

The context

The Organizational Development (OD) process initiated soon after CNI-SBSS's evaluation; encompassed new systems, appropriate structures and supporting policies with new organizational energy.

The OD process ended in October 2005 and brought a new thrust, energy and ideas in newly evolved structure, policy and programme initiating a process of enabling and equipping the resource centers with appropriate capacity. 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 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.

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 center 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 vision building, contextual theology, new mission praxis and practice, to be a resource for the universal church at large.

SBSS- RC moving towards a new way of working

New accompaniment model

With the launch of the phase "Let Justice Roll 2005-2008" SBSS have also launched its decade long perspective plan "Resistance and Hop". The new perspective of SBSS emphasized on the new model of accompaniment ship, which highlights the following

- From funding organization to resource sharing organization
- From grants approach to cost reimbursement approach
- From capacitor to enablers, accompaniers, resource sharer
- From individual approach to group approach having both programme and finance coordination

In order to move forward towards this new model of accompaniment the RC is evolving new systems and structure with new roles and process. The 4 RC has also evolved a new definition and role for itself which would help it to be a true resource in developing contextual theology, mission practice and mission praxis. The definition was evolved in Teri with the help of two experts; the Chairman and SBSS core team.

Evolving definition of the RC

Resource centre is a place where one engage with work and action, it is a place of learning, Influencing policies, generating new ideas, Data processing and analysis

Evolving role of the RC

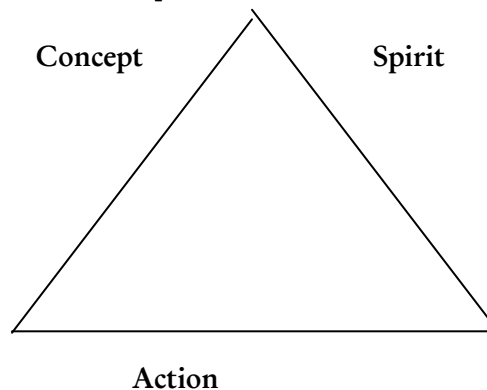
- Independent decision making body
- Networking with other organization to enhance capacity
- Independent project proposal with own programme own agenda and own identity

Implementing the Accompaniment for SBSS

There may be many aspect of involving in accompaniment but for SBSS it has to be in spirit, concept and action

Accompaniment in spirit

- Accompaniment in action and
- Accompaniment in concept



What do we understand by accompaniment in spirit?

SBSS has always given importance to character and value building of an organization therefore for us it is important that all our staff should imbibe the spirit of accompaniment ship. It should not be an individual venture but a corporate initiative.

What do we understand by accompaniment in concept?

The SBSS should imbibe the concept of accompaniment ship, which defines that SBSS is now a resource sharing organization with cost reimbursement approach focusing on developing contextual theology with new mission practice and praxis

What do we understand by accompaniment in action?

The SBSS should also demonstrate the concept of accompaniment into action by creating alternative models and also an alternative political force to move towards communities of resistance and hope.

Integrating accompaniment Process

SBSS have prepared various initiatives to integrate the accompaniment process they are

- Introduce Programme, Activity, Review and Accompaniment Process (**PARAM**)- a web based PME system to measure the quality and quantity of our programmes.
- Making the DBSS autonomous (plan, implement and monitor their programme)
- Making the DBSS accountable and transparent (develop good governance and practices)
- Change our role from facilitator to recourse (in new skills, expertise, process and system)

With this management of change, SBSS no longer wants to see an event separately but it aims to mover towards a process-oriented development and further towards a campaign for movement building.