



DIOCESE OF NONGSTOIN

STRATEGIC PLAN - 2024

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INTRODUCTION

It gives me immense joy and gratitude to present this Strategic Plan of the Diocese of Nongstoin. This Plan is the fruit of an extended process of deliberation, consultation, dialogue, and discussion. It embodies our collective aspirations, priorities, and commitment to the religious, pastoral, charitable, educational, social, and developmental mission entrusted to us.

I express my sincere gratitude and appreciation to all those who have generously contributed their time, experience, insights, and suggestions throughout the preparation of this Strategic Plan. Your participation and collaboration have greatly enriched this process and demonstrate our shared responsibility for the growth and development of the Diocese and the well-being of the people and communities we are called to serve.

This Strategic Plan is not intended merely to remain a document of aspirations, but to serve as a practical guide for our common mission and future course of action. I therefore earnestly hope that all concerned will embrace the vision, goals, and strategies outlined in this Plan and work diligently towards their effective implementation. Those entrusted with particular responsibilities are encouraged to translate these strategies into concrete programmes and activities, regularly evaluate their progress, and make every effort to ensure that the objectives of the Plan are progressively realized.

The successful implementation of this Strategic Plan requires the active participation, cooperation, commitment, and shared responsibility of everyone. Guided by the Gospel values of love, compassion, justice, peace, and service, may our collective efforts contribute to the spiritual growth of the faithful and to the holistic development and well-being of all people, especially the poor, marginalized, vulnerable, and disadvantaged.

I sincerely hope and pray that, through God's abundant grace and the united efforts of all, our Diocese will continue to grow from strength to strength, becoming ever more vibrant in love, steadfast in hope, generous in charity, transparent and accountable in its service, and responsive to the needs and challenges of our times.

As we move forward, let us entrust this Strategic Plan and all our endeavours to the loving providence of God. May He guide our decisions, strengthen our commitment, bless our efforts, and enable us to remain dedicated to the mission entrusted to us.

Together, united in love and service, may we work tirelessly for the greater glory of God and for the integral development, dignity, and well-being of all people.

May God bless the Diocese of Nongstoin and all those whom we are privileged to serve.



Most Rev. Wilbert Marwein DD
Bishop and President
Diocese of Nongstoin



Dated: Nongstoin, 26th March 2024

VISION

To foster righteousness, peace, fraternity, human dignity, compassion, and the holistic well-being of all people.

MISSION STATEMENT

We commit ourselves to advancing religious and spiritual values and fostering the holistic and integrated development of individuals and communities within the Diocese of Nongstoin through religious, charitable, socio-cultural, educational, healthcare, social welfare, and ecological initiatives of all people.

PROCESS FOR THE STRATEGIC PLAN

Following the initial discussions on the Strategic Plan at the meeting held in June 2023, a qualitative survey was conducted among the clergy, religious, and lay faithful of the Diocese. The survey provided an opportunity for participants to contribute their perspectives and undertake a SWOT analysis, identifying the strengths, weaknesses, opportunities, and threats facing the Diocese.

More than one hundred individuals participated in the survey, with some responses representing the collective views of groups. The findings of the survey, together with the SWOT analysis, were presented at the meeting held in December 2023. This was followed by further discussions, reflections, and inputs on the findings and on the strategic direction that the Diocese needed to pursue in fulfilling its mission.

In January 2024, drawing upon the findings of the SWOT analysis, selected members of the Diocese met in groups to articulate afresh the Vision and Mission of the Diocese and to identify specific goals and activities for their realization through the various Diocesan Commissions. The groups were entrusted with formulating SMART goals (Specific, Measurable, Achievable, Realistic, and Time-bound) to ensure effective implementation and evaluation.

In February 2024, a core team comprising MIIT staff and representatives of the Diocese undertook the final articulation of the Strategic Plan and documented the entire planning process. Their work was subsequently reviewed in March 2024.

The Strategic Plan presented here is therefore the culmination of a comprehensive and participatory process undertaken by the Diocese over a period of ten months. It reflects the collective discernment, consultation, and commitment of the clergy, religious, faithful, and other stakeholders in shaping the future direction of the Diocese and strengthening its mission.

SWOT ANALYSIS

Strengths

The Diocese has identified the following as its salient strengths:

1. The commitment and dedicated service of priests, religious, faithful and other collaborators engaged in the religious, charitable, educational, and social development activities of the Diocese.
2. The numerous spiritual, and pastoral activities undertaken at various levels.
3. A strong sense of unity, fraternity, and collaboration among the stakeholders of the Diocese.
4. The cooperation and participation of various individuals, communities, institutions, and organizations in furthering the religious and charitable mission of the Diocese.
5. The establishment and functioning of various Diocesan Commissions that promote and coordinate religious, pastoral, educational, charitable, social, and developmental activities.

Weaknesses

The following areas have been identified as requiring further attention and improvement:

1. The need for greater participation, involvement, and commitment of the local communities at all levels in carrying forward the religious and charitable mission of the Diocese.
2. The need to strengthen unity, collaboration, coordination, and a common sense of purpose among leaders and stakeholders.
3. The need for more effective, transparent, accountable, and sustainable management of financial, human, institutional, and other resources of the Diocese and its constituent units.
4. The need to enhance the quality and effectiveness of spiritual, pastoral, charitable, educational, and social development programmes and activities.
5. The need to formulate and implement clearly defined common policies, guidelines, and systems for the effective governance and administration of the various religious and charitable activities and institutions of the Diocese.

Opportunities

The following opportunities may be harnessed to further the religious and charitable objectives of the Diocese and contribute to the holistic development and well-being of the people:

1. The availability of support, cooperation, and collaboration from individuals, communities, charitable organizations, development agencies, institutions, benefactors, and other stakeholders.
2. Greater opportunities to contribute meaningfully to education, literacy, skill development, healthcare, social welfare, and other charitable initiatives, particularly for poor, marginalized, vulnerable, and disadvantaged communities.
3. The openness and willingness of the people to deepen their spiritual life and participate in initiatives aimed at their social, educational, economic, and holistic development.
4. Opportunities for the ongoing formation, capacity building, and renewal of clergy, religious, lay leaders, staff, volunteers, and other personnel engaged in the religious and charitable activities of the Diocese.

Threats / Challenges

The Diocese recognizes the following major challenges in fulfilling its religious and charitable objectives:

1. Ensuring the effective participation and engagement of the local communities in the religious, charitable, and developmental mission of the Diocese.
2. Strengthening the financial sustainability, resource mobilization, and self-reliance of the Diocese to ensure the continuity and effectiveness of its religious, charitable, educational, and social development activities.
3. Promoting deeper maturity in religious practice and enhancing the spiritual and moral well-being of the faithful.
4. Improving the quality of life of individuals and communities, particularly the poor, marginalized, vulnerable, and disadvantaged, through education, literacy, healthcare, skill development, livelihood promotion, economic empowerment, social welfare, and other charitable initiatives.
5. Developing competent, responsible, ethical, and service-oriented leadership at all levels for the effective governance and implementation of religious and charitable activities.
6. Addressing external social, economic, cultural, environmental, and socio-political challenges that may affect the religious and charitable activities of the Diocese and the welfare and development of the communities it serves.

EDUCATION

Goal

- To promote the holistic development, transformation, and empowerment of individuals and communities through accessible, inclusive, value-based, and quality education. The Diocese seeks to impart knowledge, values, and relevant skills through affordable educational opportunities, with particular concern for the poor, economically weaker sections, marginalized, vulnerable, and disadvantaged students.
- Through its educational institutions and initiatives, the Diocese aims to enable students to realize their full potential and to form them as persons of character, competence, conscience, compassion, and commitment. Inspired by religious, moral, and ethical values, the Diocese strives to provide a safe, respectful, inclusive, and nurturing environment that upholds human dignity and prepares students to become responsible citizens, compassionate individuals, and service-oriented leaders who contribute to the common good and the welfare of society.

Strategy 1: Promotion and Implementation of the AICE Policy 2023

The Diocese shall uphold and promote the principles of the AICE Policy 2023, particularly with regard to the following:

1. To provide an education that nurtures spiritual and moral growth and facilitates an encounter with God (ref. AICE Policy 2023, 2.2.11).
2. To promote equitable and inclusive learning opportunities for all, with particular attention to the poor, economically weaker sections, marginalized, vulnerable, and disadvantaged students (ref. AICE Policy 2023, 2.2.2).
3. To inculcate respect for the inherent dignity and worth of every human person and promote equality, mutual respect, and social responsibility (ref. AICE Policy 2023, 2.2.3 & 2.2.4).
4. To promote the common good, social responsibility, and responsible citizenship, enabling students to contribute positively to society and the nation (ref. AICE Policy 2023, 2.2.5).
5. To provide an education that enables young people to understand social and economic realities and the implications of economic policies on individuals, communities, and society (ref. AICE Policy 2023, 2.2.8).
6. To provide holistic and value-based education that forms young people as persons of character, competence, conscience, compassion, and commitment (ref. AICE Policy 2023, 2.2.9).
7. To promote skill-based, vocational, and entrepreneurial education, complemented by appropriate and evolving educational technologies, to enhance employability, self-reliance, livelihood opportunities, and economic empowerment (ref. AICE Policy 2023, 2.2.10).

Strategy 2: Strengthening Educational Administration

To develop and implement common policies, standards, guidelines, and good practices, as determined by the competent Diocesan Commission, for the effective, transparent, accountable, and efficient administration and management of educational institutions under the Diocese.

Strategy 3: Child Protection and Safeguarding

To ensure the effective implementation of the Child Protection and Safeguarding Policy in all educational institutions under the Diocese, thereby promoting a safe, secure, respectful, and protective environment for every child and safeguarding children from all forms of abuse, exploitation, neglect, discrimination, and harm.

Strategy 4: Statutory and Regulatory Compliance

To ensure that all educational institutions under the Diocese comply with applicable government laws, rules, regulations, and statutory requirements concerning educational administration, employees, students, financial management, records, documentation, and other institutional matters.

Strategy 5: Educational Curriculum and NEP

To facilitate, guide, and support educational institutions in the appropriate transition and alignment of their educational programmes and curricula with the National Education Policy (NEP) and other applicable educational standards, while promoting holistic, inclusive, value-based, and quality education.

Strategy 6: Scholarship and Educational Assistance

To establish and promote a scholarship and educational assistance fund to support deserving students from economically weaker, poor, marginalized, and disadvantaged backgrounds in pursuing school, higher, professional, vocational, and technical education, thereby promoting equitable access to education and opportunities for their advancement.

Strategy 7: Capacity Building and Professional Development

To organize regular orientation, training, capacity-building, and in-service programmes for teaching and non-teaching staff of educational institutions to enhance professional competence, institutional effectiveness, and the overall quality of education.

Strategy 8: Academic Excellence and Recognition

To establish appropriate academic awards and recognition programmes for deserving and meritorious students, including students of Classes X and XII, with a view to encouraging academic excellence, perseverance, and the pursuit of higher education.

Strategy 9: Career Guidance and Counselling

To provide career guidance, educational counselling, and appropriate information on higher education, vocational training, skill development, employment, and entrepreneurship opportunities for students, particularly those in secondary and higher secondary schools.

Strategy 10: Value Education and Responsible Citizenship

To impart value-based, moral, ethical, and civic education to students, inspired by Gospel values and respect for the dignity of every human person, so as to form individuals who are compassionate, socially responsible, respectful of others, committed to peace and justice, and capable of contributing meaningfully to the Church, the nation, and society at large.

FAMILY AND SOCIAL WELL-BEING

Goal

- To promote strong, responsible, loving, joyful, and nurturing families within the Diocese of Nongstoin through religious and spiritual initiatives, education, counselling, preventive interventions, and healing initiatives. As part of its religious and charitable mission, the Diocese seeks to strengthen family relationships, promote human dignity and responsible parenthood, support families experiencing difficulties and crises, and contribute to the social, moral, emotional, and spiritual well-being of individuals, couples, children, and families, with particular care for vulnerable and disadvantaged families.

Strategy 1: Education and Family Formation

- To organize periodic seminars, awareness programmes, workshops, and training programmes for couples, parents, youth, and other groups in order to:
 1. Strengthen family life based on the Word of God, the teachings and traditions of the Church, and sound social, moral, ethical, and human values.
 2. Strengthen marital and spousal relationships by promoting mutual love, respect, fidelity, understanding, communication, responsibility, and care.
 3. Promote healthy family relationships and create awareness of the responsibilities of family members towards one another and society.

Strategy 2: Prevention and Family Strengthening

1. To establish and train a competent team of resource persons and trainers for marriage preparation and family-life education programmes.

2. To conduct marriage preparation courses for persons preparing to receive the Sacrament of Matrimony, providing spiritual, moral, social, and practical preparation for responsible married and family life.
3. To organize parenting and communication skills programmes to strengthen relationships between spouses, parents, children, and other family members and to promote a healthy and nurturing family environment.
4. To identify and train suitable couples and volunteers to provide appropriate support, guidance, referral, and early intervention for families experiencing difficulties or crises.
5. To promote appropriate family movements, associations, and support groups that contribute to the spiritual, social, and emotional well-being of families.
6. To organize marriage enrichment and family-strengthening programmes for young couples and other married couples in the parishes.
7. To encourage families to cultivate regular family prayer and spiritual practices as a means of strengthening love, unity, mutual love, and family bonds.

Strategy 3: Counselling, Healing, and Family Support

1. To establish and operate a Family Counselling and Support Centre in the Diocese to provide counselling, guidance, referral, and appropriate support services to individuals, couples, children, and families experiencing marital, familial, social, or emotional difficulties.
2. To facilitate the training and professional development of qualified family counsellors and other competent personnel to provide counselling and family-support services.
3. To periodically organize marriage encounter, reconciliation, healing, and family-renewal programmes in parishes to strengthen marital relationships and promote the well-being and stability of families.
4. To facilitate appropriate counselling, support, and referral services for families and individuals in vulnerable or crisis situations.

Strategy 4: Family Cells and Support for Vulnerable Families

1. To establish Family Cells as structures for coordinating pastoral care, family welfare, education, counselling, and support initiatives.
2. To ensure that Family Cells remain active and functional in identifying and responding appropriately to the spiritual, social, and welfare needs of families.
3. To develop and implement pastoral and charitable initiatives for the care and support of single-parent families, widows and widowers, children in vulnerable circumstances, economically disadvantaged families, and other families requiring special assistance.
4. To promote community-based support systems that strengthen family resilience, social inclusion, mutual assistance, and the overall well-being of families.

Strategy 5: Matrimonial Facilitation Service

1. To establish and administer an appropriate matrimonial facilitation service, including an online platform where feasible, to assist eligible adults seeking marriage, in a responsible, transparent, safe, and dignified manner and in accordance with the teachings and norms of the Church and applicable laws.

FINANCE AND RESOURCE STEWARDSHIP

Goal

- To exercise responsible and diligent stewardship of the financial, material, and other resources of the Diocese of Nongstoin and to ensure that such resources are received, managed, utilized, and accounted for transparently and responsibly in furtherance of the religious, charitable, educational, social welfare, healthcare, and other lawful objectives of the Society. The Diocese seeks to promote sound financial management, accountability, statutory compliance, sustainability, and the effective utilization of resources at all levels in support of its religious and charitable mission and for the benefit of the communities it serves.

Strategy 1: Financial Management and Resource Stewardship

To provide competent advice and guidance on financial management, prudent and lawful investments, uniform accounting and bookkeeping practices, resource mobilization, income-generating activities permissible under applicable laws, optimal and responsible utilization of the assets and resources of the Diocese, financial sustainability and self-reliance, and the promotion of transparency and accountability at all levels.

Strategy 2: Uniform Financial Policies and Procedures

To formulate, adopt, and periodically update a comprehensive Financial Manual establishing uniform policies, procedures, internal controls, accounting standards, documentation requirements, authorization processes, and financial reporting practices for the Diocese and its institutions, commissions, and other units, in accordance with applicable laws and Diocesan norms.

Strategy 3: Financial Sustainability of Commissions and Activities

To advise and assist in developing appropriate and lawful mechanisms for resource mobilization and the creation and management of designated funds to support their religious, charitable, educational, social welfare, and developmental programmes and operational requirements, subject to applicable laws, regulations, and Diocesan financial policies.

Strategy 4: Internal Audit and Financial Accountability

To assist in establishing and strengthening systems of internal audit, financial review, monitoring, and internal control for institutions, commissions, projects, and other units administered by the Diocese, with a view to ensuring proper utilization of funds, accurate financial reporting, accountability, transparency, and compliance with applicable statutory and regulatory requirements.

Strategy 5: Regulation and Documentation of Financial Transactions

To provide appropriate guidance for the proper receipt, classification, recording, documentation, accounting, and reporting of all financial transactions and sources of income at the institutional levels, including religious offerings, Mass stipends, and offerings, donations, contributions, grants, and other receipts, in accordance with their respective nature and purpose and in compliance with applicable norms, Diocesan financial policies, and statutory requirements.

Strategy 6: Financial Capacity Building and Statutory Compliance

To periodically organize training, orientation, and financial capacity-building programmes for clergy, religious, administrators, accountants, finance personnel, and other responsible persons to enhance their knowledge and competence in financial administration, accounting, bookkeeping, budgeting, internal controls, financial reporting, and statutory compliance.

Such programmes shall promote adherence to applicable laws and regulations, including requirements relating to Income Tax, the Foreign Contribution (Regulation) Act (FCRA), and other relevant statutory provisions, as applicable, as well as the financial policies and norms of the Diocese.

STRATEGIES FOR THE FAITHFUL

Goal

- To empower the faithful to be vibrant witnesses and active participants in the religious and charitable mission of the Diocese of Nongstoin, in the spirit of synodality - communion, participation, and mission. We seek to promote their spiritual, moral, social, and civic formation and encourage their active participation in initiatives that foster human dignity, fraternity, justice, peace, social welfare, and the holistic development of individuals and communities, with particular concern for the poor, marginalized, vulnerable, and disadvantaged sections of society.

Strategy 1: Strengthening Associations and Participation

To strengthen the functioning of the Faithful and their various recognized associations through appropriate organizational structures, including a designated coordinator for each association, to facilitate effective coordination, participation, formation, and implementation of religious, charitable, and social welfare activities.

Strategy 2: Professional Resource Network

To develop and maintain a database and network of professionals among the faithful, including lawyers, doctors, engineers, teachers, social workers, government officials, financial experts, and persons from other professions, who may voluntarily contribute their knowledge, skills, expertise, and services towards the religious, charitable, educational, healthcare, social welfare, and community development activities of the Diocese.

Strategy 3: Professional Associations for Service

Where feasible, to facilitate the organization and networking of professionals into appropriate associations or groups that may voluntarily contribute their expertise and services towards the mission of the Diocese and the welfare of society, particularly in the areas of education, healthcare, legal assistance, social welfare, skill development, and community development.

Strategy 4: Crisis Response and Community Support

To establish and strengthen an appropriate crisis management and response team, with the involvement of the faithful, volunteers, and competent professionals, to uphold the mission of the Diocese and provide timely assistance, coordination, guidance, and support to individuals, families, and communities affected by emergencies, disasters, social difficulties, and other crisis situations.

Strategy 5: Networking and Collaboration

To promote networking, cooperation, and collaboration, where appropriate, with other lawful religious, charitable, educational, social welfare, and community-based organizations for sharing knowledge, expertise, resources, and good practices in furtherance of common objectives.

Strategy 6: Legal Aid and Assistance

To facilitate access to legal information, guidance, counselling, and appropriate legal aid for individuals and families in need, particularly the poor, marginalized, vulnerable, and disadvantaged, either through qualified professionals or through referral and collaboration with competent legal aid institutions and service providers.

Strategy 7: Social Transformation and Advocacy

To encourage and facilitate the participation of the faithful in the transformation and development of society through lawful and non-partisan awareness, advocacy, dialogue, and representation at appropriate forums on matters concerning human dignity, social justice, peace, education, healthcare, environmental protection, social welfare, and the well-being of the poor, marginalized, vulnerable, and disadvantaged, in accordance with applicable laws.

Strategy 8: Religious and Spiritual Functioning

To facilitate opportunities for the faithful to deepen their knowledge and understanding of the Christian faith, Sacred Scripture, the teachings and traditions of the Church, spirituality, and Gospel values through appropriate training, education, seminars, retreats, and other religious and spiritual programmes, enabling them to integrate their spirituality with responsible service to the Church and society.

Strategy 9: Volunteerism and Service to the Marginalized

To encourage and facilitate the faithful, both men and women, individually and through recognized associations and groups at all levels, to participate actively in voluntary charitable, humanitarian, social welfare, and community service activities for the benefit of society, with particular attention to those living on the peripheries and those who are poor, marginalized, vulnerable, disadvantaged, or otherwise in need of care and support.

SOCIAL SERVICE

Goal

- Inspired by the values of love, compassion, justice, peace, solidarity, and respect for the dignity of every human person, the Diocese of Nongstoin, through its social service initiatives, seeks to contribute to the building of a just, harmonious, inclusive, and holistically developed society in which human dignity is upheld and care for creation - our “Common Home” - is nurtured and sustained.
- As part of its religious and charitable mission, the Diocese seeks to accompany, serve, and empower individuals and communities, with particular concern for the poor, marginalized, vulnerable, disadvantaged, and economically weaker sections of society. In collaboration with government departments, civil society organizations, charitable and development agencies, local communities, and other stakeholders, the Diocese shall undertake lawful charitable and social development activities in the areas of healthcare, protection and welfare of vulnerable persons, livelihood promotion, poverty alleviation, rehabilitation,

environmental protection, justice and peace, and disaster preparedness and relief, without discrimination and for the welfare and holistic development of society.

Strategy 1: Healthcare and Community Well-being

1. To organize and facilitate healthcare camps, medical outreach programmes, health awareness and sensitization programmes, and preventive healthcare initiatives for various sections of society, particularly underserved, poor, marginalized, vulnerable, and disadvantaged communities.
2. To organize awareness, prevention, counselling, and referral programmes concerning substance abuse and addiction, promoting healthy lifestyles and the physical, mental, social, and spiritual well-being of individuals, families, and communities.
3. To promote awareness and educational programmes that uphold the dignity and value of human life, responsible healthcare, maternal and child welfare, and the protection and well-being of vulnerable persons, in accordance with the values and objectives of the Diocese and applicable laws.

Strategy 2: Protection and Welfare of Vulnerable Persons

1. To assist persons with disabilities (PwDs) in accessing appropriate government schemes, entitlements, healthcare, education, rehabilitation, livelihood opportunities, and other support services available through competent government departments and agencies, thereby promoting their dignity, inclusion, protection, and quality of life.
2. To undertake and support awareness, prevention, protection, rehabilitation, referral, and collaborative initiatives to safeguard vulnerable women and children from human trafficking, exploitation, abuse, neglect, and other forms of violence.
3. To provide or facilitate appropriate counselling, guidance, referral, and support services for individuals and families experiencing distress, crisis, exploitation, discrimination, or other forms of vulnerability.
4. To establish, support, or facilitate rehabilitation and recovery services for persons affected by substance and alcohol dependence, including appropriate counselling, treatment, rehabilitation, family support, social reintegration, and referral services, in collaboration with qualified professionals and competent institutions wherever necessary.

Strategy 3: Livelihood Promotion and Economic Empowerment

1. To facilitate, assist, strengthen, and monitor the formation and functioning of Self-Help Groups (SHGs), farmers' groups, and other appropriate community-based groups for promoting self-reliance, mutual support, livelihood development, and economic empowerment.
2. To organize vocational, technical, entrepreneurial, and skill-development training programmes, particularly for youth, women, farmers, unemployed persons,

economically weaker sections, and marginalized communities, to enhance employability, self-employment, income generation, and sustainable livelihoods.

3. To promote integrated, sustainable, and environmentally responsible farming practices to enhance agricultural productivity, food security, livelihood opportunities, and the economic well-being of farming communities.
4. To provide training and capacity-building programmes in livestock management, vermicomposting, organic and indigenous farming practices, natural resource management, and other sustainable livelihood activities.
5. To encourage and facilitate the organization of farmers' markets and other appropriate market-linkage initiatives at strategic locations to enable farmers and producers to access markets and improve their livelihood opportunities.
6. To establish and maintain model and demonstration farms, with particular emphasis on indigenous, sustainable, and environmentally responsible farming practices, for the education, training, capacity building, and benefit of farmers and rural communities.

Strategy 4: Care for Creation - Our “Common Home”

1. To promote the conservation and sustainable management of aquatic ecosystems and biodiversity, including the establishment and protection of fish sanctuaries where appropriate and permissible under applicable laws.
2. To promote environmentally sustainable practices, including the responsible use of bio-pesticides, organic farming methods, waste management, reduction of single-use plastics, and the development of environmentally responsible and plastic-free campuses and communities.
3. To promote environmental conservation, ecological awareness, biodiversity protection, afforestation, reforestation, tree plantation, and the preservation and restoration of forests and natural resources, including support for community-based forest conservation and sanctuaries in accordance with applicable laws.
4. To educate and mobilize individuals, institutions, and communities to become responsible stewards of creation and actively participate in protecting and preserving the environment for present and future generations.

Strategy 5: Justice, Peace, and Human Dignity

1. To promote justice, peace, fraternity, reconciliation, human dignity, social harmony, and the common good in accordance with human values and the charitable objectives of the Diocese.
2. Wherever appropriate and lawful, to undertake awareness, education, dialogue, and other non-partisan initiatives concerning social justice, labour welfare, human rights, the dignity of workers, protection of vulnerable persons, and other matters affecting the welfare and well-being of individuals and communities.
3. To facilitate access to appropriate information, support, referral, and assistance for poor, marginalized, vulnerable, and disadvantaged persons whose rights, dignity, or welfare may be adversely affected.

Strategy 6: Disaster Preparedness, Relief, and Rehabilitation

1. To educate, train, and prepare individuals and communities to effectively respond to natural disasters, calamities, emergencies, and other humanitarian situations through disaster preparedness, risk reduction, awareness, and capacity-building programmes.
2. To undertake, facilitate, and support humanitarian relief activities during natural disasters and emergencies, including the provision of food, clothing, shelter, healthcare, sanitation, and other essential assistance to affected persons and communities.
3. To facilitate rehabilitation, reconstruction, livelihood restoration, and other appropriate long-term recovery initiatives for individuals, families, and communities affected by natural disasters and calamities.
4. To collaborate with government authorities, disaster management agencies, charitable organizations, civil society organizations, volunteers, and other competent stakeholders in disaster preparedness, emergency response, relief, rehabilitation, and recovery activities.

YOUTH MINISTRY

Goal

- To promote the spiritual, moral, intellectual, social, emotional, and holistic development of young people. As part of its religious and charitable mission, the Diocese of Nongstoin seeks to educate, empower, and form young people as responsible, compassionate, competent, and service-oriented leaders who respect human dignity, promote peace and fraternity, and become agents of positive transformation and social development in their families, communities, the Church, and society at large.
- The Diocese shall endeavour to provide opportunities for catechesis, education, leadership development, career guidance, counselling, capacity building, social awareness, and voluntary service.

Strategy 1: Animation, and Leadership Development

1. To introduce and promote YOUCAT and other appropriate catechesis resources to strengthen the knowledge, understanding, and religious practice among young people and to encourage them to live according to Gospel values.
2. To identify and train youth leaders through appropriate leadership development, capacity building, communication, life-skills, and social responsibility programmes.
3. To organize annual youth conventions, retreats, recollections, exposure and outreach programmes, seminars, workshops, and other educational and spiritual

activities on relevant religious, moral, social, cultural, educational, environmental, and civic issues affecting young people and society.

4. To promote among young people the values of human dignity, integrity, compassion, justice, peace, fraternity, responsible citizenship, environmental stewardship, and service to society.

Strategy 2: Coordination and Participation of Youth

To promote effective coordination, networking, and collaboration among youth groups, movements, associations, and initiatives within the Diocese, enabling young people to participate actively in religious, charitable, educational, social welfare, cultural, environmental, and community development activities.

Strategy 3: Career Guidance, Counselling, and Youth Support

1. To provide and facilitate career guidance, educational counselling, and information concerning higher education, vocational and technical training, skill development, employment, entrepreneurship, and other livelihood opportunities for young people.
2. To facilitate appropriate counselling, guidance, accompaniment, and referral services for young people experiencing personal, family, educational, emotional, social, or other difficulties, particularly those who are poor, marginalized, vulnerable, disadvantaged, or in distress.
3. To collaborate, where appropriate, with qualified professionals, educational institutions, training centres, healthcare providers, counsellors, and other competent organizations to support the holistic development and well-being of young people.

Strategy 4: Human Resource and Professional Mapping

To undertake and periodically update human resource mapping within the Diocese by identifying professionals and persons with expertise in different fields who may voluntarily contribute their knowledge, skills, guidance, mentoring, and professional services towards youth development and the religious, charitable, educational, healthcare, social welfare, and community development initiatives of the Diocese.

Strategy 5: Volunteerism and Service to Society

1. To encourage and facilitate young people at all levels to participate actively in voluntary religious, charitable, humanitarian, social welfare, environmental, and community service activities for the benefit of society.
2. To provide opportunities for young people to contribute their time, talents, skills, and resources towards serving the poor, sick, elderly, persons with disabilities, children in vulnerable circumstances, and those living on the peripheries or who are marginalized, vulnerable, disadvantaged, or otherwise in need.

3. To promote a culture of Christian charity, compassion, solidarity, social responsibility, and voluntary service among young people, enabling them to become responsible citizens and agents of positive change in society.

PASTORAL MINISTRY

Goal

- To enable all the faithful to live in a manner worthy of the Christian calling they have received (cf. Eph. 4:1) and to deepen their knowledge and experience of God's redemptive love through pastoral care, liturgical life, catechesis, Sacred Scripture, and spiritual accompaniment. As part of its religious and charitable mission, the Diocese of Nongstoin seeks to promote the spiritual, moral, social, and holistic well-being of individuals, families, and communities.

Strategy 1: Pastoral Centre

To establish, develop, and maintain a Pastoral Centre in the Diocese to organize, conduct, coordinate, and support the various religious, spiritual, pastoral, educational, formation, counselling, and outreach activities of the Diocese.

The Pastoral Centre shall serve as a resource and coordination centre for promoting trainings, pastoral care, family and community well-being, leadership development, and compassionate outreach.

Strategy 2: Liturgy

1. To make liturgical celebrations meaningful, participatory, spiritually enriching, and relevant to the life of the faithful through appropriate training, instruction, and guidelines.
2. To identify, train, and form leaders to serve as animators and facilitators for liturgical and para-liturgical celebrations in villages and communities, in accordance with the norms and teachings of the Church.
3. To formulate and implement appropriate Diocesan guidelines to promote proper coordination, consistency, and uniformity in liturgical and para-liturgical celebrations throughout the Diocese.

Strategy 3: Catechesis

1. To develop, provide, and periodically review appropriate syllabi, textbooks, and educational resources for teachers and students engaged in catechism and religious education programmes.
2. To develop, provide, and monitor appropriate syllabi, textbooks, and educational resources for Sunday catechism and religious programmes conducted in villages and communities.

3. To organize appropriate and periodic orientation, training, and capacity-building programmes for catechism teachers.
4. To strengthen and deepen the sacramental, spiritual, moral, and pastoral life of the various categories and groups of the faithful.
5. To facilitate, wherever appropriate, pastoral counselling, family support, compassionate accompaniment, and referral to competent professional, healthcare, rehabilitation, legal, or social welfare services for individuals and families requiring specialized assistance.

Strategy 4: Pastoral Care and Outreach

1. To undertake regular training programmes, particularly concerning the Sacraments, Sacred Scripture, the teachings of the Church, and pastoral ministry, for Church leaders and others entrusted with pastoral responsibilities.
2. To organize periodic seminars, retreats, recollections, and other activities on Christian spirituality, and the moral and social teachings of the Church for various groups.
3. To undertake regular pastoral and family visits by priests, religious, and leaders among the faithful, with particular attention to persons and families living on the peripheries and those who are poor, sick, elderly, lonely, marginalized, vulnerable, disadvantaged, or experiencing personal or family difficulties.
4. To promote a spirit of Christian charity, compassion, solidarity, and voluntary service among the faithful and encourage appropriate initiatives for the spiritual and social well-being of persons and communities in need.

Strategy 5: Sacred Scripture

1. To organize and facilitate correspondence, in-person, and online study on Sacred Scripture and the Word of God for the spiritual and moral formation of the faithful.
2. To promote appropriate biblical activities to foster greater knowledge, understanding, and appreciation of Sacred Scripture.
3. To encourage individuals and families to read, study, reflect upon, and live according to the Word of God in their daily lives.
4. To promote study of Sacred Scripture as a means of nurturing Christian values of love, compassion, justice, peace, reconciliation, fraternity, respect for human dignity, care for the poor, and service to those in need.

PRIESTLY AND RELIGIOUS TRAININGS

Goal

- To help young people discern and respond freely and responsibly to the call of God to a life of radical commitment to the person of Jesus Christ and to priestly,

religious, and ministerial service in the Church. As part of the religious and charitable mission of the Diocese of Nongstoin, the Diocese seeks to promote vocations through spiritual accompaniment, education, formation, counselling, and human development, and to form competent, compassionate, responsible, and service-oriented persons who will dedicate themselves to the spiritual, pastoral, educational, charitable, and social welfare activities of the Church and to the holistic well-being of the people and communities they serve.

Strategy 1: Discernment of Vocations

To encourage and accompany young people who show an interest in or possible vocation to the priesthood or religious life, providing them with appropriate opportunities for prayer, discernment, spiritual guidance, counselling, education, and formation.

Strategy 2: Appropriate Guidelines

To formulate and implement clear and appropriate policies and guidelines concerning the facilitation of vocations to various recognized religious institutes, congregations, and communities, ensuring responsible discernment, transparency, safeguarding, and respect for the freedom and dignity of each candidate.

Strategy 3: Philosophical and Theological Education and Training

To provide and facilitate comprehensive philosophical, theological, spiritual, pastoral, human, and intellectual education and formation for seminarians and candidates for priestly ministry. Where feasible and appropriate, seminarians may be sent to different recognized philosophates, theologates, seminaries, and training institutions to enrich their educational and formative experience and prepare them for effective pastoral, religious, charitable, educational, and social service.

Strategy 4: Ongoing Training and Capacity Building of Clergy

To organize periodic ongoing training programmes, retreats, seminars, workshops, refresher courses, and capacity-building programmes for different age groups of the Diocesan clergy to promote their continued spiritual renewal, theological and pastoral development, professional competence, personal well-being, and effectiveness in religious, pastoral, charitable, educational, and social service.

Strategy 5: Specialized Responsibilities

To identify and provide appropriate education, specialized training, and capacity building for suitable members of the clergy to undertake responsibilities in priestly and seminary training, pastoral ministry, education, administration, finance, canon law, social service, healthcare, counselling, safeguarding, and other ecclesial and institutional offices according to the needs of the Diocese.

Such training shall enable them to exercise their responsibilities with competence, integrity, accountability, compassion, and a spirit of service, contributing to the

effective advancement of the religious and charitable objectives of the Diocese and the welfare of the communities it serves.

MEDIA AND PUBLICATIONS

Goal

- **To promote the religious and charitable mission of the Diocese of Nongstoin through publications, social communication, print, digital, audio-visual, and other appropriate forms of media. We seek to assist in the promotion of Christian, moral, and human values among people of goodwill, while also using communication and media as instruments for education, public awareness, social welfare, human dignity, peace, fraternity, and the holistic development of individuals and communities.**

Strategy 1: Communication and Dissemination of Information

To disseminate accurate and relevant information about the religious, charitable, educational, healthcare, social welfare, humanitarian, environmental, and community development activities, programmes, projects, and initiatives of the Diocese through appropriate print, digital, audio-visual, and social communication platforms.

Strategy 2: Diocesan Website and Digital Communication

To create, develop, administer, and maintain an official website and other appropriate digital communication platforms for the Diocese to provide information about its religious and charitable mission, activities, institutions, programmes, projects, services, and initiatives, and to facilitate effective communication with the faithful, beneficiaries, stakeholders, and the general public.

Strategy 3: Media Education, Awareness, and Literacy

To organize media awareness, education, digital literacy, and responsible communication programmes for the benefit of all sections of society, particularly children, school students, youth, educators, parents, and vulnerable groups, with a view to promoting the safe, ethical, responsible, and constructive use of print, digital, and social media.

Strategy 4: Capacity Building and Responsible Media Engagement

To identify and train competent individuals in media, communication, journalism, digital technology, and related fields to promote responsible communication and to appropriately address and respond to issues arising from or concerning the media. Such training shall promote accuracy, transparency, ethical communication, respect

for human dignity, and the responsible use of media in furtherance of the religious and charitable objectives of the Diocese.

Strategy 5: Public Relations and Communications Office

To establish and maintain a Public Relations and Communications Office for the Diocese under the guidance of qualified and competent personnel to coordinate official communications, publications, media relations, public information, and the dissemination of information concerning the religious, charitable, educational, healthcare, social welfare, humanitarian, and developmental activities of the Diocese.

The Office shall endeavour to promote transparency, responsible communication, public awareness, and constructive engagement with the faithful, beneficiaries, communities, stakeholders, media organizations, and the general public, in accordance with the policies of the Diocese and applicable laws.

CONCLUSION

This Strategic Plan represents the shared vision and commitment to the religious, pastoral, charitable, educational, and social initiatives of the Diocese of Nongstoin. Its success will depend on the sincere participation, cooperation, and dedicated efforts of the clergy, religious, faithful, institutions, commissions, and all those who collaborate in our mission.

May this Plan serve as a practical guide for our common journey, inspiring us to translate our goals and strategies into meaningful action for the integral development of the people and communities we serve, especially the poor, marginalized, and vulnerable.