

Let
Justice
Roll...

A Report
to the
CNI Synod
Oct2005-Sep2008



Towards
Building
Communities
of
Resistance
& Hope

Church of North India
Synodical Board of Social Services

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A Report to the CNI Synod (Oct 2005-Sep 2008)

“Let justice roll on like a river and righteousness like a never failing stream” (Amos 5:24)

Justice is a free gift of God's grace. It transforms human beings and creation and liberates them from sin and enslavement. As a gift of grace, justice inspires a spirituality of resistance and alternatives to policies and practices which serve to increase the power and wealth of a few while neglecting the basic needs and the right to life of all. The process of transformative justice aims at human dignity for all people, a harmonious life with each other and His creation while walking humbly with God in righteousness (Amos 5:21-24). In this sense, justice is both the means and end. Fulfilling this mission agenda, CNI Synodical Board of Social Services, a justice and development arm of the Church of North India with Dioceses and DBSS is involved in the struggles of the communities. In pursuance of its long-term vision, *where there is justice in land, field and forest, every living being will dance and sing*, CNI SBSS embarked *Let Justice Roll* (LJR) 2005-08. This strategic action plan is based on its perspective and program plan, 'Resistance and Hope 2005- 2015'.

The goal for these 3 years was: To accompany and work with the partner organizations (Dioceses and People's Organisations) so as to sustain and focus the struggles of the marginalized communities towards enhancing their negotiating capacity to acquire power and execute it at the level of decision making. Further, it was expected to make them realize their socio-economic, political and cultural rights to assert their political position and exert political authority.

During this phase, ongoing work and involvement with the 2500 communities/ people's groups/ SHGs would be strengthened to become issue-based people's organizations. It was planned that they would be brought together to sustain and develop a

movement. Their impact needs to be visible in terms of participation in political empowerment process. Issues of livelihood, land right, social exclusion and tribal identity would be addressed. The gender issues would be incorporated in functions, policies and processes of the organization. The partners would be enabled to implement strategic shift and its implications. People-centered advocacy would be developed as core strategy, supported by lobbying and networking efforts. The congregations would be empowered to own and take the mission agenda of the Church forward. As a core of all its functions SBSS would like to develop accountability to gospel and people.



While presenting the report of CNI SBSS from October 2005- March 2008, I thank God for these fruitful years. During these 3 years, CNI SBSS reaffirmed the covenant with her Master and His people, towards realizing the Mission of Christ and expressing his love and care, in the spirit of sacrifice and service as demonstrated by Christ.

**People's
Organization took
up several
struggles and
demanded their
rights and
entitlements
successfully**

CNI SBSS took necessary steps for community building and organizational renewal. Developing our programmes on pro-poor perspective, we engaged with communities in realizing their aspirations and hope. We seek to be part of the Mission which belongs to God. Our mission therefore is holistic; giving equal importance to the physical, spiritual and structural aspects of human life.



While accompanying our partners (DBSS), we took initiatives in building skills and assets of marginalized communities for the realization of their political rights. Hence, we took a strategic shift in our ideas and action. From just developing social capital we moved towards building sustained political capital where the marginalised community would decide every sphere of their life. It is not only through acquiring political positions, but also gaining knowledge and wisdom to exercise the political authority. We value our partners' support and involvement as working with them is our core strategy.

1. "Let Justice Roll":

Launching of the New Phase

Just after the last Synod, SBSS launched its new Phase of 'Let Justice Roll (2005-2008)'

**CNI SBSS
engages with
more than 2500
communities in
20 dioceses**

The Most Rev Joel V Mal, Moderator, CNI Synod, launched and inaugurated the new programme phase on December 9, 2005, in a solemn and meaningful programme

organised at CNI Bhawan, New Delhi. The Rt Rev PSP Raju, Chairman, SBSS, affirmed the identity of the SBSS as a development and justice wing of the Church of North India and as an expression of the love of Christ towards the poor and marginalised.

Rev. Dr. Enos Das Pradhan, General Secretary, CNI Synod, gave the mandate – "Towards Building Communities of Resistance and Hope (TBCRH)" – to CNI-SBSS to address the issues of livelihood, food security, land rights, identity and social exclusion, tribal rights and dalit rights with the rights-based approach. The mandate was presented to the newly elected board members and staff team of CNI-SBSS to realise the mission agenda of the Church. This was also an occasion for launching *Resistance and Hope - Perspective and Programme Plan (2005-2015)* by The Most Rev Joel V Mal, the Moderator. The Strategic Action Plan – *Let Justice Roll (2005-08)* – was also released by the Deputy Moderator, Bishop P Lyngdoh. Rev Dr. Enos Das Pradhan unveiled SBSS' *Policy on Development and Justice*¹

2. Profile of SBSS

SBSS at present is working through the 4 RCSAs located in Agra, Kolkata, Pune and Ranchi. There are 20 DBSS in partnership with SBSS covering over 11 states and 49 districts with reference area which has 1476 villages. We have about 8 strong People's Organizations with strong membership base and multiple stakeholders. SBSS also promoted SHGs; presently there are 1810 SHGs and 18 cooperatives.

**Land-rights
movements in
Marathwada,
Agra, Nagpur
and Kolhapur
have achieved
encouraging
success**

SBSS works with the DBSS for better policy implementations on the issue of livelihood, food security, right to land, identity with a cross cutting theme of Gender mainstreaming, with Church Mission engagement as the main essence of intervention.

3. Perspectives and Policy

¹ Policy on development and justice was approved by the XII Synod held in Ranchi. This brought enthusiasm to all stakeholders of SBSS involved in the mission of Christ. It helped SBSS in sustaining this spirit and enthusiasm of the staff and congregations

3.1 Rights-based Approach

Positioning itself as a Rights-based organization was a challenge of the new phase. To practice Rights-based Approach, Movement Building and Political Mobilization became the key strategy to sensitize the community on economic, social, cultural and political rights, so that community has the power to negotiate and bargain with the political authority and form alternative political force to acquire livelihood means. In order to practice RBA, CNI-SBSS follows the 4 'A' approach for Rights-based, which consists of Analysis and Research, Assistance, Advocacy and Action. Programmatically practising this approach made SBSS to plan programmes in a campaign mode, with events which are not isolated but process oriented leading to movement building. To know more about the RBA in SBSS context, please click on http://cnisbss.org/sbss_documents.php.

3.2 From Lobbying, Advocacy Networking (LAN) to Policy and Campaign

SBSS felt the need to move beyond boundaries of influencing policies and helping in proper implementation of it. Therefore it moved beyond the LAN (lobbying advocacy and networking) and redefined the desk as policy and campaign with new roles and responsibilities. SBSS developed its priorities in undertaking research, study and campaign on the prevailing issues affecting the poor. These initiatives will help SBSS to undertake policy level advocacy to influence policy at the state level and people centred advocacy at the grass root level to see its implementation.

4. Programmes

4.1 Campaigns



4.1.1 Campaign on NREGA

During this phase, SBSS coordinated and undertook a campaign on National Rural Employment Guarantee (NREG) Schemes in Jharkhand. This was 4-days campaign in two blocks in Bano (Simdega district) and Kamdara (Gumla district). SBSS was successfully coordinated with other CFC's like PIDT, SPAR and FMSM to participate in the campaign. The objective of this campaign was to examine the role of Food Security schemes, to disseminate the information about NREGA at grass-root level, check its implementation status and generate awareness sensitizing the community with reference to the Right to Information (RTI). Networking with CFC and CFC related partners for community-based advocacy aimed towards civil societies to strengthen the Act ensuring people's participation in its effective implementation. The campaign ended with a press release and a press conference where the campaign team shared the findings and also the media appealing them to join hands in this right-based issue.

4.1.2 *Janadesh*- the land rights campaign

SBSS was part of the *Janadesh Campaign*: People's Verdict on "Retrieving People's Dignity through Land and Livelihood" and it aims to have people take up non-violent struggle and civil disobedience in their communities at the local, national and international levels. SBSS not only participated in the *Janadesh* march from Gwalior to Delhi but coordinated the whole campaign when it passed through the Agra. The DBSS of Agra with The Rt Rev Cutting, Bishop of Agra Diocese marched with 25,000 people.

4.2 Research and Studies

4.2.1 Food security in Jharkhand:

A Situational Analysis

As SBSS gives much prerogative on researches and studies. In 2006 SBSS initiated a study on right to food. The study was conducted in 2 levels firstly on the over all policy level

Research on food security, post disaster relief & rehabilitation & accountability are proof of SBSS' capacity to do policy research and advocacy

dealing with the issue of food sovereignty and at the same time on local micro level to see the implementation status of Food / Social Security Schemes. In relation to the micro level analysis 10 districts of Jharkhand were covered. At the end of the study SBSS released a book on the Social Security Schemes

4.2.2 Transferring Values: Accountability and Transparency in Development Cooperation

SBSS completed a study on 'Normative Framework for Transparent Functioning of Collective Forms of Cooperation (CFC)'. This study profiled the models of 11 Collective Forms of Cooperation. The study is highly appreciated among the FCFC members and also among the ERSA partners. The detail of the study can be viewed in <http://cnisbss.org/resource>. The study could bring out the accountability practices in non-governmental organisation and ways move ahead on the subject.

4.2.3 Do Aids Aid? Analysis of Relief, Rehabilitation and Reconstruction (RRR) in Tsunami affected Areas

With its initial involvement and experience with Tsunami relief in Andaman and Nicobar Islands CNISBSS embarked on study on three 'R' s of Disaster in Tsunami affected areas. This three year longitudinal study found out the tsunami relief effort was based on the recognition that out of disaster an opportunity can be created to rebuild, expand and improve upon services, correct imbalances and meet the needs of vulnerable groups. But in post-tsunami

11 people's organizations are supported and developed. Couple of them is showing early signs of becoming alternative political force

with the critical issues in the construction of permanent houses, livelihood etc. One of the

housing, even three years after the disaster, a large proportion of the affected continue to live in temporary shelters. Apart from analyzing the post-tsunami shelter and settlement strategy of government, the research dealt

chapters of the research got published in *Economic and Political Weekly* (April 19, 2008)

4.3 Capacity Building

4.3.1 Karyashaala on People's Organization and livelihood

A series of *Karayashalas* ((Community-based learning processes) were organized by CNI-SBSS to analyse, learn and, define as well as internalize the concept of People's Organizations and livelihood. The *karyashalas* were organized in Kolhapur, Tezpur, Agra and Amritsar; it helped SBSS to develop a frame work for analysis for the People's Organization and livelihoods. In all the *karyashalas* we were able to involve members from other civil society organizations like SCINDeA, SPAR, and PIDT.

4.3.2 Joining hands together in Solidarity



Staffs of Synodical Board of Social Services with the Church of North India Synod and National Council of Churches in India participated in the protest-rally demanding for the removal of religious criteria from SC reservation for the re-inclusion of Dalit Christians and Dalit Muslims in this category under Article 341. Supporters in large numbers with banners and placards came together for this demonstration at Ramlila Ground, and then proceeded towards Jantar-Mantar, New Delhi shouting slogans and demonstrating on Monday, 30th April 2007. The event was jointly organized by Dalit Muslim Liberation Movement, National Coordination Committee for Dalit Christians, National Council of Dalit Christians, and All India Christian Council with other like-minded civil society organizations.

5. Partnership Enhancement

CNI- SBSS has enhanced the partnership through strategic networking with ACT Development, FCFC, CNI-CSI, JANADESH and also for resource sharing with NCCI, SPAR, XISS, XIDAS and ISI.

5.1 ACT Development

During this phase, SBSS actively became participant of ACT (Action by Churches Together) Development, the new global alliance for development, as it celebrated its first assembly on February 5-7 in Nairobi, Kenya, hosted by the All Africa Conference of Churches. By working collaboratively, the alliance aims to increase the effectiveness of ecumenical work on poverty, injustice and human rights abuse. The alliance brings together 55 ecumenical organizations and Churches. The Assembly considered the future direction of the alliance as well as its mechanisms and programmatic activities. It was agreed by the Assembly that ACT Development should continue discussions with ACT International, the Churches global alliance for emergency response, to explore possibilities of a structural relationship between the two alliances. A close working relationship will also be maintained with the Ecumenical Advocacy Alliance.

5.2 FCFC

Unlike before, SBSS is now better connected with wider networks, SBSS has taken special initiative to initiate a study on the normative framework for governance among the FCFC partners. It had also organized joint programme and campaigns with the FCFC partners on the issue of NREGA, livelihood, People's Organization, also participated in FCFC organized programmes on Climate Change and Water. SBSS is also a part of the wider campaigns like right to food campaign and Wada-Na-*Todo Abhiyaan*

5.3 Growing Together: Enhancing Partnership in Mission

On 27th and 28th of November, 2007, all the CNI – Bishops came together in YMCA NOIDA to strengthen their partnership in mission. The purpose of this meeting is to have a better understanding of



SBSS programmes and interventions as well as to reflect on the involvement of SBSS in the field of development. Our Chairman and Bishop of Calcutta Rt Rev. P. S. P Raju initiated the process and said that "Being the Church, our task is to realize the sacred mission of Jesus Christ and carry forward it preaching of good news to the poor, liberating the oppressed, ensuring justice and peace for all. Let us all take a step towards achieving transformational justice by making certain that people do have the rights and the power to exercise it judicially. With the most important value of walking & working together we can strengthen the mission of the Almighty". It was an important event for SBSS as the Chairman of the DBSS had a close interaction with each other as well as the SBSS staff. Ms Kiran Jeremiah, Hon. Treasurer, CNISBSS was also present in the occasion encouraging the SBSS for its initiatives and interventions.



5.4 Micah Network

Bishop Anil



Stephen & Bishop PC Singh attended Micah Network Asia Pacific

Regional Consultation on "Marginalized People – Our Christian Response" held at Malaysia during October 1-5, 2007.

6. Consolidation Change and Enhancing the Learning: Organizational Process of CNI-SBSS

With the launch of the new phase, the Organizational Development (OD) process ended evolving new systems, appropriate structures and supporting policies with new organizational energy.

6.1 The Learning Appraisal

Subsequently our external facilitator Uma Ramaswamy took a formal appraisal of the OD process reviewing its impact and outcome. The Learning Appraisal' as it was called attempted to

SBSS successfully made the transition from project approach to process- oriented approach

journey through the changes that have been initiated in organizational structures, systems and their interplay with rights perspectives during the 16-month preparatory phase. As an outcome of the OD process and the Learning appraisal CNI-SBSS envisage to evolve as a renewed organization presently aiming to influence policy formulation and implementation process to be pro-poor. This it intends to do through campaigns for policy and public advocacy, which will be based on research and studies and experiences, gained at grass roots.

6.2 Systems appraisal

Instead of conducting a mid-term evaluation, SBSS went forward with a systems appraisal. The process started in May 2007 with the objective of reviewing the existing systems of SBSS and suggesting for areas of improvements. The process was carried forward in all the 4 RCSAs, it also helped to redefine the RCSAs and strengthen the accompaniment model. To view more on systems appraisal log on to http://www.cnisbss.org/sbss_documents.php

6.3 RCSA

It was important for SBSS to take this process of transformation further to the Resource Centres, The OD process and the learning appraisal further pursued the resource centre not only to build up and strengthen its capacity for an effective engagement but also to take a pioneering step towards being a resource for the universal Church at large with an aim to percolate the structures and policies at the DBSS and community level.

The change process was shared with the accompaniers in the Round Table Meeting followed by three meetings one in Kolkata and the other two in TERI, CNI-SBSS office in New Delhi in which SBSS core staff and external experts (from CINI Asha), dialogued and discussed. As an outcome of the change process the RC is now moving towards **resource sharing and development support agency, developing new concepts, spirit and**

action of accompaniment. In order to provide technical and program support including perspectives and vision building, contextual theology, new mission praxis and practice, to be a resource for the universal church at large.

7. External Evaluation of CNI SBSS

The team of accompaniers - Dr Jimmy Dabhi,



John Cunningham, Rev Dr Evangeline Rajkumar and Mr Manoj Fogla completed their visits to the selected dioceses conducting the review/ evaluation. The team in the second week of February met the governing board of the SBSS, shared their experiences and also interacted with the SBSS teams visited the dioceses, met the diocesan board members, the chairman and reference area. To view the detail report of the evaluation as well as the terms of reference please visit <http://cnisbss.org/evaluation.php#pro>.

8. Programme Governance

Towards good governance in programmes and finance, SBSS has promoted systems to ensure not only proper functioning of the programmes but also to promote transparency and accountability at all levels.

8.1 PARAM

Programme Activity Review and Accompaniment (PARAM) - a web based PME tool which enables the diocesan partners to share their activities with SBSS and the CNI Resource Centres for Social Action (RCSAs) was launched in Nov 2007. At SBSS and RCSA level, PARAM helps in understanding the *process* of development activity and to monitor the intermediate results. It also helps to see whether the activities are in accordance with Strategic Action Plan. It helps in preparing the report periodically with

quality & quantity of our program and over all ensuring good governance with accountability & transparency.

Log on to <http://www.paramcnisbss.org/> to view the web based tool.

8.2 Database

To influence policies, to undertake people-centred advocacy and for context-specific planning, it was important for SBSS to focus on having relevant, scientific database. Database was used for developing management of information system (MIS) for the purposes such as visualising issues, building alliances, lobbying, bench-marking micro and macro trends, establishing linkages.. From November 2006 till June 2007 the DBSS Coordinators and Resource Centres were enabled to maintain dynamic database and to facilitate awareness on the relevance and using scientific data among various stakeholders so that data can be used for intelligent decision-making process. A framework was also developed in a participatory way involving all the stakeholders. Uma Ramaswamy, an external facilitator helped SBSS and DBSS in the whole process. Click to http://cnisbss.org/sbss_documents.php to view the concept note of database and the database of the DBSS.

8.3 Developing Financial Manual for Financial Management Systems

In order to provide a guideline to all the stakeholders and explain others about SBSS' initiatives like cost-reimbursement, model,

**Dependable
financial
systems have
brought
speedy
distribution of
funds and
effective
utilisation**

participatory accompaniment, accounting systems the SBSS finance team lead by Ms Kiran Jeremiah, our Hon. Treasurer developed a Finance Manual. The team had initiated the process in August 2005 through series of meetings and workshops held in different areas, the

findings and contents of all these meetings were compiled in Nainital giving the manual its final shape. Ms Jeremiah expressed that this manual would indeed prove helpful to SBSS and its partners. To

view the Finance Manual, log on to http://cnisbss.org/sbss_documents.php.

8.4 Appreciative Enquiry

For the last 3 years, a process of Appreciative Enquiry was administered to create inbuilt systems to assess and respond to the environmental changes both internal and external whereby the staffs as members of the team and as individuals contributed to the growth of an organisation giving their maximum. This process paved a path for the staff to locate and understand their role and responsibilities in the larger canvas of organizational vision, perspective, capacity, inadequacies etc., in this path his or her fellow colleagues accompanied so that the concerned individual could focus better. Click to http://cnisbss.org/sbss_documents.php to know more about appreciative enquiry.

8.5 Accompaniers' Meet

To renew and remain relevant SBSS created a platform for all the staff to come together as a team to enquire our methods, approach and perspective to fulfil the mission of SBSS as well as the personal destination of each staff. This is a two way process where the corporate/collective as well as the individual progress and achievements are analysed. So far two accompaniers meet (in the year 2006 and 2007) have taken place.

9. Action from the Field – A Few Clippings

9.1 Jan-Sunwai: Amplifying the voice of the communities

May 28th, 2007 will remain as a historic occasion for the DBSS, North East India (NEI) Diocese to rejoice and celebrate. We feel proud to report that on that day, the First Jana Sunwai was successfully organized by the Purbanchal Nari Jagriti Sangram Samiti [a federation of women's

**Programmes of
SBSS has brought
more women
into the political
process –a case to
be noted
from their
participation
in Panchayat
elections**

organization – developed by DBSS at the Community Center Hall, at Khanamukha. This is the first “Jan-Sunwai” in Sonitpur district, as reported by Addl. Deputy Commissioner. This is probably the first in the history of the state of Assam. On July 25, 2007 there was another JanSunwai at Dhirai Majuli Village, Sonitpur District, Assam as they had their first JanSunwai- Public Hearing Meet in which they not only put forth their grievances but also demanded corrective measures with prompt action from the government. SWARAJ – The People’s Organisation (PO) and North East India DBSS accompanied by the CNI’s Synodical board of Social Services (SBSS) assisted them in this process, sensitizing the people about their rights and entitlements.

9.2 Extend SC status to SC converts to Christianity: Christian community pleads to the President.

On behalf of the entire Christian community, the delegation put forth their request through the President of India to the UPA government to implement the recommendations of the National Commission for Religious and Linguistic Minorities (NCRLM) Report by granting Scheduled Caste status to Scheduled Caste Converts to Christianity during forthcoming Session of the Parliament. A



delegation team lead by Dr Shailendra Awale, Chief Coordinator & Secretary, CNI SBSS and Rt Rev. PL Kamble, Bishop of Nasik met Her Excellency Smt. Pratibha Patil, the President of India at Rashtrapati Bhawan, New Delhi on September 4, 2007 and submitted her Draft of Memorandum in person regarding Equal Rights to Dalit Christians.

9.3 ‘Dharana’ Campaign for the Rights of Dalit Christians

“We strongly believe that it is only just and fair that the Christians of Scheduled castes origin should get the legal protection and other educational and employment benefits given to their counterparts in other religions, since our Dalit Hindus, Buddhists and Sikhs are already included in the list of Scheduled Castes, it is in the fitness of things that the situation of Christian Dalits be also recognized and they be granted their just demand” states National Coordination Committee for Dalit Christians (NCDC).

9.4 Jan Yaatra 2008

Jan Yaatra 1978-2008 was celebrated by CNI SBSS on April 17 – 18, 2008 by commemorative get-together wherein more than 400 hundred people representing reference communities, their leaders, people’s organizations, DBSS staff team and DBSS Board members, Bishops and Officers of CNI Synod, SBSS Board members and staff and well wishers from civil societies and ecumenical organizations participated enthusiastically. For Church of North India, this is one of the proudest moments of its long journey with people celebrating 30 eventful years of its justice and development wing (Synodical Board of Social Services) in building people’s movements. For details visit: www.cnisbss.org/janyaatra.

10. Conclusion and Message

Dear Partners in Mission,

At this juncture of submitting this report I remain humble and grateful to our Lord for bestowing his abundant blessing, spirit and providence on SBSS to continue His mission.

In this journey, many travelled with us. Especially the synod of Church of North India extended all support, the Bishops of various dioceses showed their faith in the strength of SBSS to be the justice ministry of CNI, DBSS boards, staff, SBSS staff and board were always forthcoming and ready to take the extra effort to build communities of resistance and hope. Our chairman Rt .Rev. P.S.P Raju was indeed a force behind SBSS progress. SBSS will always remain indebted to his vision, contribution and counsel. Our treasurer Ms Kiran Jeremiah guided us prudently on resources and finance-related matters even during the difficult times. Our Vice Chairman then Bishop Anil Stephen gracefully took the leadership of

CNISBSS when Bishop Raju retired, Bishop P.C. Singh fulfilled the need of the hour by accepting vice chairmanship. I thank and shall always remain grateful to all of them including the members of the Governing Board. I am also thankful to the resource sharing agencies, staffs at SBSS, CNI RCSAs and DBSS and above all, the communities as always generously gave us the space to be in their pain, struggle and joy.

The mission is yet not over. By SPEAKING OUT bravely in the coming years SBSS will remain as a learning movement...to build people's movement.

The report is presented to His glory...

Dr. Shailendra Awale
Chief Coordinator and Secretary
CNISBSS

CNI-SBSS Governing Board
(as on September 30, 2008)

- The Rt. Rev. Anil Stephen, -Chairman
 - The Rt. Rev. Dr. P. C. Singh, Vice Chairman
 - Mrs. Kiran E. Jeremiah, Honorary Treasurer
 - Dr. Shailendra B. Awale, Secretary & Chief Coordinator
 - Rev. Dr. Enos Das Pradhan, General Secretary, CNI Synod
 - Dr. Samuel Kishan, Chief Functionary & Secretary, CNI-SBHS
 - Mr. Kalyan Peterson, Treasurer, CNI-Synod
 - Mr. Sudipto Singh, Director, CNI Programmes, CNI Synod
 - Mr. Ajay Singh, Coordinator, DBSS, Diocese of Patna
 - Mrs. Jyoti Topno, DBSS Issue Facilitator, Diocese of North East India
 - Rev. Mrs. Anju Eliezer, Diocese of Chandigarh
 - Rev. Monodeep Daniel, Delhi Brotherhood Society
 - Rev. S. David, Diocese of Chhotanagpur
 - Mrs. J. R. Nanda, Diocese of Sambalpur
 - Mrs. Primrose P. Masih, Diocese of Mumbai
 - Dr. (Ms) Perna Job, Diocese of Rajasthan
 - Mr. Idrak B. C. Din, Director, Rural Service Centre, Ankaleshwar
 - Mr. R. V. Ranbhise, Diocese of Kolhapur
- (The Rt Rev P S P Raju was Chairman from October 2005 to June 3, 2008.)

STAFF TEAM

As on September 30, 2008

Name of the Employee and Designation**Chief Functionary:**

Dr. Shailendra Awale Chief Coordinator & Secretary

Program Coordination Team

Monijinjir Byapari Coordinator, Program Resource Team
 Bibhudutta Sahu Coordinator, Program Facilitation Team
 Santosh George Coordinator, Program Support Team

Team Leaders

Bibhudutta Sahu CNI RCSA for Land Rights and Dalit Studies, Pune
 Sudeep Sanchit Tigga CNI RCSA for tribal Identity and Indigenous Rights, for Ranchi
 Bidyut R Sagar CNI RCSA for Livelihood and Food Security Agra
 Ashananda Tandy CNI RCSA Research and Training Kolkatta

Program Resource Team:

Rev. M.M.Nanda Associate Coordinator, Church Mission Engagement
 Deepak Singh Group Facilitator, Livelihood
 Mervin C. Makhwan Group Facilitator, People's Organizations
 Monijinjir Byapari Group Facilitator, Policy and Campaigns
 Bidyut R. Sagar Group Facilitator, Finance
 Shereen Mathew Group Facilitator
 Joy Tudu Group Facilitator, Jharkhand Initiatives

Program Facilitation Team**CNI RCSA Pune**

Bibhudutta Sahu Programme Associate
 Sunil Mahajan Finance Associate

CNI RCSA Kolkatta

Ashananda Tandy Programme Associate
 Subir Kisku Finance Associate

CNI RCSA Agra

Nikhil S. Kumar Programme Associate

CNI RCSA Ranchi

Sudeep Sanchit Tigga Programme Associate

Amos Deep Finance Associate

CNI SBSS office New Delhi

Amen Xavier Program Associate

Development Communications and Research

R. John S. Kumar Group Facilitator

Vikram Jadhav Program Associate

Elizabeth Martin Program Associate

Administrative/Support Staff

SBSS Headquarters, Delhi

Deepsikha Khan, Office Manager

Valsa Thomas, Office Assistant

Banamali Mohanty, Accountant

Shyam Lal, Driver cum Office Attendant

Ram Nath, Driver cum Office Attendant

Anil Kumar, Driver cum Office Attendant

CNI Resource Centres

Anjali Tirkey, Office Secretary, Ranchi

Mansidh Toppo, Office Attendant, Ranchi

Nilesh Gaikwad, Program Support Assistant, Pune

Satish Yepure, Office Attendant, Pune

Christo Sebok Das, Office Attendant, Barrackpore

Sukumar Kumbhakar, Driver, Barrackpore

Church of North India
Synodical Board of Social Services
Triennium report for the period 2005 - 2008

Diocese	2005-06 (Rs.)	2006-07 (Rs.)	2007-08 (Rs.)	Total (Rs.)
Chotanagpur	1,749,862.00	2,321,479.00	1,953,027.00	6,024,368.00
Cuttack	1,144,079.00	1,095,324.00	922,192.00	3,161,595.00
Phulbani	1,114,660.00	473,707.00	246,264.00	1,834,631.00
Patna	1,082,506.00	1,123,883.00	964,481.00	3,170,870.00
Sambalpur	1,595,288.00	1,217,991.00	1,202,301.00	4,015,580.00
Barrackpore	1,409,353.00	1,262,836.00	1,237,344.00	3,909,533.00
Durgapur	995,305.00	881,923.00	823,305.00	2,700,533.00
E.Himalaya	1,593,911.00	1,519,981.00	1,406,015.00	4,519,907.00
Kolkata	1,238,232.00	1,187,468.00	1,072,377.00	3,498,077.00
N.E.India	1,525,391.00	1,371,614.00	1,438,944.00	4,335,949.00
Kolhapur	1,455,058.00	1,181,127.00	1,292,165.00	3,928,350.00
Marathwada	1,161,535.00	1,003,721.00	1,505,050.00	3,670,306.00
Mumbai	814,094.00	677,505.00	686,569.00	2,178,168.00
Nagpur	1,053,770.00	1,234,408.00	1,005,296.00	3,293,474.00
Nasik	-	183,271.00	433,957.00	617,228.00
Agra	1,060,821.00	1,053,389.00	1,089,328.00	3,203,538.00
Amritsar	2,733,455.00	2,833,903.00	2,014,456.00	7,581,814.00
Bhopal	662,982.00	116,063.00	-	779,045.00
Delhi	657,857.00	531,947.00	717,163.00	1,906,967.00
Jabalpur	430,413.00	-	271,580.00	701,993.00
Lucknow	840,371.00	542,464.00	607,377.00	1,990,212.00
Rajasthan	1,129,577.00	884,477.00	992,327.00	3,006,381.00
Total	25,448,520.00	22,698,481.00	21,881,518.00	70,028,519.00