

*A note from
the Director.....*



Embedding Safety: Our Priority

December issue of **ALEGALU** has come with a success story of the impactful result. Its creative and resourceful. As you read through, you would get an understanding that our Organisation has created a safe culture for all, especially for the vulnerable. We are pleased to announce a major step forward in our commitment to fostering a safe and respectful environment for everyone involved with our organization. A committed team, trained and well informed and two rounds of capacity building are conducted and safeguarding message is streamlined in all the programmes.

We have actively worked to institutionalize our safeguarding mechanism, transforming it from a set of policies into a deeply embedded part of our organizational DNA and daily operations. This means the standardized Procedures that is clearly defined, accessible, and consistent protocols for reporting, responding to, and investigating safeguarding concerns are in place. A clear accountability set in establishing specific roles and responsibilities within the organization to oversee compliance and champion safeguarding efforts.

More importantly, continuous review of implementing a process and reviews to ensure our mechanisms remain robust, relevant, and effective are standardized. Our collective responsibility is to know, understand, and champion these standards. By institutionalizing safeguarding, we ensure that safety is everyone's priority, every day.

REGIONAL FORA ACCOMPANIMENT PROGRAM REVIEW MEETING



The Regional Forum Directors Synodal Meeting cum RFAP Review Meeting was held on 25th and 26th August 2025 at the Tamil Nadu Social Service Society (TASOSS), 35-B, Marsingpet Road, Post Box No. 44, Tiruchirappalli – 620 001, Tamil Nadu, India. Input sessions were held on the following topics: Challenges of Social Apostolate in Contemporary India, Grassroots Leadership in Action – From Self-Help to Social Change, Financial Integrity and Legal Accountability in the Era of FCRA Amendments, and Sustaining the Mission – Accessing CSR for Social Impact in Faith-Rooted Institutions by eminent personalities. The meeting was attended by representatives from 13 Regional Forums across the country, who shared the status of safeguarding roll-out and the progress of the Regional Forum Accompaniment Process (RFAP). The progress was reviewed, followed by discussions on feedback and future strategies. Strategic approaches, thematic gaps, and bottlenecks were also presented. The programme was facilitated by the Caritas and CRS teams.

TRAINING ON GOVERNMENT SCHEMES

KROSS organized a two-day training programme on Government Schemes on 26th and 27th August 2025. A total of 32 women from partner organizations actively participated in the sessions. The training focused on enhancing awareness and equipping participants with knowledge about various government welfare schemes, enabling them to better access and disseminate information within their communities. The programme served as a platform for learning, discussion, and capacity building towards women's empowerment and social development.



DISTRICT LEVEL FEDERATION - DLF TRAININGS

In the months of August and September 2025, DLF training programmes were conducted across 14 DSSS with the objective of strengthening grassroots leadership and federations. The sessions covered key aspects such as strengthening federations for collective action, understanding the roles and responsibilities of leaders for effective governance, and personality development to build confidence, communication, and decision-making skills among participants. The training created an interactive platform for leaders and members to share their experiences, gain practical insights, and enhance their leadership capacities. As a result, participants felt more empowered and prepared to lead their communities with greater responsibility and vision, thereby contributing to the growth and sustainability of federations.



TRAINING ON STRENGTHENING OF STATE LEVEL FEDERATION

A one-day training on “Strengthening of State Level Federation (SLF)” was organized at SMSSS, Shivamogga on 17th September 2025, with the active participation of 43 representatives from partner organizations. The training highlighted the concept and significance of SLFs as collective platforms working at the state level to strengthen grassroots initiatives and amplify community voices. Sessions covered the core functions of SLFs such as advocacy, networking, capacity building, and promoting access to government schemes, along with the importance of self-management, transparency, and accountability in organizational processes. Participants also reflected on the roles and responsibilities of leaders in mobilizing communities, building linkages, and ensuring sustainability of federations. The programme enabled members to gain clarity, share experiences, and commit themselves to strengthening SLFs as vehicles of empowerment and social change.





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ಮಾನವ ಜನ್ಮ ದೇವರ ವರದಾನ ತೋರುವ ನಾವು ಜಿದಾಯ್

ಮಾನವನಾಗಿ ಹುಟ್ಟಿದ ಪ್ರತಿಯೊಬ್ಬ ವ್ಯಕ್ತಿಯೂ ಅನೇಕ ಮೌಲ್ಯಗಳನ್ನು ಹೊಂದಿರುತ್ತಾನೆ. ನಮ್ಮ ಸುತ್ತಲಿನ ಸಾಮಾಜಿಕ ಪರಿಸರದ ಪ್ರಭಾವದಿಂದಾಗಿ ನಾವು ಅದನ್ನು ಕಳೆದುಕೊಳ್ಳುತ್ತಾ ಬರುತ್ತಿದ್ದೇವೆ. ಈ ಮೌಲ್ಯಗಳ ಅಧಃಪತನಕ್ಕೆ ನಮ್ಮ ಲಿರಬೇಕಾದ ಧೃಢತೆಯ ನ್ಯೂನತೆಯೇ ಕಾರಣ. ನಾವು ಅನೇಕ ಮೇರು ವ್ಯಕ್ತಿಗಳ ಜೀವನ ಮೌಲ್ಯಗಳನ್ನು ಓದಿದ್ದೇವೆ. ಉದಾ: ಅಬ್ರಹಾಂ ಲಿಂಕನ್ ಚಿಕ್ಕವರಿದ್ದಾಗ ಒಮ್ಮೆ ಒಂದು ಮರ ಕಡಿದು ಹಾಕುತ್ತಾರೆ. ಅವರ ತಂದೆ ಬಂದು ಸಿಟ್ಟಿನಿಂದ ಕೇಳಿದಾಗ ನಾನೇ ಕಡಿದಿದ್ದೆ ಅಂತ ನಿಜ ಒಪ್ಪಿಕೊಳ್ಳುತ್ತಾರೆ. ಅದೇ ರೀತಿ ಗಾಂಧೀಜಿ ಒಮ್ಮೆ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಕಾಪಿ ಹೊಡಿ ಅಂತ ತಮ್ಮ ಅದ್ವಾಪಕರೇ ಹೇಳಿದರೂ ಕಾಪಿ ಹೊಡೆಯೋದಿಲ್ಲ ಇಂತಹ ಮೌಲ್ಯಗಳನ್ನು ಬೆಳೆಸಿಕೊಂಡಾಗ ಮಾತ್ರ ನಾವು ಸಮಾಜದಲ್ಲಿ ಇತರರಿಂದ ಭಿನ್ನವಾಗಿ ಕಾಣಲು ಸಾಧ್ಯ.

ಮಾನವನಲ್ಲಿ ಇರಬೇಕಾದ ಮೌಲ್ಯಗಳಲ್ಲಿ ಜಿದಾಯ್‌ವೂ ಒಂದು. ಮನುಷ್ಯನಲ್ಲಿ ಯಾವುದು ಕಡಿಮೆಯಾದರೂ ಜಿದಾಯ್‌ಕಡಿಮೆ ಆಗಬಾರದು. ಜಿದಾಯ್‌ದಲ್ಲಿ ಸ್ವಾರ್ಥ ಇರುವುದಿಲ್ಲ. ನಿರ್ವಾರ್ಥ ಇರುತ್ತದೆ. ತನ್ನ ಸುಖ ಸಂತೋಷಗಳಲ್ಲಿ ಇನ್ನೊಬ್ಬರು ಸಹಭಾಗಿಗಳಾಗುವಂತೆ ಮಾಡುವ ಜಿದಾಯ್‌ದಲ್ಲಿಯೇ ಮನುಷ್ಯನ ಶ್ರೇಷ್ಠತೆ ಇದೆ. ಇನ್ನೊಬ್ಬರ ಸುಖದಲ್ಲಿಯೇ ತನ್ನ ಸುಖ ಇದೆಯೆಂದು ತಿಳಿದುಕೊಳ್ಳುವ ಮನುಷ್ಯನೇ ಹೆಚ್ಚು ಸುಖ ಎನಿಸುತ್ತಾನೆ.

ಯಾವನಾದರೂ ಒಬ್ಬನು ಮನುಷ್ಯನೆನಿಸಬೇಕಾದರೆ, ಅವನು ಸಮಾಜಕ್ಕೆ, ಸಾರ್ವಜ ರಿಗೆ, ಉಪಯುಕ್ತವೆನಿಸುವುದನ್ನು ಸದಾಕಾಲವೂ ಕೊಡುತ್ತಲೇ ಇರಬೇಕು. ಜಿದಾಯ್‌ವೆಂದರೆ ಬೇರೆ ಇನ್ನೇನೂ ಅಲ್ಲ, ನಮ್ಮ ಸಹಬಾಂಧವರನ್ನು ಪ್ರೀತಿಸುವುದು. ನಾವು ಪ್ರೀತಿ ಮಾಡುವವರಿಗೋಸುಗ, ನಾವು ಏನನ್ನೂ ಮಾಡುವುದಕ್ಕೂ ಸಿದ್ಧರಾಗಿರುತ್ತೇವೆ. ಇನ್ನೊಬ್ಬನನ್ನು ಪ್ರೀತಿಸಲಿಲ್ಲದವರು ಮನುಷ್ಯನೆಂದು ಅನಿಸಿಕೊಳ್ಳುವುದಕ್ಕೆ ಅನರ್ಹನೆನಿಸುತ್ತಾರೆ.

ಮಾನವತೆಯನ್ನು ಜಿದಾಯ್ ಎಲ್ಲಿದೆಯೋ ಅಲ್ಲಿ ಕಾಣುತ್ತೇವೆ. ಮಾನವತೆ ಇಲ್ಲವೆಂದರೆ ಅಲ್ಲಿ ಜಿದಾಯ್‌ವೂ ಇರುವುದಿಲ್ಲ. ಜಿದಾಯ್‌ವು, ಮನುಷ್ಯರನ್ನು ಒಂದುಗೂಡಿಸಿ, ಅವರನ್ನು ಹಿಡಿದುಕೊಳ್ಳುವ ಸುವರ್ಣದ ಕೊಂಡಿಯಾಗಿದೆ. ದುಃಖ, ದುರಂತ, ದುರ್ಘಟನೆ ಎಲ್ಲಿಯೇ ಸಂಭವಿಸಲಿ, ಮನುಷ್ಯನ ಜಿದಾಯ್ ಅಲ್ಲಿ ಜಾಗೃತಗೊಳ್ಳಬೇಕು. ಜಿದಾಯ್‌ವು, ಮನುಷ್ಯನ ಕರುಣೆಯ ಒಂದು ಭಾಗವೇ ಆಗಿದೆ. ಟಾಲ್ ಸ್ಟಾಯ್ ಅವರ ಪ್ರಸಿದ್ಧಕತೆಗಳಲ್ಲಿ ಒಂದಾದ 'ಮಾಸ್ಟರ್ ಆಂಡ್ ಮಾನ್' ಎಂಬ ಕತೆಯ ಸಾರಾಂಶದಂತೆ, ಸುಖ ದೊರೆಯುವುದು ಸಂಪತ್ತನ್ನು ಗಳಿಸುವುದರಲ್ಲಿ ಅಲ್ಲ, ಸಂಕಷ್ಟದಲ್ಲಿ ಇರುವವರಿಗೆ ನೆರವಾಗುವುದರಲ್ಲಿ ಎಂಬ ಭಾವ ಧನಿಕನ ಮನಸ್ಸಿನಲ್ಲಿ ಮೂಡಿ ಸೇವಕನನ್ನು ಬದುಕಿಸಿದ ಜಿದಾಯ್‌ದ ಬಗ್ಗೆ ತಿಳಿಸುತ್ತದೆ.

ಬಹು ಉದಾರ ರೀತಿಯಿಂದ ತನ್ನ ಜಿದಾಯ್‌ವನ್ನು ಯಾವನು ಇನ್ನೊಬ್ಬನ ಮೇಲೆ ಧಾರೆ ಎರೆಯುವನೋ ಅವನೆಂದೂ ಬಡವನಾಗುವುದಿಲ್ಲ. ಜಿದಾಯ್‌ವನ್ನು ತನ್ನ ಜೀವನದಲ್ಲಿ ಅನುಷ್ಠಾನಕ್ಕೆ ತರುವ ಮನುಷ್ಯನನ್ನು ಅದು ಶ್ರೀಮಂತಗೊಳಿಸುತ್ತದೆ. ನಿಜವಾದ ವಿಚಾರಶೀಲರಲ್ಲಿ ಜಿದಾಯ್ ಇದ್ದೇ ಇರುತ್ತದೆ. ವಿಚಾರ ಶೀಲತೆ ಹಾಗೂ ಹೃದಯ ಬೇರೆಬೇರೆಯೆಂದು ವಿಂಗಡಿಸುವವರು ಇದ್ದೇ ಇರುತ್ತಾರೆ. ವಿಚಾರಶೀಲತೆ ಇರುವಲ್ಲಿ ಹೃದಯ ಇದ್ದೇ ಇರುತ್ತದೆ. ನ್ಯಾಯ ಅನ್ಯಾಯಗಳನ್ನು ವಿವೇಕವೇ ವಿಂಗಡಿಸಿ ತೋರಿಸುತ್ತದೆ. ಮನುಷ್ಯನು ತನ್ನ ಸಹಬಾಂಧವರ ಬಗೆಗೆ ಸೃಂದಿಸಬೇಕಾಗುತ್ತದೆ. ಅವನ ವಿವೇಕವು ಅವನ ಹೃದಯದ ಮೇಲೆ ಕೆಲಸ ಮಾಡಿದೆಯೆಂದೇ ತಿಳಿಯಬೇಕು.

ಜಗತ್ತಿನಲ್ಲಿ ಜಿದಾಯ್ ಕಡಿಮೆ ಆಗಿರುವುದಕ್ಕೆ, ಅದನ್ನು ತಮ್ಮ ಜೀವನದಲ್ಲಿ ಅಳವಡಿಸಿ ಅನುಷ್ಠಾನ ಮಾಡುವ ಜನರು ಕಡಿಮೆ ಆಗಿರುವುದೇ ಕಾರಣವಾಗಿದೆ. ಇನ್ನೊಬ್ಬರಲ್ಲಿ ಜಿದಾಯ್‌ವನ್ನು ಅಪೇಕ್ಷಿಸುವವನು ಅದನ್ನು ಮೊದಲು ತನ್ನಲ್ಲಿ ತೋರಿಸಬೇಕು. ಅದೂ ಕೂಡ, ದಾನ ಧರ್ಮವು ಮನೆಯಿಂದಲೇ ಆರಂಭವಾಗಬೇಕು ಎನ್ನುವ ಮಾತಿನಂತೆಯೇ ಇದೆ.

CLUSTER LEVEL TRAINING PROGRAMME ON FREE LEGAL AID SERVICES



A series of two-day training programmes on Free Legal Aid Services were held across Humnabad, Shivamogga, Mangaluru, and Mandya from 7th to 10th October 2025, aimed at enhancing women's legal awareness and empowering them to access justice. Women from various clusters participated actively in sessions that covered legal rights, domestic violence laws, procedures for seeking legal aid, and the role of legal service authorities. Resource persons offered practical guidance through discussions, case studies, and group activities, helping participants better understand protection mechanisms and legal remedies available to them. Across all centres, participants expressed appreciation for the training, noting that it strengthened their confidence to assert their rights and support others in their communities.

SAFEGUARDING MODULE- I : THREE-DAY CAPACITY BUILDING WORKSHOP - NEW DELHI



A three-day Capacity Building Workshop organized by Caritas India in New Delhi from November 5–7, 2025, brought together 34 participants from the Regional Forum and six new partners. The ToT programme strengthened participants' knowledge on cultural violence, sexual harassment, exploitation, adverse childhood experiences, spiritual abuse, and key safeguarding laws such as POSH and POCSO. The workshop also provided a clear overview of the safeguarding ecosystem and helped participants develop a three-month action plan. Designed to build ownership and sustainability, the training equipped the Forum to independently conduct safeguarding sessions for its partner DSSSs.

WORKSHOP ON LOCAL RESOURCE MOBILISATION



A two-day Local Resource Mobilisation Workshop was held on 14th and 15th November 2025 at the ECHO Centre for Juvenile Justice, Bangalore, facilitated by the MISEREOR team. The workshop focused on strengthening local fundraising capacities, with key sessions on developing effective elevator pitches and practical approaches to local resource mobilisation. Through interactive discussions and exercises, participants enhanced their skills in communicating organisational impact and engaging local donors, contributing to more sustainable and self-reliant social initiatives.

MISEREOR REPRESENTATIVE VISIT TO KROSS



Ms. Heike, MISEREOR In-charge, visited KROSS on 18th November 2025. She interacted with the KROSS team to review ongoing programmes, discuss key developments, and strengthen the partnership, reaffirming a shared commitment to people-centred and impactful social ministry initiatives.

REVIEW MEETING ON WOMEN EMPOWERMENT PROGRAM



Three-day Women Empowerment Program (WEP) Review Meeting from November 12th to 13th, 2025, followed by a Capacity Building Training-cum-Workshop on November 14th. The review meeting brought together coordinators and animators from 14 partner organizations, where each organization presented their reports, reflecting on achievements and challenges. The collaborative discussions led to the development of a clear action plan aimed at improving program implementation and addressing key issues.

On November 14th, the Capacity Building Workshop was held with a group of like-minded women, focusing on strengthening leadership skills and fostering collaboration for social change. A special session was conducted by Mr. Chand Peer, who delivered an insightful address on leadership and women's empowerment. His speech inspired participants to embrace leadership roles and take proactive steps toward creating lasting change in their communities.

The events marked an important step in KROSS's commitment to women's empowerment, with a focus on building sustainable leadership and enhancing the effectiveness of the program.

TRAINING ON GENDER



A series of Gender Training sessions was conducted across six partner organisations—CMSSS, CODP, DKRDS, KIDS, ODP and ORBIT—throughout the month of November, reaching approximately 180 participants. The trainings aimed to strengthen understanding of gender equality, challenge stereotypes, address unconscious bias and promote safer, more inclusive organisational practices. Through discussions, case studies and interactive activities, participants gained practical insights to apply gender-sensitive approaches in their programmes and community work. This initiative marks a significant step in reinforcing our collective commitment to dignity, equity and justice across all partner organisations.

CROSS LEARNING ON SAFEGUARDING – AN EXPOSURE VISIT TO JAKARTA



A Cross Learning Workshop on the Institutionalisation of Safeguarding in Social Ministry was held in Jakarta from 26–28 November 2025, hosted by Caritas Indonesia with active participation from Caritas India and regional members. The workshop provided practical insights into embedding safeguarding within organisational systems through field visits and engagement with Caritas Indonesia's practices. Participants deepened their understanding of prevention, reporting mechanisms, and community engagement, strengthening their ability to build accountable and safe social ministry structures.

KARNATAKA REGION PARTNERS MEETING WITH CARITAS INDIA

The Caritas India and Karnataka Region Partners Meeting was held on 04 December 2025 at Bodhana Pastoral Centre, Jedikatte, Bhadravathi. The gathering brought together Diocesan Social Service Societies (DSSS), KROSS, and Caritas India to strengthen collaboration and review ongoing initiatives in the region.

A key highlight of the programme was the launch of the Regional Forum Accompaniment and Safeguarding Programme, jointly introduced by Caritas India, KROSS, and the DSSS units. This initiative aims to reinforce safeguarding practices, promote accountability, and enhance coordinated efforts across the regional network.

The meeting served as a platform to deepen partnership, align goals, and reaffirm the shared commitment to ensuring safe, inclusive, and effective social ministry interventions in Karnataka.



THE GOVERNING BOARD MEETING OF KROSS



The Governing Board Meeting of KROSS was held on 04 December 2025 at Bodhana Pastoral Centre, Jedikatte, Bhadravathi. Board members reviewed organisational progress, discussed programme, administrative, and regional updates, and planned key priorities for the coming year. Emphasis was placed on strengthening governance systems and improving coordination with Diocesan Social Service Societies (DSSS). The meeting concluded with a renewed commitment to accountable, transparent, and people-centred social ministry initiatives.

HARDSHIP TO HOPE: THE SUCCESS STORY OF SMT. BENEDICTA

Smt. Benedicta was born on 20th February 1978 in Kanajar village, Karkala Taluk, Udupi District. She was the youngest of ten children in a poor farming family. Her parents owned one acre of land where they cultivated paddy, coconut, areca nut, betel leaves, and vegetables. Due to poverty, distance to school, and safety concerns while walking through forest paths, Benedicta could study only up to the 7th standard.

At a young age, she and her three sisters were sent to Bombay to work as housemaids. Life there was extremely difficult, with long working hours, poor living conditions, and low wages. Later, with the help of relatives, Benedicta went to Kuwait, where working conditions were better, though the salary remained modest.

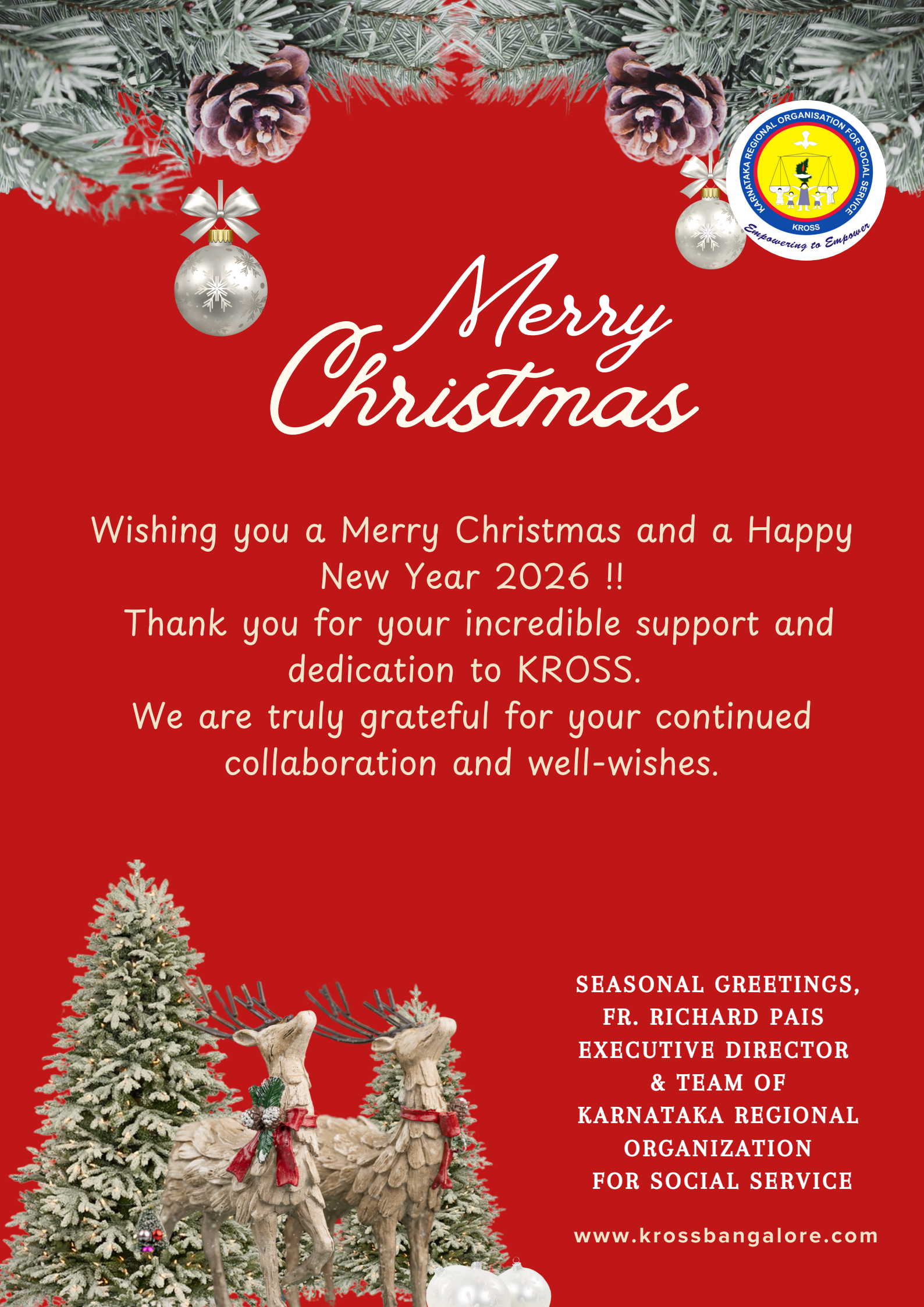
In 2002, she married Mr. Vincent Lobo of the same village. Within a year, she gave birth to a daughter, Venish. As financial conditions worsened, Benedicta returned to Kuwait, while her husband worked in a bakery in Bombay. After six years, Vincent fell ill and returned home, making it difficult to meet medical and household expenses. Benedicta returned to care for him and in 2006 gave birth to her second child, Reevan.

Once again driven by financial hardship, Benedicta worked in Dubai for five years. On returning home, she and her husband decided to build a livelihood locally and started a poultry farming business by borrowing Rs. 80,000 from relatives. Beginning with 1,000 chicks under a company-supported model, the business brought good income.

With growing confidence, they expanded the business by constructing a larger shed with bank support. Benedicta joined the “Maria Jyothi” Self Help Group, where training programs enhanced her skills and confidence. She availed an internal loan of Rs. 30,000 from the SHG and received a Rs. 25,000 subsidy loan from the Minority Development Department to further expand the enterprise.

Today, Benedicta earns a stable income from poultry farming and the sale of manure, which is also used for agriculture. Inspired by her success, three women from her SHG have started similar ventures. Her family is respected in the community, and her children are receiving good education—her daughter is in the 8th standard and her son in the 4th standard.

Smt. Benedicta believes, “Difficulties are a part of life. If we do not lose hope and keep working hard, success will surely follow.” Her future plan is to start a pig-rearing business, continuing her journey toward self-reliance.



Merry Christmas

Wishing you a Merry Christmas and a Happy
New Year 2026 !!

Thank you for your incredible support and
dedication to KROSS.

We are truly grateful for your continued
collaboration and well-wishes.

SEASONAL GREETINGS,
FR. RICHARD PAIS
EXECUTIVE DIRECTOR
& TEAM OF
KARNATAKA REGIONAL
ORGANIZATION
FOR SOCIAL SERVICE

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