the objectives so that greater impacts are created in communities and people.

d. Documentation

One of the ways to create a development history is to document one's activities on a timely basis. This process helps to replicate the tested strategies to develop in some other place and communities or to avoid mistakes of the previous place of action in the new place of implementation. Thus, documentation is an essential part of XISA's day-to-day activity. XISA also helps government bodies and other civil organisations by undertaking studies and research on various development related issues and topics to generate knowledge to help itself and others to give new perspectives for development and communities. These well-researched documents become beacon lights to take initiatives for further peoples' development issues.

e. Conferences and Workshops

XISA believes in pooling and sharing resources so that more and more people benefit from the available resources. It brings together persons from academia, civil society, corporate and Government to share their knowledge and expertise from their research and experiences so that people's problems and issues can be addressed with new perspectives and dynamics. It also brings together experts of various fields for round table discussions and deliberations.

MAJOR PROJECTS ACCOMPLISHED

A. WORKSHOP on “RE-IMAGINING INDIA FOR THE 21ST CENTURY & CHRISTIAN CONTRIBUTION TO NATION BUILDING”

The Central Zone meeting of Jesuit Social Scientists of South Asia, a seminal gathering aimed at intellectual discourse and action-oriented strategies, took place at the XISA campus in Raipur from June 23 to 25, 2023. This workshop, themed “Re-imagining India for the 21st Century and Christian Contribution to Nation Building,” brought together 17 participants from across the region. The esteemed resource person, Fr. Lancy Lobo from the Gujarat Province, guided the proceedings with his profound insights on the dual themes of the workshop. These themes were carefully selected to stimulate discussions on envisioning India’s future while reflecting on the substantial role of Christian communities, particularly the Jesuits, in the nation's growth.

Participants from various provinces brought unique perspectives, enriching the discourse with their experiences and insights. The workshop’s overarching objective was to analyze and celebrate the intricate process of nation-building in India, a journey characterized by diverse contributions from multiple actors, including the Jesuits. It highlighted the Jesuit society’s historical and ongoing efforts to strengthen the socio-cultural fabric of India’s diverse communities. These efforts were aimed at fostering inclusivity and promoting self-love, with a particular focus on addressing the needs of the poor and marginalized.

The discussions delved into the historical entry of Christianity into India, tracing its diverse forms and theological



interpretations over time. The Jesuit society's pivotal role in this process was a focal point. By empowering marginalized and peripheral sections of society, the Jesuits have played a transformative role in integrating these communities into mainstream socio-economic development. Their work in education, healthcare, and social empowerment has significantly contributed to shaping a literate, socially empowered, and healthier nation.

One of the workshop's key highlights was the acknowledgment of Jesuit institutions as beacons of quality education and healthcare. Through these institutions, Jesuits continue to champion the cause of nation-building by addressing the needs of the underprivileged. Their innovative and noble approaches have inspired hope and progress, particularly among those who have historically been marginalized. Participants also reflected on the importance of fostering a spirit of collaboration and unity, emphasizing that the Jesuit society's mission transcends boundaries and builds bridges across India's diverse cultural landscape.

The workshop concluded with actionable strategies aimed at amplifying the impact of Jesuit initiatives. These strategies included designing inclusive programs, strengthening partnerships, and fostering leadership among the younger generation. Participants left the workshop with a renewed commitment to contributing to a better and more inclusive India.



B. ORIENTATION PROGRAM FOR TEACHERS

An Orientation Program for government school teachers in the Dhersewa Block was held from June 5 to 7, 2023, in collaboration with the Azim Premji Foundation. This program, attended by 60 teachers each day, was meticulously designed to enhance teaching skills and methodologies, fostering a more effective and child-centric approach to education.

The program's primary objective was to encourage teachers to adopt innovative teaching-learning methodologies that prioritize the needs and well-being of children. Through various evaluation techniques, the program aimed to enhance the appropriateness, frequency, variety, competencies, and adequacy of teaching practices. It provided a platform for teachers to interact with renowned scholars and educationists, facilitating a positive shift in attitudes toward teaching.

Key sessions focused on mentoring young minds, integrating cultural components into classroom teaching, and fostering an interdisciplinary approach to education. By emphasizing the importance of holistic learning experiences, the program sought to transform classrooms into spaces of exploration and joy rather than obligation and monotony. Teachers were equipped with practical tools and methodologies to make primary education engaging and enjoyable for children, thereby nurturing a lifelong love for learning.

The program featured a blend of lectures, demonstrations, and practical workshops. Faculty members ensured that participants understood the critical role of overcoming cultural and linguistic barriers in education. By fostering linguistic connections between teachers and students, the program aimed to create an environment where children feel valued and motivated.

Another significant aspect of the program was its emphasis on fostering creativity and innovation in teaching. Teachers were encouraged to think beyond traditional methods and explore new ways to make learning a comprehensive and enriching experience. This approach not only enhanced their teaching skills but also prepared them to address the diverse needs of their students. Overall, the Orientation Program for Teachers was a resounding success which empowered educators with the skills and knowledge needed to mentor young minds effectively and contributed to the broader goal of building a more inclusive and informed citizenry.



C. CAPACITY BUILDING TRAINING BY CASA

The CASA team organized an intensive capacity-building workshop for XISA professionals, focusing on enhancing their socio-economic skillsets. Held in an informal and interactive format, this training program provided participants with practical exposure through case studies, documentaries, and experiential learning sessions.

The workshop's curriculum was comprehensive, covering behavioral modules, effective communication strategies, team management, stress management, leadership development, and personality enhancement. Special emphasis was placed on both internal and external communication, ensuring that participants developed the skills needed to convey ideas effectively and build strong relationships.

Administrative requirements, cost principles, and standard provisions were also covered in depth, equipping participants with the knowledge needed to manage developmental projects efficiently. The sessions provided insights into the tools, knowledge, and resources required for planning and implementing socio-economic initiatives effectively.

A total of 46 participants engaged actively in the workshop, leveraging the strategies and techniques shared to refine their interpersonal skills and management approaches. By fostering a collaborative environment, the workshop encouraged participants to share their experiences and learn from one another, further enhancing their skills and confidence.

The training concluded with a focus on leadership development and personality enhancement, equipping participants with the skills needed to take on greater responsibilities and drive positive change in their communities. The CASA team's commitment to empowering professionals and building capacity was evident throughout the workshop, making it a transformative experience for all involved.



D. HEALTH AWARENESS

In collaboration with Choice Consultancy, XISA conducted a National Health Program for youth from September 11 to 17, 2023. This week-long program was attended by 90 participants and focused on raising awareness about health and well-being among marginalized and deprived sections of society.

The program's primary objective was to bridge the gap in access to health services and ensure that essential healthcare reached those who needed it the most. Through a series of interactive sessions, participants were educated on various health issues and preventive measures, empowering them to make informed decisions about their well-being.

Key sessions covered topics such as nutrition, hygiene, mental health, and the importance of regular health check-ups. By addressing these critical issues, the program aimed to create a healthier and more informed youth population, capable of contributing positively to their communities.

The program's success was evident in the enthusiastic participation and feedback from attendees. It not only raised awareness about health and wellness but also inspired participants to take proactive steps toward improving their quality of life.



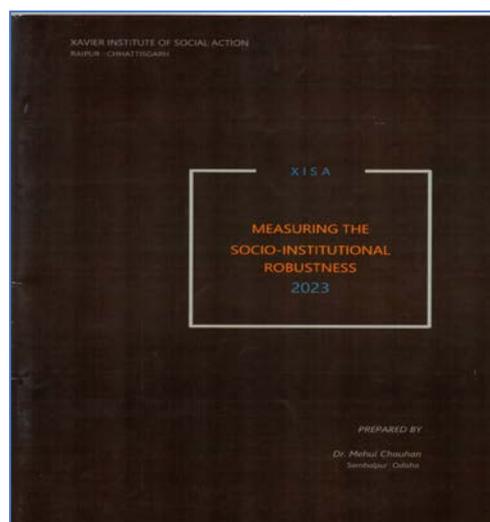
E. EVALUATION STUDY - XISA

An evaluation study of XISA was conducted to holistically assess its journey and achievements since its inception. The study aimed to understand XISA's contributions to sustainable development and community-building through a Jesuit lens. Various analytical frameworks were employed, including Miller's properties of social institutions (function, structure, culture, and sanction), ESG norms, the ten principles of the UN Global Compact (UNGC), and SWOT analysis.

The study revealed that XISA has established robust mechanisms for project design and implementation. However, areas requiring improvement were identified, particularly in institutional structure and budget allocation. While project execution was found to be semi-institutionalized with a narrow scope, project outcomes reflected a fully institutionalized and effective structure.

In terms of ESG norms and UNGC principles, the study highlighted gaps in sustainability reporting, internal control systems, and the adoption of non-discriminatory policies. It also noted a need for greater focus on setting sustainability targets and indicators. These findings underscored the importance of strengthening XISA's institutional frameworks and fostering a culture of accountability and inclusivity.

Despite these challenges, the study recognized XISA's significant contributions to community development and sustainable growth. Recommendations included adopting stricter sustainability targets, enhancing institutional structures, and promoting a more inclusive culture. By addressing these areas, XISA can further amplify its impact and continue to play a pivotal role in building a more equitable and sustainable society. This detailed narrative highlights the diverse and impactful initiatives undertaken by Jesuit and associated organizations. Each program, workshop, and study reflect a commitment to fostering inclusivity, empowerment, and sustainable development, underscoring the transformative potential of collective action and innovation.



F. EXPOSURE VISIT FOR STUDENTS

112 Apostolic Boys from Loyola Higher Secondary School Kunkuri came for their exposure program to Raipur where XISA took care of their logistics and took them round from 28-29 Oct 2023. It was a great learning for the students. Many village students had never seen the train and big cities. It was a moment of great excitement. XISA staff took care of them very well and gave them some motivational inputs to be successful in life.

CONCLUSION

The report outlines various initiatives by XISA and Jesuit organizations aimed at fostering inclusivity, empowerment, and sustainable development. A workshop on “Re-imagining India for the 21st Century” emphasized Jesuit contributions to nation-building through education and social empowerment, focusing on marginalized communities. An orientation program for teachers, conducted in collaboration with the Azim Premji Foundation, enhanced teaching methodologies to create child-centric classrooms that encourage creativity and interdisciplinary learning. A capacity-building workshop by CASA trained 46 XISA professionals in communication, leadership, and project management to enhance their effectiveness in socio-economic initiatives. A National Health Program in collaboration with Choice Consultancy educated 90 youth on critical health issues such as nutrition, hygiene, and mental health, bridging gaps in healthcare access for marginalized groups. An evaluation study of XISA assessed its sustainable development efforts, highlighting strengths in project outcomes while identifying areas for improvement in institutional frameworks and sustainability practices. Each initiative reflects a commitment to addressing societal challenges through innovation and collaboration, underscoring the transformative impact of Jesuit-led programs in building an equitable and sustainable society.