

## MISSION STRATEGIC PLAN 2020

### 1. OVERVIEW OF OUR MISSION

#### 1.1 BRIEF HISTORY OF THORN PARK COMMUNITY

Thorn park community was opened on 26<sup>th</sup> August, 1986 and was named Mary Help of Christians. After the visit of Mother Lina Chiandotto in May 1986 and in communication with Mother General, the permission of buying a house in Lusaka was given. The house was bought in 1986 and most activities started to function in December, that same year.

The first community consisted of the following sisters: Sr. Blecharczyk Stefania (Superior), Sr. Ryszarda Piejko (Vicar), Sr. Marszalek Janina (pastoral), and Sr. Yolola Maria Celeste (teacher).

In 1987 some necessary renovations and extensions on the house started and were completed the following year. During this year two sisters went to Malawi for the local language course.

The community is situated in Thorn Park, Lusaka, near the parish of St. Francis of Sales, the first Catholic Church built in Lusaka (1922) and was run by the Society of Jesus (Jesuits fathers). We were the first and only Religious congregation in the area and our work was needed in the parish.

Our first parish apostolate started in 1988 with activities such as; Sunday Oratory, Vocation Club, Home Craft for women, pastoral work, teaching in the mission (Secondary school) and local language course.

In 1989-1990, new activities were added also by the Sisters residence, such as the Sunday Oratory, vocation recollections, Saturday sewing club for the girls was introduced and the Aspirants' formation program. Tailoring for girls, Home economics and typing were also introduced. Later, the community school was opened.

Still in 1988, Sr Janina Marszalek left for the mission course and Sr. Ryszarda Piejko went for local language course in Chikungu, Chipata. Later she had a missionary course in Verona, Italy. In the same year a new group of missionaries came. These were: Sisters Kim Keraitis, Zamora Zenaida and Maria Mazzone. Sr. Blecharczyk Stefania, Superior of the community returned to Poland and Sr. Ryszarda Piejko became the superior.

In 1989, Sr. Kim Keraitis started teaching in the secondary school and Sr. Celeste Maria Yolola took the place of Sr. Janina Marszalek in the parish. Sr. Maria Mazzone was in-charge of the sewing club and vocation recollection, but, later in September she was transferred to Luwingu. Sr. Cecilia Ngosa, from the province of xxxxx joined the community and was in-charge of the formation of the Aspirants. In October, Sr. Celeste Maria Yolola was transferred to Kasama and Sr. Zamora Zenaida went for a Bemba course.

In August 1990 teaching in the secondary school was dropped because Sr. Kim Keraitis was transferred to Kenya and a second group of Aspirants started their formation. In 1991, Sr Cecilia Ngosa was transferred to Luwingu and was replaced by Sr. Krystyna Kuzminska. In 1993 Sr. Krystyna Kuzmiska was transferred to Kasama, to be in-charge of the tailoring course. Sr. Zofia Lapinska came from Luwingu to join the community; she was involved in Catechesis and office work in the parish. Later in 1994, she studied Home Economics in Chipata for two years. In the same year Sr. Celeste Maria Yolola and Sr. Modesta Chansa joined the community; the latter was in-charge of the Y.C.S. ??? at national level and at community level as well. In April a new missionary from Venezuela, Sr. Lourdes Reyes, joined the community. Sr. Agness Mwangi made her first profession in August and joined the community as well.

In 1995 Zambia was separated from AFE province and was attached to South Africa and Lesotho in order to form the new Province of Our Lady of Peace. On August 5<sup>th</sup> the community welcomed the new Zambian Novices Sr. Chanda Nsofwa, Sr. Loraine Nsofwa and Sr. Agnes Ngosa, who were in Kenya. Consequently, the community became the first Novitiate for the new Southern Africa Province. Sr. Maria Mazzone, after two years of spirituality in Rome was appointed Novice Mistress.

Our community has been the Provincial Regional House from the beginning and continues to offer that service, up till now.

### 1.2 Current profile and work of the mission

Our mission, formed by five Sisters, serves different areas.

Sister Ireen Kapisha, the Animator, is also the Head Teacher at Garden Open Community School and in charge of the young in formation and in vocation animation. Sister Chanda Nsofwa, the Vicar of the community, is a Lecturer at St Bonaventure University College of Philosophical Studies and National Youth Coordinator at Zambia Conference of Catholic Bishops. Sr Martha Nyirenda, the community bursar, works at pastoral level and is also a student on Hotel Management. Sr Maria Mwale is studying accounts and Sr Grenda Musonda is studying Education (Secondary English, Library and Information Science).

We also work at the parish of St. Francis de Sales in pastoral activities.

In Thorn Park, within the community premises, a Computer Skill Center serves many youth groups who obtain a needed qualification for their future. A qualified lay co-worker, and an IT teacher is in charge of this sector. We work with Department of Education, Department of Social Welfare and **TEVETA ????** for the Computer Courses.

The property and building belong to the Sisters, as well as the two vehicles to serve the mission.

The Garden Community School belongs to the **xxxx government?????**

### 1.3 Operating environment

The community of Thorn Park is situated and operates in an urban area along Great East road off Makishi Road. It is surrounded by both the upper-class mid-class people.

The key features are the peripheries of Garden-Chilulu compound where we have the Garden Open Community School; this is a very vulnerable community accommodating many poor people.

We are surrounded by other religious orders, government schools and private organizations who are as well eager to serve the poor of this area.

### 1.4 Strategic planning process

Our strategic plan is derived from a series of community meetings which were held at different intervals. We also involved the educating community through the distribution of questionnaires. About 12 questionnaires were given. After analyzing these questionnaires, it was clear and easy to ascertain the strengths, weakness, opportunities and threats of our mission.

## **2. MISSION SWOT ANALYSIS**

### **I. STRENGTHS:**

- Qualified human resources in Garden Open school and Computer Skill center. This includes Sisters and lay people.
- Feeding program and catering for the OVCs (Orphans and Vulnerable Children).

- The presence of the Salesian sisters in Garden Open School, Parish and Skills Center is a strength because it gives hope for the spiritual and academic development of the youth and adults of our mission.
- Our environment has many young people in the Parish, School and Oratory which gives us a vast platform to work and serve.
- Good infrastructure of the Computer Skills Centre

## II. WEAKNESS

- Poor infrastructure especially in Garden Open Community School.
- Not yet a strong Salesian presence in the Garden Open School because of the long-term withdrawal from there, due to certain circumstances.
- Limited number of students enrolling for computers studies due to high costs of ICDL, ??? poor advertisement, lack of active Salesian presence and inability to adhere to the signs of time which results in failure to raise funds to pay the lecturers and to sustain the skills center.
- The teachers are not yet on government pay-roll and this means a huge financial cost on the part of the school.

## III. OPPORTUNITIES

- We have the possibility to construct and expand Garden Open School's infrastructure in order to accommodate many poor children of the area. This will enable us to improve our enrolment and thus uplift their lives.
- The Catholic church in Zambia is still young. This gives high possibilities for youth ministry to flourish.

## IV. THREATS AND LIMITATIONS

- If teachers are put on government pay-roll, this might result in them being transferred to other schools.
- Lack of proper role models and mushrooming churches mislead the young people and this dilutes their Catholic faith and eventually lead them to move from Catholic church to other churches.
- Our working in the parish faces ups and downs due to some circumstances beyond our control and this impedes full involvement on our part.

## 3. VISION FOR OUR MISSION.

As Thorn Park community we commit ourselves to work with the educating community in order to impart Christian, human and moral values in the young people and women especially the poorest, most abandoned and marginalized. Broadening our horizon towards our periphery, we aim at empowering and instigating in the young people quality educational skills that will enable them to become good Christians and honest Citizens. We dream an improved school, from Primary to Secondary, aiming at educating and evangelizing our people according to our Salesian Charism. We wish to achieve the latter through different activities and groups such as VIDES, Cooperators Past Pupils, Oratory and youth ministry in parish and at national level. The area is surrounded by many young people with different abilities and gifts. Therefore, we aim at improving our infrastructure in order to serve and cater for the many needs of our area.

Our mission is to evangelize and offer quality education especially to the poorest young people according to the Charism of our founders Don Bosco and Mother Mazzarello.

#### **4. GUIDING IMAGE FOR 2023-2026**

In order to adhere to the needs of the young people and the signs of time, we wish to achieve the following in our short and long-term projects:

##### SHORT TERM (2023)

- Revisit the program of **ICDL** in order to add other computer related programs such as IT, ICT, TEVETA, WEB DESIGN and other short course in Microsoft Office by 2023.
- To revise the techniques used for enrolment at the Skills Centre and at the Garden School.
- We aim to raise an estimated amount of funding to run and sustain our pastoral activities in our mission.

##### LONG TERM (2026)

- To construct double store modern classroom for Garden Open Community school, to make massive renovations to the house and the chapel block due to the dilapidation of the building. This would include the changing of water pipes, toilets, painting of the house, ceiling boards, cupboards, door frames, and sinks.
- Being a community, which caters for student sisters, we want to resource some funds for studies.

#### **5. OUR GOALS**

We plan to achieve the following short and long-term goals by the end of 2023 + 2026:

##### **GOAL 1 - DEVELOPMENT AND MAINTENANCE OF ASSETS (BUILDINGS, VEHICLES AND EQUIPMENT)**

###### **Objectives**

Having a school running from primary to secondary, with teachers on government pay roll, the amount equivalent to the monthly allowances can be used to face at least some of the school needs. Renovation of the house and chapel block.

##### **GOAL 2 - DEVELOPMENT OF EDUCATION IN TERMS OF SERVICES OFFERED AND QUALITY**

###### **Objectives**

The school aims – by 2026 – at achieving being a grade 12 examination center in order to be a graded school.

Develop Garden Open School, building more classrooms, Labs as well as the other areas needed up to Grade 12.

**Improve the ICDL** program at the Computer Skills Centre, in order to add other computer related programs such as IT, ICT, TEVETA, WEB DESIGN and other short courses in Microsoft Office by 2023.

##### **GOAL 3 - STAFF / HUMAN RESOURCES DEVELOPMENT (EXPANSION AND LEARNING)**

###### **Objectives**

Upgrade the studies of our co-workers especially those working at the computer skills center.

#### GOAL 4 - PARTNERSHIPS AND PARTNER ORGANIZATION SUPPORT (INCLUDING GOVERNMENT)

##### Objectives

Work hand in hand with TEVETA (Technical Education Vocational and Entrepreneurship Training Authority)

#### GOAL 5 - RESOURCE MOBILIZATION – FUNDRAISING, VOLUNTEERS, OTHER DONATIONS

##### Objectives

Write projects to raise the estimated funds to support our pastoral activities, construct double store modern classrooms and renovate the community.

We will involve other stakeholders (co-operators, leaders, teachers, past pupils, etc.) so that we can manage to achieve our goals.

We look forward to the support from the Provincial Development Office, for the betterment of our mission.

After revisiting the Skills Centre as stated in point 4, we presume we might be able to give proper salaries to the lecturers and a little income to the community.

Develop our activities and plans by being open to work with our collaborators, listen to the needs of the young people whom we aim to educate

Proposed upgrade of Garden Open Community School, Lusaka, Zambia.

	DESCRIPTION	FLOOR AREA	RATE	AMOUNT	
BUDGET ESTIMATES	PRIMARY CLASSROOMS	1619.00 m <sup>2</sup>	\$440.00	\$712,360.00	
	SECONADRY CLASSROOMS	1458.00 m <sup>2</sup>	\$440.00	\$641,520.00	
	MULTI PURPOSE HALL	204.00 m <sup>2</sup>	\$385.00	\$78,540.00	
	STAFF CAR PARK	312.00 m <sup>2</sup>	\$60.00	\$18,720.00	
	ADMINISTRATION BLOCK	291.40 m <sup>2</sup>	\$715.00	\$208,351.00	
	TUCK SHOP	10.00 m <sup>2</sup>	\$110.00	\$1,100.00	
	SECONADRY TOILETS	37.00 m <sup>2</sup>	\$220.00	\$8,140.00	
	SECONDARY COURTYARD	306.00 m <sup>2</sup>	\$11.00	\$3,366.00	
	GATE HOUSE	10.00 m <sup>2</sup>	\$55.00	\$550.00	
	LIBRARY/ICT (UPGRADE)	99.00 m <sup>2</sup>	\$82.50	\$8,167.50	
	PRIMARY PLAY AREA	458.00 m <sup>2</sup>	\$11.00	\$5,038.00	
	PRIMARY TOILETS (UPGRADE)	52.00 m <sup>2</sup>	\$55.00	\$2,860.00	
	SECURITY PERIMETRE FENCE	315.00 m	\$5.00	\$1,575.00	
	<b>SUB-TOTAL</b>				<b><u>\$1,690,287.50</u></b>
	<b>OUTLINE PROPOSAL FEE</b>				<b>\$1,200.00</b>

<b>SUB-TOTAL</b>		<b><u>\$1,691,487.50</u></b>
<b>CONTIGENCY @ 5%</b>		\$84,574.38
<b>SUB-TOTAL</b>		<b><u>\$1,776,061.88</u></b>
<b>CONSULTANCY FEE</b>		
ARCHTECT	<b>\$62,153.80</b>	
STRUCTURAL ENGINEER	<b>\$31,076.90</b>	
ELECTRICAL ENGINEER	<b>\$19,423.06</b>	
MECHANICAL ENGINEER	<b><u>\$15,538.45</u></b>	
		\$128,192.21
<b>PROJECT BUDGET ESTIMATE</b>		<b><u>\$1,904,254.09</u></b>