

## **KASAMA – LAURA VICUNA COMMUNITY**

### **MISSION STRATEGIC PLAN 2020**

#### **1. Overview of our mission**

##### **1.1 A brief history / story of our mission (When established; Key milestones in its development)**

The significant date of arrival of the sisters in Kasama was the 22<sup>nd</sup> January, 1990, feast day of Laura Vicuna, the young and holy girl who died in Chile, an exemplary student from one of our missions in South America. For that reason, our mission took the name of Laura Vicuna, and the fact that the sisters actually moved in on Laura's day was both a program and a challenge for them to help the young girls of the area grow in faith, love, self-giving and spirit of sacrifice.

The first community was made up of three sisters: Sr. Geraldine Reakes, from England, was the superior; Sr. Maria Mazzone, from Italy, was the bursar and Sr. Celest Yolola from the Philippines. The community was offered the chance of temporary accommodation in a small house in the grounds of the Burlington's house, belonging to Baptist family which had been in Zambia for 15 years. From the beginning the community felt like the "wandering oratory"! The Archbishop then offered the sisters another place within the township, commonly known as the Caputo plot because of the former owners.

Mother General wrote a letter, dated the 4<sup>th</sup> March, to congratulate the sisters for opening the House in Kasama and confirming that the house will be called "Laura vicuna". Mother stressed the value of starting off in poverty and inconvenience as laying good foundations for the future.

Since 1988 the Archbishop of Kasama, His Grace, Elias Mutale, had been inviting the Salesian Sisters to Kasama, to organize and run a Youth Pastoral Centre, in town. The youth project started being at parish level. Agreements were made and plans drawn up but the whole project had to be reviewed due to the poor economic situation of the country.

Sr. Celest was appointed Religious Education lecturer at Kasama Teachers' Training College beginning from the 23<sup>rd</sup> January.

Sr Maria and Sr. Geraldine went to speak to Fr. Mwebe, the Archdiocesan treasurer, in Chilubula about the development of our work since the sudden death of the Archbishop brought things to a standstill. By God's grace, little by little, the mission could move on and grow and the first Zambian Sister working there was Sister Agness Mukoma, in 1994.

On the 27<sup>th</sup> May 2016, to mark the celebration of the Jubilee of 25 years of the presence of the Salesian Sisters in Kasama, the Archbishop of Kasama, His Grace Bishop Ignatius Chama, as guest of honor presided at the Eucharistic celebration and the blessings of the new administrative and home economic blocks at Laura Girls Secondary School.

##### **1.2 Current profile and work of the Mission**

- **Institutions/and projects/services offered**

Our mission has four institutions:

- Oratory with around 61 direct beneficiaries and 32 indirect beneficiaries;

- Women’s Club (6th March 2020, they became ‘Twatasha Cooperative’) with 42 direct beneficiaries and 10 indirect beneficiaries;
  - Boarding House with 70 direct beneficiaries and 5 indirect beneficiaries; and
  - Laura Girls Secondary School with 688 beneficiaries.
  - Formation House for candidates to Religious Life
- **Number of Sisters and their vocations and/or skills**  
**Responsible for the Mission** – Sr Godlieve Kayobera  
**Oratory** – Sr Precious Mubanga – Person in Charge;  
**Twatasha Cooperative** - Sr. Esther Chilonga - Coordinador;  
**Boarding House** - Sr Musonda Melele - Coordinador; Sr Precious Mubanga - Assistance;  
**Laura Girls Secondary School** - Sr Lorraine Nsofwa - Person in Charge  
**Formation Sector** – Sr Godlieve, Sr Esther Chilonga
- **Active lay co-workers and volunteers**  
Laura Girls Secondary School – 31 teachers, 2 support staff, one driver and 4 general workers.  
Boarding – Matron and two cooks preparing the meals for the girls and assisting during study time, recreation and other activities.  
Women’s Club - the Vice chairperson to help the chairperson, the Secretary writing and keeping the records, the Vice secretary and the Treasurer keeping the money and Pandamano (the advisers), totalling five volunteers.  
Oratory - the Postulants, Aspirants and two volunteers assisting, organizing games and activities.
- **Partner Organisations**  
**Tswatasha Cooperative** - The Zambian Government who provides fertilizer.  
**Laura Girls Secondary School** - The Department Education who provides subsidy for teachers’ salaries
- **Key assets**  
The Boarding House operates in one building, belonging to the Salesian Sisters, and is used for free.  
The school operates in 9 Buildings, with 19 classrooms, library, staff room, administrative and home economic blocks. The property and the buildings belong to the Salesian Sisters and are used for free.

### 1.3 Our Operating Environment

#### A. - Oratory

##### Introduction

The program started in 1990 and runs daily, throughout the year, from January to December. Many come from poor families, others from middle level financial background. Age 4 to 16 years.

##### Mission Achievements (Main Results)

Children are valuing prayers; They are becoming responsible in their duties; the interaction with others becomes more friendly and respectful; rules are learnt and followed.

### **Main Goals and Objectives**

- Make the oratory a home, playground and a place of worship where the children can grow together and encounter God.
- To form young people to be good Christians and honest citizens
- To uplift the poor young people of our time

### **B. - Twatasha Cooperative**

#### **Introduction**

The program started in 2004 and runs throughout the year, from January to December. Activities includes farming maize and soya beans, a way forward to empower themselves. Mothers are willing to learn, to improve and be more aware of their important role in society and starting from their own families. Bible sharing is also another activity that the program offers. **Ages-** 20-72 years

#### **Mission Achievements (Main Results)**

- They have managed to take their children and grandchildren to school
- They can provide for the basic needs of their families
- They are not begging the way they used to beg
- They have overcome the diseases through providing proper food
- They can now read and write
- They have committed to church and became active members
- They are eager to listen to the Word of God and share it with others

### **Main Goals and Objectives**

- To develop good Christians and honest citizens and to be self-reliable

### **C. - BOARDING HOUSE**

#### **Introduction**

The program started in 2011 and operates during the three school terms in a year. The boarding house accommodates 70 girls, coming from mixed background, poor and middle class between the ages of 11-19 years. Activities provided to the girls include prayers, sports, work and study groups, various games, and recreational.

#### **Mission Achievements (Main Results)**

The girls put God first in everything they do and know how to manage themselves as they grow in mature independence, they make good decisions and obtain good results to go to Universities.

**Main Goals and Objectives** – To provide a home for the girls, to impart Salesian spirituality values with the aim of educating the girls to be good Christians and honest citizens.

**Formation Sector** – To provide the candidates to Religious Life, the knowledge and direct experience of the Salesian Charism and to accompany them on their formative journey.

## **D. - LAURA GIRLS SECONDARY SCHOOL**

### **Introduction**

The pupils range from between 11 years and 19 years old. Most of them come from poor family backgrounds and a few from middle level families. Activities include education, social and spiritual activities, and some sports.

**Main Goals and Objectives** - To offer a holistic education to pupils.

**Mission Achievements (Main Results)** - The school has produced good people in the society, with knowledge and good human and spiritual values; the teachers inculcate some positive cultural values in the pupils through cultural events.

### **1.4 Our strategic planning process**

The designing of this strategic plan involved the religious community, and the school educating community through the teachers and staff members as well as representatives of the learners as well as the other different areas of the mission, mainly the boarding school. The girls in formation were also involved and the Sisters in charge of each area involved the lay people in that area.

The work and involvement were done through meetings, questionnaires and discussion, planning and evaluation meetings and also through the daily experience and knowledge acquired along the year on each sector of the mission.

## **2. MISSION SWOT Analysis**

### ***Strengths***

The school offers a holistic education to pupils, empowering them with knowledge and good spiritual values.

- Providing a home for the girls between the ages of 11-19 years and educating the girls to be good Christians and honest citizens
- Empowering the women to be self-reliable, stopping them from begging and showing them how to farm so that they can provide for the basic needs of their families, and overcome the diseases through providing proper food.

- The women's club have provided positive inspiration, showing a commitment to the church with an eagerness to listen to the Word of God and to share it with others.
- Providing women with reading and writing skills.
- Children learn values, becoming responsible in their duties; the interaction with others becomes more friendly and respectful; adhering to rules and followed.

#### **Weakness**

- Insufficient financial resources
- Lack of community involvement
- Poverty in Kasama district
- Lack of playgrounds for the children
- Infrastructure maintenance and renovation

#### **Opportunities**

- Educate more women, as illiteracy is much more pronounced in female than males in Zambia
- Empower and teach women how to be self-sustaining and self-supporting by encouraging entrepreneurial skills
- Help uplift the community morale, through religious teachings and engagements.
- Helping children stay off the streets through youth outreach programmes.
- Increase boarding facilities and improve rooms, toilets and renovating some areas.

#### **Threats**

- The current global financial challenges which have resulted in breadwinners being employed
- Poverty curbs many children of developing a sense of living and improving the situation of their environment, therefore, contributing to them getting involved with the wrong crowds and other situations and thereby threatening our mission.
- Unemployment affects the mission and results in crime and robbery, insecurity and lack of aims in life, allowing 'easy paths' to be easily chosen, which lead to self-destruction.
- Transport is a huge challenge, no vehicle to transport the children

### **3. Vision for our mission**

Our mission offers holistic education to pupils and has produced good people in the society, empowering them with knowledge and good spiritual values. Our Target groups are children, especially the poor, the disadvantaged and those at "geographical and existential margins". We carry our Mission at the service of the Church in collaboration with the educating community; other members of the Salesian Family and all people of good will to bring about just and human society.

### **4. Guiding Image for 2023 + 2026 for your mission**

We aim to achieve by end of 2023:

- To have more educational equipment to develop children's learning skills in different areas.

- To have a playground with Sports Facilities.
- Electricity for children to use computers for their computer lessons

We aim to achieve by end of 2026:

- To increase accommodation and classrooms facilities.
- To build the primary and the college school for our young people especially the poorest

## 5. Our Goals

### Goal 1 - Educational equipment

- A playground
- Balls and other educational equipment

#### How

- Fundraising through farm products
- Donor support
- Local contributions

#### Objectives

- Define the playground requirements
- Design the athletic and healthy outdoor adventures (with the assistance of an occupational therapist)
- Creating a Budget to determine Fundraising needs and implement a six month plan

### Goal 2 – Infrastructure maintenance and renovation

- Electricity for computer lessons
- Access to drinking water
- Renovation of some areas /painting
- Pave the surrounding building to avoid snakes

#### How

- To repair the mealies grinder, sell it and to buy a smaller but a good one to respond to their needs to improve on the rearing of chickens, to buy more and chickens' feed as well.
- Contribution of cheap, unskilled labour
- Involvement of the women themselves as a local contribution
- Donor support

#### Objectives

- Draft a maintenance plan (prioritizing requirements)
- Contribution of cheap, unskilled labour
- Grow the Poultry farm
- Involvement of the women themselves as a local contribution
- Creating a Budget to Determine Fundraising Needs for the first and second year

### Goal 3 – New Buildings

- To increase boarding facilities
- To build the primary and the college school

**How**

- Pay attention to the budget, record the incomes and expenditure, count all the beneficiaries of the program.
- Donor support
- Writing of projects to different organizations and government
- Local contributions

**Objectives**

- Design the new facilities
- Create funding proposal, plus budget for three years

**Goal 4 – Mission Development****How**

- Management Development Programs / Learning Development programs
- Increase Sister
- Workshops for the staff to improve their lives and work; Call experts to talk to the staff; the staff should go out to see and learn from other facilities on how they are managing their institutions

**Objectives**

- Develop the Management Development Program and Learning Development Program (collaboration with Universities / Government / Companies) – three-year plan

**Goal 5 – Fundraising****How**

- Creating a Budget to Determine Fundraising Needs
- Make a Fundraising Schedule
- Choosing the Right Fundraising events

**Objectives**

- A fundraising system and strategy
- A funding proposal, plus fundraising budget for three years and for the first year