

# THE FISHERMEN TRUST

[www.thefishermentrust.co.in](http://www.thefishermentrust.co.in)



## VISION, BUSINESS PLAN & FUTURE GOALS

## **Introduction:**

The Fishermen Trust (TFT) is based in Bangalore, India but has a vision to work in other areas of the continent and beyond! TFT was established in January 2006 by Rajashekar Moorthy B.Th, B A. Hons in Youth Work and Youth Ministry. Raj has had a number of years of experience in:

- active youth work, both personal and professional.
- work in both a church and community based setting in India and the UK
- study in India and the UK in youth work and theology including research into theories, concepts and best practice in youth work and its role in meeting the needs of communities in India, the UK and possibly beyond
- Christian Outdoor centres in India and in the UK for a number of years and specialised training in Adventure Camping.
- Professional training in water sports (Canoeing, Kayaking and Sailing).

Raj's experience in working and studying in both cultures has allowed him to draw from a wealth of exposure in youth work. In comparison, both cultures have their own strengths and weaknesses: In simple terms, Indian being strong in community and relationships, UK at planning, strategy and organisation.

The learning curve has been that Youth work principles and good youth work practices are transferrable in both cultures if tailored towards purpose built youth work. Fundamentally, young people matter, how we invest in them today will result in dividends for the future.

Raj firmly believes that the Bible is explicit that God has a purpose and a plan for every young person and that is why he is passionate about working with young people so as to enable them to maximise their opportunities to live an abundant life.

## **This plan incorporates the following 7 key elements:**

- 1. Vision:** All projects will spring from this vision and be checked against it regularly
- 2. Values:** Fixed values that will run through every project, that is developed
- 3. Why the project is needed** (including a SWOT analysis following research undertaken)
- 4. Baseline position** with milestone projections & **Key** indicators to be achieved in coming years
- 5. Relationships with others** & partnership working
- 6. Funding and financial projections** for the first 3 years
- 7. Conclusion and contact information**

### **1a. TFT Vision:**

TFT is a Christian Organisation, which has been birthed out of a vision inspired by two passages in the Bible in Isaiah 61 and Isaiah 42. These scripture passages talk about Jesus' mission as the servant of God. The passages have been instrumental in God's calling for ministry in Raj's life.

Both the passages talk about being involved in people's lives; to bring about the freedom that Jesus offers in obtaining the abundant life here on earth and beyond. This is the reason TFT seeks to **Engage, Empower, Enable & Equip** young people and youth leaders in bringing about this freedom that they may make better choices.

TFT believes the Lord Jesus has the power to change lives, it is for this purpose these initiatives are taken to be involved in reaching out to the young generation. The core of this vision is rooted in bringing people to a meaningful relationship with the Lord Jesus Christ.

Raj's ability to work with Churches, Christian and Statutory agencies has provided a strong platform from which this vision arises. Having also seen these initiatives work effectively in the UK, I believe they can be adapted to meet the changing culture of Indian young people.

TFT will begin by working in four main areas over the first 3 years. Specific plans will be set against these areas – see later. Other projects may be developed as needs arise.

i. **Adventure camping:** Outdoor pursuits are a great tool in youth work. TFT will initially run camps with the existing campsites for the underprivileged, dysfunctional and marginalized young people. We will also work with school pupils and urban young people in providing outdoor adventure activities.

In the near future, TFT will work towards setting up its own Adventure Outdoor centres, where it will seek to provide various activities in adventure sports - see vision diagram (pg 6). It will also function as a training centre for outdoor pursuits.

Adventure camping has been a big part of Raj's Christian Journey. It is a fantastic means by which young people can be reached where they can come away to experience and enter into a meaningful relationship with our Lord Jesus Christ through activities which are thrilling, safe and fun.

The adventure centres will provide activities that are purpose built to enhance learning in personal and social development. Services will be provided to deal with issues such as Self Esteem, Conflict Management, Interpersonal Relationship, Problem Solving, Decision making skills, Team Building and many more.

ii. **Youth drop in centre:** Youth Drop In centres will be a project, which will provide a range of services in Information, Advice, Advocacy and Counselling for young people

Information and Advice will be provided in issues such as Sexual Health, Substance Misuse, Family, Abuse, Housing, Employment and Mental Health. Counselling will be offered on an appointment basis.

The Drop In centre will also work closely with other NGO's in networking resources. Advocacy will be an integral part in supporting young people empowering them to make informed decisions; and base their choices on knowledge rather than ignorance.

I believe young people have the right to information, which is integral to their understanding and to their development.

Along with the Drop In centre, there will be Night Shelter projects for young people who are homeless. An assessment will be made along with referral to other agencies. Referral will be also made for training and employment.

**iii. Relationships:** TFT will work in partnership with Churches and Agencies both nationally and internationally. We will seek to have exchange programs, between India and the UK, thereby creating opportunities for young people to be exposed to and involved in different cultures.

Liaison will also be built with agencies where they will be involved in specialised training programs tailored towards the needs in Youth Work and in Adventure pursuits.

Setting up inner city youth events with local youth workers; projects will be set for social action working along with churches in reaching out to their communities. Worship events will be set-up for young people where they can come and be involved in worship and in social action, putting their faith into action.

Build partnership in working with young people at grassroots in rural areas. TFT will seek to have working relations in strengthening youth workers at the grassroots in the rural context by sharing resources and coming alongside them in supporting their work.

I believe building relationships and working in partnership with others is the way forward in pooling our resources together to be effective in reaching out to young people.

**iv. Training:** TFT will facilitate accredited training in Youth Work for people who seek to be professionally qualified in youth work. A combination of theory and best youth work practice will be offered in youth work and ministry. TFT's future plan is to run a two –three year Diploma, Degree program in Youth Work and Ministry.

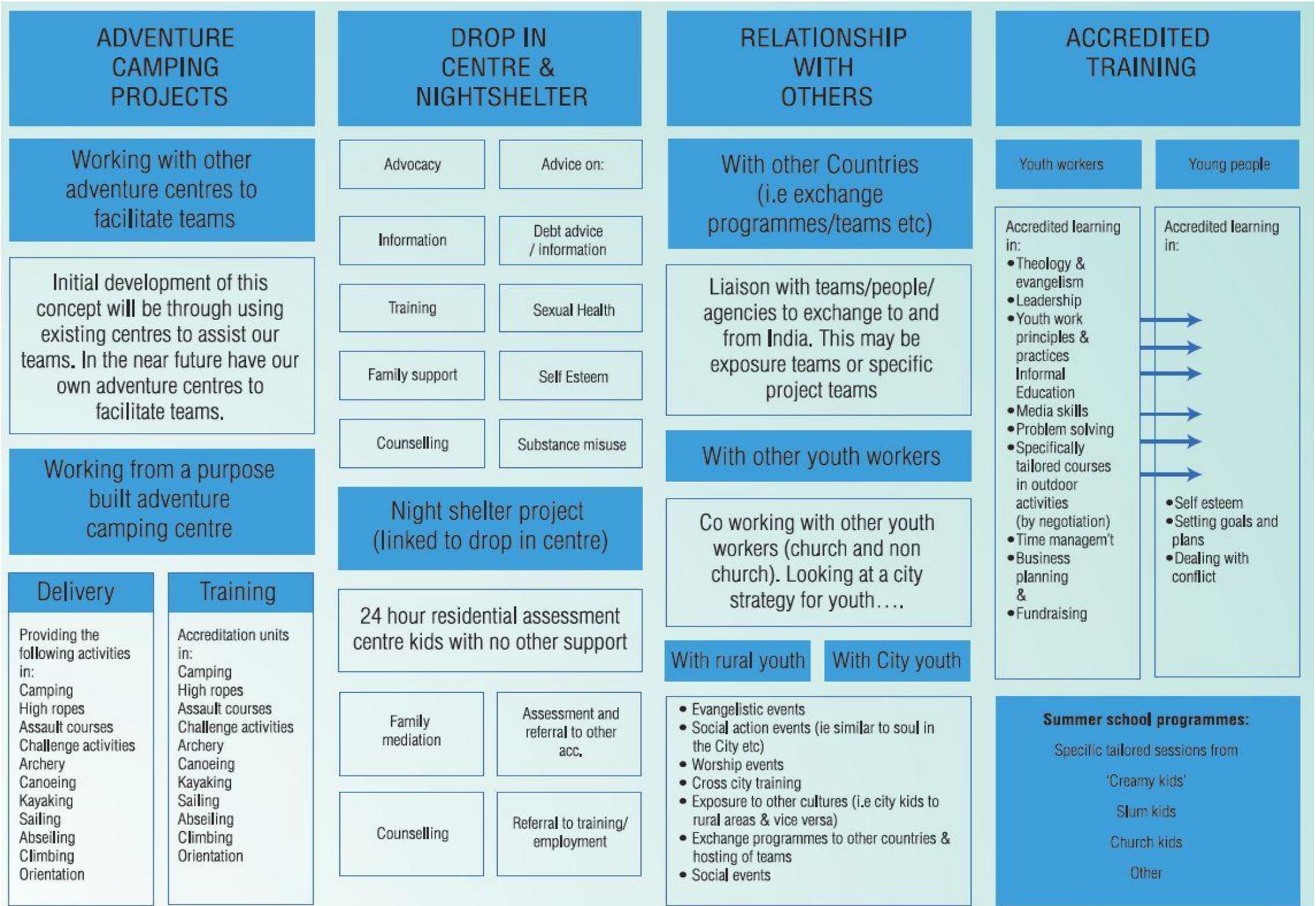
To start with TFT will work in partnership with Bible colleges in setting up a short- term course, and will set up specialised programs for churches to enhance training for youth workers and youth pastors. Subsequently there will be regular youth work conferences held throughout the country.

TFT will seek to provide training for church leaders in rural settings where they can make an impact in reaching young people at grassroots. Training programs will be carefully tailored to meet the challenges in diversity facing the Indian youth culture.

The adventure centre will also be used as a training centre where Instructor training courses will be provided for people who want to pursue outdoor adventure activities. It will host a whole range of accredited courses in outdoor and adventure activities (see the section on adventure camps pg 6).

This will provide a culture of professionally trained instructors who will be involved in our campsites and beyond, and will provide a base for them to use the value of using outdoor adventure activities in Christian Ministry.

1b: TFT vision diagram



## 2. TFT Values:

### ❖ **We will be God centred...**

TFT is a Christian organisation and as such, our focus from beginning to end is on God and on the building of *His* kingdom. However, TFT are committed to working with *all* people of *all* faiths. Each TFT project is established to serve all the community we will retain this 'God centred focus' in all we do.

### ❖ **We will introduce people to God.....**

In everything we do we will seek to introduce people to the Christian faith and ultimately help them discover a personal faith in God. We will do this, as we believe that a personal relationship with God is the best thing a person can ever discover. Having said this we will not pressurize anyone but give the freedom and responsibility of learning back into the control of the hearers

### **We will ensure prayer is at the heart...**

Because we are a Christian organisation, we are committed to prayer being at the heart of all we do in TFT. We cannot deliver any of our projects and ultimately build God's Kingdom without God in every aspect of our work. We are therefore wholly committed to prayer being at the heart of all we do,

### ❖ **We will be people focussed...**

People will always be the focus of all that we do in TFT. We will continue to establish projects and secure resources to support all that we do but core to all that we do will always be a commitment and focus on people. "People matter more than things," we will not let anything else take the place of this motto.

### ❖ **We will serve the community...**

Our main aim is to be of service to the community in the same way as Christ was. In everything Christ did, he served... Whilst taking a clear leadership role in the community where we can, this leadership will come from an attitude of a servant

### ❖ **We will have integrity in all we do...**

We will act at all times with honesty and integrity. We will do as we say and say as we do. We believe this will generate high standards of satisfaction and performance in all projects and gets results – in every sense!

### ❖ **We will be creative and proactive...**

We will seek to be innovative and creative in all projects. We will always strive to take the lead in India's fast growing culture, to be *proactive* in a desire to *shape* our culture and not just *respond* to it.

### ❖ **We will be fair and embrace diversity...**

We will treat everyone we work with – users of our projects, funders, supporters, and employees fairly. We will embrace diversity and work to challenge every disadvantage we encounter.

### 3. Why the project is needed

In recent times India's leading magazines have come up with statistics of the Indian population, the enormous size of the 'Indian population is 1.2 billion out of which 54 percent of Indians are below 25 years of age'<sup>1</sup>. 'Indians below 15 years of age are 336 million and 121 million are between the ages of 15 and 19. The age group of 20-34 are 271 million, adding up 728 million under 34 years of age making almost 70 percent of the population'<sup>2</sup>. Thus making 'India world's youngest nation having 555 million young people'<sup>3</sup>.

According to the University Grants Commission of India, there are 325 Universities and 16,000 colleges<sup>4</sup>, about 3.1 million graduates are produced in India every year and this is expected to double by 2010<sup>5</sup>. Although this points to a vast number of educated urban young people, alongside them are the underprivileged, dysfunctional, uneducated, semi-literate, under-employed young people living in the city side by side in slums. Unemployment has grown to 27 million people<sup>6</sup>. There is huge diversity amongst the young people living in cities.

'Bangalore has the highest rate of suicide; as many as 1800 people commit suicide each year in the city, a majority of attempted suicides are between the age group of 20 to 24'<sup>7</sup>. A survey conducted by abortion centres across the city of Mumbai states that a minimum of 120 teenagers undergo abortions every month.

'According to WHO ( World Health Organization) 10 percent of all abortions in India every year, are about five million a year among girls between 15 and 19.'<sup>8</sup> There are 5.1 million HIV positive patients and 1,11,608 people with Aids in India , it is estimated that by 2010 there will be 20-25 million HIV positive people in India<sup>9</sup>.

India also has the largest population of street children, 'it is estimated that in urban areas there are 11 million children on the streets. Of them 420,000 street children live in six metropolitan cities of India, in Delhi alone there are at least 100,000 street children'<sup>10</sup>.

The government estimates 'that there are 400,000 child prostitutes in India. Unofficial estimates say India has as many as two million prostitutes, of which 20 percent are below 15 years of age. UINICEF claims that almost 15 percent of them enter the profession before the age of 15, and 25 percent enter between 15 and 18'<sup>11</sup>.

The need is unprecedented in reaching the young people of this vast nation .We cannot ignore the sheer size population of Indian young people, they are the lifeline of India, we need to step outside of our stereotype mentality and build bridges in reaching out to young people

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<sup>1</sup> Outlook, January 2004,p.50

<sup>2</sup> India Today January 2005,p.5

<sup>3</sup> Outlook, January 2004,p.50

<sup>4</sup> The Week, September 2004,p.6

<sup>5</sup> The Week, January, 2005.p.6

<sup>6</sup> Outlook February 2004

<sup>7</sup> Deccan Chronicle October 2005,P.8

<sup>8</sup> India Today, January 2005,p58-66.

<sup>9</sup> The Times of India, December2005.p.6

<sup>10</sup> Vishal Arora ,*How Do We Care for the Children and Youth* Indian Mission IMA, January –March 2006,p22-23

<sup>11</sup> Vishal Arora ,, *Indian Mission* ,IMA, January –March 2006,p22

The mainline churches with their traditional approach have very little scope in addressing issues which young people face. Today's young people are shaped by postmodernism and globalisation. The church needs to wake up by getting involved and taking proactive initiatives and become more relevant to the young generation.

The church has no choice but to change its methods in engaging with young people taking the gospel where they're at.

Along with the enormous challenge of reaching out to young people the church faces the challenge to be a witness in the pluralistic, multicultural, multi linguistic society. Young people are not just the leaders of the future but they are the church of today. How we engage with them today will result for the future.

There has been some initiative taken by many para church organisations that have focused on young people.

YMCA, YWCA and Student Christian Movement have been pioneers in addressing young people, they have had their times. Youth for Christ and Scripture Union have been ministering in Christian Schools and Colleges providing Christian education.

Union of Evangelical Students in India (UESI), Campus Crusade for Christ and Inter Collegiate Prayer Fellowship (ICPF) have been involved in discipleship with young people in colleges, they conduct bible study clubs in colleges.

Organisations such as Friends Missionary Prayer Band (FMPB) Indian Evangelical Mission (IEM), Blessing Youth Mission (BYM) and Operation Mobilization (OM) have taken the approach of missions challenging young people to be involved in missions in reaching the lost. The focus has been on training young people to be Evangelists, Pastors and Missionaries taking the gospel to the different corners of India.

Although these organisations have some contribution in reaching young people, there is still great need for youth work bringing innovative ways of reaching today's young people.

The Christian population according to the Indian census report is 2.3% around twenty four million including catholic and protestants.<sup>12</sup> The need for new intervention is fundamental if Christians have to take the great commission seriously.

This is the reason, I feel passionate in bringing a new approach for youth work and ministry in India. These new interventions will be addressing and supporting young people at grassroots, helping them to tackle their issues and take responsibility for their development.

In order to be effective and to accomplish the vision an organisation is needed to bring efficiency and consistency in what TFT will be engaging in. Adventure camping, youth drop in centre and accredited training are unique concepts for the Indian scenario.

These interventions will seek to be on the cutting edge, providing the best services tailored to meet the needs of this generation of young people.

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<sup>12</sup> John Amalraj, Indian Mission ,IMA, January –March 2006,p25

Most of the organisations talk about life after death but fail to make the gospel relevant for life before death. TFT will work in addressing issues of life before death before addressing life after death, it is with this philosophy it will endeavour to fulfil its vision.

Its unique methodology will lead the way for others to follow in being innovative in reaching young people. Thus, TFT will not duplicate any other organisation in India but will work in partnership in being innovative and effective.

## SWOT Analysis

<p><b>Strengths</b></p> <ul style="list-style-type: none"> <li>• God centred and people focused vision</li> <li>• Proactive, purpose built and innovative</li> <li>• Open for change in keeping with the vision.</li> <li>• Communication /accessibility/adaptability/energy</li> <li>• Respect /support for staff</li> <li>• Embrace diversity</li> <li>• Servant /team leadership</li> <li>• Strong skills in adventure camping</li> <li>• Good resources available</li> <li>• Relationships between Raj and Trustees</li> <li>• Trustees clearly understand governance issues and their roles</li> </ul>	<p><b>Opportunities</b></p> <ul style="list-style-type: none"> <li>• Niche market in terms of planned services</li> <li>• Opportunities in schools</li> <li>• Able to network with Young people from all backgrounds</li> <li>• Ourk in partnership with churches /NGO's</li> <li>• Informal education</li> <li>• Government funding</li> <li>• Training</li> <li>• Counselling young people</li> <li>• Partnerships between UK (and others) and India for teams/individuals and finance</li> </ul>
<p><b>Weaknesses</b></p> <ul style="list-style-type: none"> <li>• Limited resources (especially funding)</li> <li>• Lack of 'start up' funding for projects</li> <li>• Doubt amongst potential partners</li> <li>• Unbelief /not-capable attitude of partners</li> <li>• Lack of strong partnership structures as yet</li> <li>• Temptation to get distracted and not focus on our vision</li> <li>• Lack of understanding from trustees on legal issues and how bureaucracy works</li> </ul>	<p><b>Threats</b></p> <ul style="list-style-type: none"> <li>• Resistance to change</li> <li>• Lack of Funds</li> <li>• Lack of accountability /transparency</li> <li>• Success</li> <li>• Unwillingness to serve the community</li> <li>• Finance issues and procedures and systems becoming the focus</li> <li>• The vision getting trapped in bureaucracy</li> <li>• People who are developing a similar vision to us and are more ruthless in how they achieve their goals</li> </ul>

Items in blue were added following a TFT trustees training day in July 2008

#### **4. Baseline position with projected milestones and key indicators:**

Much of the work that TFT will be involved with will be people related change. This change will often be significant but can be difficult to show in a way that is evidence based. That said, TFT is committed to *real* change that can be seen *and* evidenced. The grid on the next page shows, against a number of key areas, what the current position is (the baseline) and shows what TFT will achieve over years 1 – 4 (with a forecast position at year 4) in terms of key milestones that will achieve this success.

To achieve these significant milestones there will be a variety of pieces of work that will be needed and we have called these 'key indicators'. These are shown for each year at 4b and will be updated annually

The baseline position, milestones & key indicators will be split into the 4 main mission areas identified on page 3-5.



4a. BASELINE POSITION WITH PROJECTED MILESTONES FOR YEARS ONE – THREE OF TFT **Targets in red are complete as of June 2009**

AREA: ADVENTURE CAMPING

BASELINE POSITION (MARCH 2006)	YEAR 1 MILESTONE MARCH '07	YEAR 2 MILESTONE MARCH '08	YEAR 3 MILESTONE MARCH '09	FINAL POSITION AT YEAR FOUR MARCH '10	IMPACT/COMMENTS
<p>Few groups being taken on adventure camps from Churches, slums, and other communities.</p>	<p>• Church groups will have been taken to SU adventure centres • Groups from slums will have been taken to SU adventure centres</p>	<p>Conduct camps on our own campsite. Work towards having monthly camps</p>	<p>Regular camps would be conducted, throughout the year for young people from all backgrounds</p>	<p>Have our own full-fledged Christian outdoor centre, conducting outdoor activities in a safe environment.</p>	<p>Creating awareness for outdoor activities in Christian ministry would give us the platform in creating more outdoor adventure activities.</p>
<p>TFT currently has no adventure centres of its own. It will seek to establish its own outdoor centre in the near future.</p>	<p>Will have investigated and identified a suitable camp site by the end of the year &amp; raise funds for purchase of the land</p>	<p>Work would have begun in developing the centre. There would be some camps conducted at the site.</p>	<p>The centre will function as a full-fledged adventure centre. Catering for regular camps.</p>	<p>Work towards taking a lead role in adventure outdoor centre. This outdoor centre would be the first from which many will follow.</p>	<p>We will start small and move towards building a good and well-organised outdoor centre. This will give the credibility for promotion and to start new outdoor centres.</p>
<p>Leaders and volunteers adventure training not really happening and what is happening is uncoordinated</p>	<p>Potential young leaders would be involved in camps and training</p>	<p>All our volunteers and leaders would have been trained</p>	<p>Creating a culture of volunteers to help out in camps</p>	<p>Secured a culture of volunteers to help out in all our camp activities</p>	<p>Creating opportunities for people to be involved. Their support and contribution will be highly valued.</p>
<p>Simple contacts with outdoor centres in the UK (CYE, Abernethy Trust, CCI) and beyond</p>	<p>Strategic and long-term relationships will be established.</p>	<p>Resources will be secured for constructing adventure activities. Help of every kind would be welcomed in building the centre and training through our overseas partners</p>	<p>Exchange programmes will be set up to enhance training for staff. Certified training course will be established through our overseas partners</p>	<p>Strong working partnership will be established with overseas partners. Secure resources to build new Christian outdoor centres</p>	<p>For TFT it is very crucial to work in partnership with overseas outdoor centres. Due to the limited resources and experience available in India, outdoor adventure activity is relatively new concept to the India church.</p>
<p>No school of outdoor adventure activities</p>	<p>Create awareness for training in outdoor activities</p>	<p>Use our own camp site for training instructors in adventure activities <i>TFT vision and action plan Updated June 2009</i></p>	<p>Provide certified Instructor training courses</p>	<p>Full-fledged accredited training school for outdoor adventure activities</p>	<p>Create a culture of professionally trained instructors, to use their skills at TFT and beyond in Christian ministry.</p>



AREA: YOUTH DROP – IN CENTRE & NIGHTSHELTER

BASELINE POSITION (MARCH 2006)	YEAR 1 MILESTONE MARCH '07	YEAR 2 MILESTONE MARCH '08	YEAR 3 MILESTONE MARCH '09	FINAL POSITION AT YEAR FOUR MARCH '10	IMPACT/COMMENTS
<b>No awareness for the need for a drop in centre for young people</b>	Identify a strategic place accessible for young people. Rent a building to be used as a drop in centre Services will begin to operate	Connect with other NGO's and work in partnership. Promote the services to schools and colleges Work towards a talk bus, going where young people ate.	Drop in centre and talk bus will be fully functioning providing services for young people	Full-fledged youth drop in centre working professionally and efficiently in providing support for young people	We would start small and work in partnership with government and NGO in providing support for young people
<b>No funding for Drop in centre and Talk Bus</b>	Secure funding for the project (building, staff, materials etc). Seek volunteers to be involved in the projects	Talk bus will be a project where young people can walk in the bus to talk to our staff and get information. The bus will be driven around to strategic places where young people can access its services	Fully functioning youth Drop in centre and Talk Bus. Engaging with young people where they are.	Drop in centre and Talk Bus will function in providing support for young people in advice, advocacy and counselling.	This would be one of its kinds in meeting the needs of young people. Being mobile will help us to take our resources where young people are.
<b>Few counselling facilities in City other than non Christian ones</b>	Work towards a team of counsellors. Get volunteers to help. Set-up services for young people in counselling	Have paid counsellors working forTFT, Provide counselling services through phone Work in partnership and secure funding for the project	Well functioning system where counselling is provided, maintaining professional standards.	Provide quality service in counselling. Secure a team of professionally qualified counsellors.	Counselling will be provided by request. Work towards setting up this project throughout the city and other states in India.
<b>Some working with other NGO's by others but not TFT</b>	Build partnership with other organisations both nationally and internationally	Seek support and establish channels where resources can be obtained.	Work in partnership and provide opportunities for exchange programmes, training and networking	Establish a good working relationship and networking system.	Working together in supporting each other and sharing resources will be the main intent of the relationship.
<b>No night shelter/homeless projects</b>	Create awareness for the need of a night shelter. Work towards renting building for the project	Run a project providing bed and breakfast. Setting up assessment and provide training	Set-up hostels for YP and provide residential support for a period of two to three years.	Well functioning night shelter and hostels, run efficiently supporting homeless young people	This project will run along with the Drop In centre, it will work towards a full –fledged hostel and provide short term residence.

**AREA: RELATIONSHIPS WITH OTHERS**

BASELINE POSITION (MARCH 2006)	YEAR 1 MILESTONE MARCH '07	YEAR 2 MILESTONE MARCH '08	YEAR 3 MILESTONE MARCH '09	FINAL POSITION AT YEAR FOUR MARCH '10	IMPACT/COMMENTS
<b>No inner City Events happening</b>	Work along with churches to coordinate a week of summer festival music, worship and social action, providing opportunities for YP to put their faith in to action	Have a two-week summer festival for churches and un-churched young people. Work towards yearly event	Have summer festival in other cities of India, encouraging young people to come together for worship and social action.	To have summer festivals throughout major cities, creating opportunities for young people to come together to manifest their faith.	These summer festivals will have an evangelistic approach reaching young people through music and social action.
<b>Cross cultural projects</b>	Create opportunities for young people to visit to and from India. Work towards a regular exchange program	Invite volunteers nationally and internationally to work in our adventure outdoor projects	Network with agencies and churches in hosting regular teams	Well organised system where young people can be involved in cross cultural programs	This intervention will provide opportunities for young people to use their gap year or six months missions' experience.
<b>Exchange programmes</b>	Strengthen existing relationships with organisations and build opportunities for their involvement.	Invite professionals to help and train our Indian staff in all our projects	Well trained staff training trainers for the expansion of the projects in others cities	Ongoing relationship where there would be exchange programmes for professionals for training	This would be a medium where there would be regular teams and individuals visiting to assist the projects providing skills.
<b>Rural youth projects</b>	Establish contacts to enhance support for rural youth work	Take city YP for rural mission trips, providing training. Support rural YP with education and skills etc.	Establish a good support system for rural youth work. Build networking projects with the sole aim of supporting YP.	Well organised system that provides support and training for rural youth workers.	This initiative would work to support Young people and youth workers who are at the grassroots. Also, provide opportunities for cross-cultural mission.

AREA: TRAINING – TRAINING

BASELINE POSITION (MARCH 2006)	YEAR 1 MILESTONE MARCH '07	YEAR 2 MILESTONE MARCH '08	YEAR 3 MILESTONE MARCH '09	FINAL POSITION AT YEAR FOUR MARCH '10	IMPACT/COMMENTS
<b>Youth Work training</b>	Provide training in conferences, bible colleges and churches, and organisation.	Work in partnership with bible colleges in providing a specialised course in youth work and ministry	Set up a one year certificate and diploma course in youth work.	Full-fledged accredited training in youth work and ministry. A two to three year diploma, degree program	The course will be tailored to meet the Indian context, providing training in youth work and theology.
<b>Outdoor adventure training</b>	Small groups will be taken for adventure training, using the existing adventure centres	Once our own adventure centre is established, we will be having regular training for outdoor activities, providing opportunities for youth workers and bible college students wanting to be involved in youth work.	Work in partnership with our friends from abroad in creating a body that will certify training from an international standards exp CCI, AALA, RYA, BCU Working in partnership with Indian certifying body RLSS in First Aid and Life Guard	Full-fledged accredited training in outdoor adventure activities, providing one-year program.	This course will be pioneering in providing specialised training in outdoor activity
<b>School of youth work and Outdoor adventure training</b>		Create awareness for a separate place for school of youth work and outdoor adventure training	Secured a place and run a school for youth work and adventure training	Provide a Degree level course, combining youth work and adventure training program	Wow, this would be amazing, it would be one of its kind in India. This would change the mind set of how we do youth work and ministry

4a. PROJECTED KEY INDICATORS FOR YEAR TWO (APRIL 2008 – MARCH 2009) *Items in red are complete as of March 2009*

AREA (LINKED WITH MILESTONES)	QUARTER ONE (APRIL 08– JUNE 08)	QUARTER TWO (JULY 08 – SEPTEMBER 08 )	QUARTER THREE (OCT 08 - DEC 08)	QUARTER FOUR (JAN 09 – MARCH 09)
<b>DEVELOPMENT OF THE FISHERMEN TRUST</b>	<ul style="list-style-type: none"> <li>Renewal of 80G / progress to be followed</li> <li>Accounts to be in place for internal auditing and submit to the CA /seek assistance</li> <li>Strategy in place to raise funds from corporate</li> <li>Proposal for funding in place</li> <li>Promote the 100 club for funds</li> <li>Employ Third staff ( Santosh )</li> <li>Job description in place.</li> <li>New second line trustees identified / progress in place for invitation</li> <li>Review of the trustees role/ implement action</li> <li>Revive Monthly reports to the trustees</li> </ul>	<ul style="list-style-type: none"> <li>New trustee in place</li> <li>Promotion for TFT</li> <li>Advisory group set in place for different projects of TFT</li> <li>Review of the CA role and assistance</li> <li>Re start the process for FCRA or prior-permission for TFT</li> <li>Trustees to start the process of appointing new trustee and look for the possibility of having new Chairman</li> <li>Monitor and seek funding locally for TFT (set advisory team for funding)</li> <li>TFT to go on promotion and keep the momentum.</li> <li>Raj to promote TFT in the US and create awareness in adventure camping and Youth work. Raj to look for opportunity for support of any kind from the US to TFT</li> <li>New equipments in place for adventure camps and for rope course</li> </ul>	<ul style="list-style-type: none"> <li>Training for the trustees in governance of TFT.</li> <li>Training for the staff of TFT in handling change and maximising opportunities</li> <li>Review of strategy of TFT in fulfilling its milestones</li> <li>Funds in place for the purchase of the land</li> <li>Trustees to look for appointing new staff who would head projects (HR department)</li> <li>TFT approach Church for promotion and raise financial support.</li> <li>Project camps for churches for the New Year</li> <li>Prior –Permission/ FCRA in place to receive funding</li> <li>New Bank account in place for FCRA</li> </ul>	<ul style="list-style-type: none"> <li>TFT well functioning with its objectives</li> <li>TFT to start a Drop In Centre</li> <li>Funds to be in place for running the drop in centre</li> <li>Adventure Camp Centre in place for development</li> <li>Accounts in place for auditing</li> <li>Review of the TFT and present recommendation for change</li> </ul>
<b>ADVENTURE CAMPING</b>	<ul style="list-style-type: none"> <li>Camps in place for our first season- Avalanche OOTY</li> <li>Fundraising Camps in place</li> <li>Organise camps for others ( Churches /NGOS</li> <li>Camps in place for the under privilege</li> <li>Safety check in place for all our equipments</li> <li>New list in place for more equipments</li> <li>Collection of tents to be requested from friends and well-wishers –UK</li> </ul>	<ul style="list-style-type: none"> <li>Santosh and Nandu to look for new opportunities for camps as fundraising events</li> <li>Nandu and Michael to conduct sessions in outdoor adventure sports using local areas</li> <li>Raj to lookout for new sites for camps. Have a list of places where we can conduct camps</li> <li>Raj to visit US and make connection with Living Water. Spend time with them and learn from them.</li> <li>Santosh to Facilitate Aqua life saving skills</li> <li>Explore costal areas for possible campsite</li> </ul> <p><i>TFT vision and action plan Updated June 2009</i></p>	<ul style="list-style-type: none"> <li>Second season of camps in place</li> <li>Couples Adventure camp in place</li> <li>Site would have been investigated and in place for funding and for purchase</li> <li>Nandu, Dinesh and Michael to be sent to North India for expeditions</li> <li>Weekend camps in place for raising funds</li> <li>Identify new volunteers for training</li> </ul>	<ul style="list-style-type: none"> <li>Help of every kind would be welcomed in building the centre and training through our overseas partners</li> <li>Camps in place for People Pro for the months of April and May</li> <li>Camps to be conducted in our camp site</li> <li>Have one more fulltime staff as an outdoor instructor (God willing hire Michel)</li> <li>Promote TFT adventure camps</li> <li>Plans in place for camps through ought year</li> </ul>

<b>YOUTH DROP – IN CENTRE</b>	<ul style="list-style-type: none"> <li>• Santosh to be hired as fulltime staff, develop Drop In centre</li> <li>• Research to be started for the need for Drop In</li> </ul>	<ul style="list-style-type: none"> <li>• Create awareness for the need of drop in centre</li> <li>• Research in place as to what services are available for young people</li> <li>• Seek funding agencies to support drop in project</li> </ul>	<ul style="list-style-type: none"> <li>• Secure funding for the project (building, staff, materials etc).</li> <li>• Seek volunteers to be involved in the project</li> </ul>	<ul style="list-style-type: none"> <li>• Identify a strategic place accessible for young people.</li> <li>• Rent a building to be used as a drop in centre</li> <li>• Services will begin to operate</li> <li>• Work towards a team of counsellors.</li> <li>• Set-up services for young people in counselling</li> </ul>
<b>RELATIONSHIPS WITH OTHERS</b>	<ul style="list-style-type: none"> <li>• Tim to volunteer with TFT for three months from CLC – Hereford UK</li> <li>• People Pro in partnership with TFT for school camps</li> <li>• Rev Bill Muncy to visit TFT from Christ Church Croydon UK</li> </ul>	<ul style="list-style-type: none"> <li>• Living Water Camps – USA to invite Raj for a visit to the US . Establish new opportunities for partnership and Training</li> <li>• Youth works –Australia (Angelo) in partnership with TFT in joint venture for training in outdoor Training</li> <li>• Partnership with RLSS –India in place</li> <li>• Kim fro UK to visit TFT advise on Drop In</li> </ul>	<ul style="list-style-type: none"> <li>• Worship concert in place with local Churches and youth groups (depends on funds )</li> <li>• Help other Charity in their Christmas programs</li> </ul>	<ul style="list-style-type: none"> <li>• Plans in place for Nandu and Dinesh to go to the UK for training</li> </ul>
<b>TRAINING</b>	<ul style="list-style-type: none"> <li>• Preparation for the upcoming training.</li> </ul>	<ul style="list-style-type: none"> <li>• First Aid Training</li> <li>• Aqua Life Guard Training</li> <li>• Leave no Trace ( basic ethic in adventure camping ) rope course</li> <li>• SABC –Youth work</li> <li>• Oasis –Youth work</li> </ul>	<ul style="list-style-type: none"> <li>• SABC –Youth Work course .</li> <li>• Trustee’s training</li> <li>• Staff Training</li> <li>• Youth work seminar in Chennai</li> </ul>	<ul style="list-style-type: none"> <li>• Refuel –SABC</li> <li>• Outdoor training in camping and adventure activities</li> </ul>
<b>OTHER</b>	<p>Schools Work</p> <ul style="list-style-type: none"> <li>• Identify needy schools – (pupils coming from under privilege background)</li> </ul>	<p>Schools Work</p> <ul style="list-style-type: none"> <li>• Contact in place for weekly session with a school</li> <li>• One session will be conducted for Tenth grade Class on a weekly bass</li> </ul>	<p>Schools Work</p> <ul style="list-style-type: none"> <li>• Relationship would have been built with pupils</li> <li>• Value bass teaching would have started</li> <li>• Work on getting these pupils for camps</li> <li>• Work on a curriculum for emotional intelligence</li> </ul>	<p>Schools Work</p> <ul style="list-style-type: none"> <li>• Adventure camp with value bass learning</li> <li>• Create awareness of outdoor camps in schools.</li> </ul>



## **5. Relationships with others & partnership working**

One of the envisaged strengths of TFT would be in working in close partnership with Churches, Christian Organisations, Schools, Colleges and NGO's. TFT will strive to share its resources and network with others.

Although TFT will work in partnership with others, it will abide by its vision and its policy to enhance what God has called us to do. Most of TFT projects are new interventions in the Indian context; it will embrace every kind of support from others and offer support.

As TFT is relatively new, it will work in strengthening its existing relationships both locally and internationally and work towards building new relationships with others. It would be interdependent and will have a win-win attitude.

Organisations in UK like Christian Youth Enterprises Sailing Centre, Abernethy Trust, Christian Camping International, Oasis Trust, Herefordshire Supported Housing For Young People, Croydon Drop In Centre and Christ Church West Croydon will be our international partners, TFT will work in partnership with them in securing resources.

Organisations in India like Scripture Union, Break Through, Kerygma, Oasis India, Provision India, Southern Asia Bible College, New Life Bible College and Banswadi Bible Church will be key as close working partners.

TFT values the concept of working together and building partnerships, it understands this is crucial to be effective in reaching the mega youth population of India.

### **6a. Funding**

Where there is a vision there is also God's provision. Raj has experienced God's provision throughout his Christian journey. TFT will be a faith-based organisation; it will seek to raise its funds through its friends, well-wishers, Trusts, and Government Grants.

TFT will approach the Indian State Government for grants and it will approach BPO (Business Process Outsourcing) and ITES (Information Technology Enable Services) as there would be a similar interest in supporting young people.

Over the years, Raj have built good relationships with people, who believe in him and have seen his work and above all, they support the vision God has given him, it would be through these friends and well-wishers that he plans to initially raise funds. The last three years Raj have lived in England and although his initial financial support will be from UK, Raj would work towards raising financial support from India itself. Raj plans to be self-financing from India in two years time.

**What Raj is looking for, at this stage, is partners from the UK to support this vision for 2 years maximum. Will you partner with him in this vision?**

TFT will seek donors locally and internationally to support its projects by promotion and by creating awareness for the need of financial support. I believe if 'God's work is done in God's way it will never lack God's provision'.

**6b. FYP financial projections for the first 3 years** can be mailed.



## 7. Conclusions and contact information

The psalmist says “Teach us to number our days aright, that we may gain a heart of wisdom”(Ps 90:12). The days of our lives are numbered what we do for Christ will remain. I am passionate to be a part of what God is doing; India is a land of opportunity with 555 million young people, the need to work in an innovative way is unprecedented.

When Jesus asked Peter to cast his net, Peter took Jesus at his word in spite of a hard night of disappointment trying to catch fish. The result of his obedience brought such large a number of fish that his nets began to break, so much so that he had to call his partners to come and help (Luke 5:1-11).

It is with this analogy I want to invite you as partners to come alongside in helping to pull the net together. Help me to make this vision a reality, I know God is committed to this in fulfilling his purpose in my life but I would like you to be a part of God’s doing.

May I take this time to thank you for taking your time to read this vision business plan, I am utterly thankful for all your prayers and support .God bless.

Rajashekar Moorthy

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