

TAKE CHARGE

MENTORSHIP

LEADERSHIP PROGRAMME FOR
CATHOLIC YOUTH

Newsletter

July 2022

TC 5 - 01

Dear Reader.



Welcome to the new cohort, TC 5. We are also here to celebrate the success and graduation of our earlier one, TC 4. We wish them all the best in their future endeavours. I sincerely appreciate all the mentors for their time, patience and commitment and the mentees who graduated, for staying the course.

We have a cohort of 130 mentees for TC 5. The mentees have **gone through screening**, a mentee familiarisation program and finally video interviews with a mentor. We also have 60 new mentors, each passionate about the cause of mentoring young adults. Our new mentors have attended sessions to understand their roles as mentor coaches. Our existing mentors have had **refresher sessions**. In all, we have 121 mentors ready to start their mentoring/coaching journey.

Along with my team, Jessica & Andre, and pointers from LuMon, we have just completed matching mentors and mentees. This was an extensive process and a lot of thought has gone into trying to create the best mentoring pairs.

Our criteria for matching started **by matching geographies & interests**. Geographical location was of prime importance. We used Google Maps to check the time to travel from Powai to Chembur, Sewri to Worli, and Nerul to Thane. Our heads were spinning. We also needed to see that the younger mentees would not have to travel far and that they were matched with the gender with **which they were comfortable**.

Our **mentors come from diverse fields and occupations**. We have mentors who are and have been actors, directors of plays in New York, fashion buyers, stitched wedding gowns, in EdTech, banking, doctors, lawyers, research scientist, musicians, insurance, finance at the grassroot level, in different fields of investing, in stock markets, who have authored books, designed portals, learned aircraft maintenance, to executive, life and wellness coaches.... our heads were whirling with the variety of **interesting and inspiring lives** that our mentors have lived.

Our mentees have **varied aspirations and ambitions**. We have mentees who want to build robots, join the civil services, Indian football team aspirants, Ted talk speaker aspirants, wildlife photographers, filmmakers, with sports channels in sports journalism, become cardiac surgeons, psychiatrists, physiotherapists, professors, geologists, start restaurants, to become financial advisors to the financially challenged, investment bankers, content writers, digital artists, learn art history & art restoration.... and on and on...

Armed with all this information and a prayer on our lips and in our hearts, we put together the mentor-mentee pairs, where the mentees are inspired to be his/her best self far beyond their current aspirations. Welcoming you all to TC 5 and wishing you an inspired and successful mentoring journey.

The Graduation Edition



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Graduation Day!

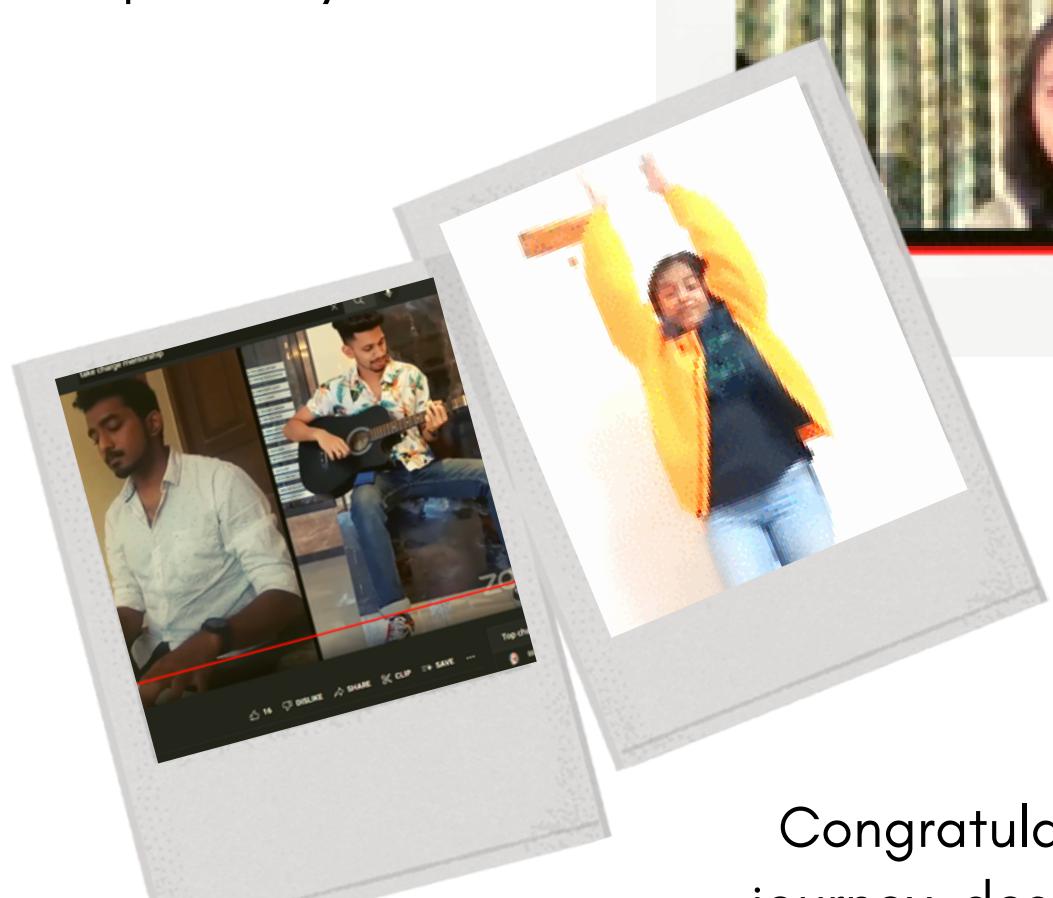
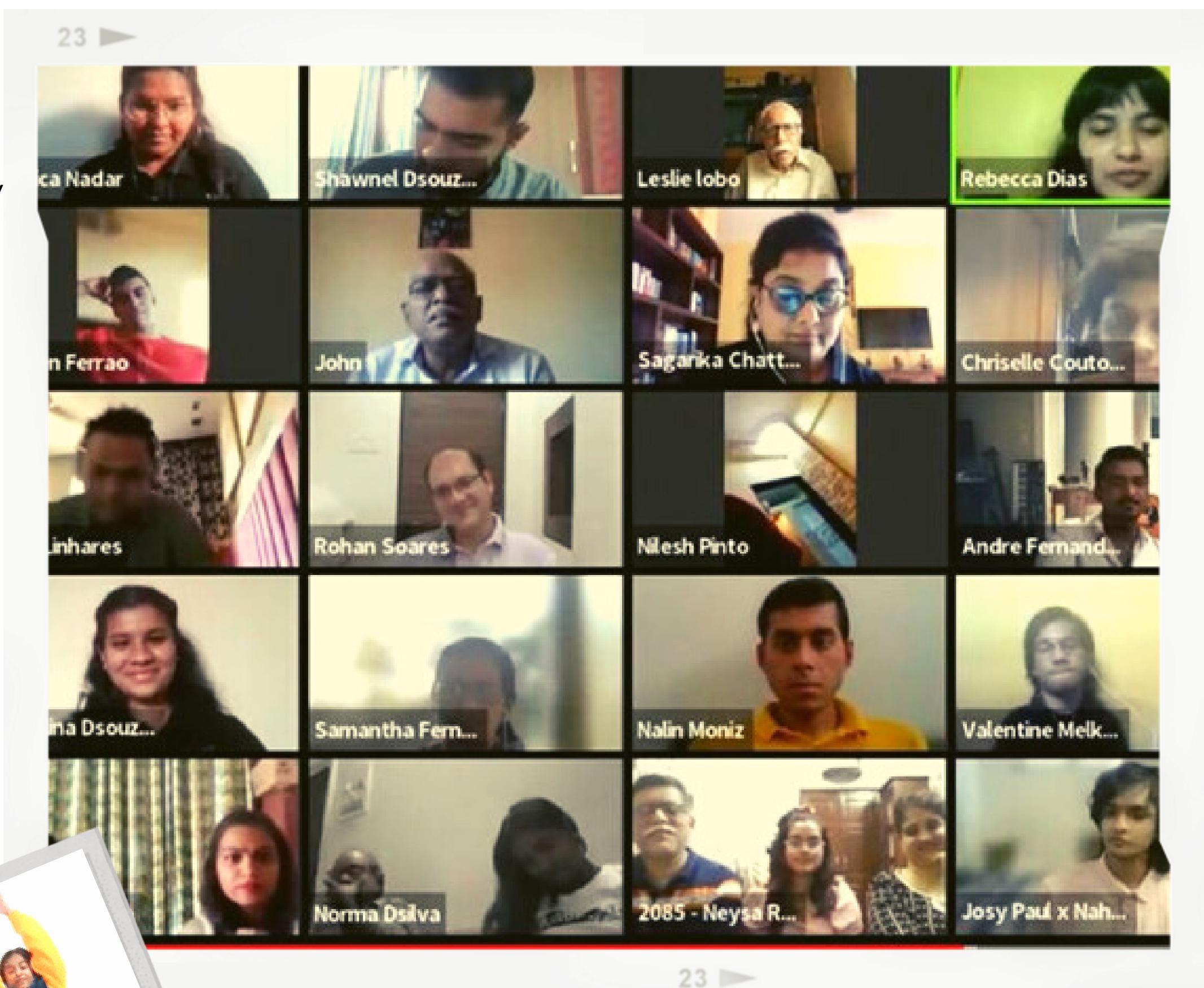
Congratulations TC 4



The biggest and most celebrated event of the Take Charge Program finally arrived. We celebrated virtually, as everything in the past 21 months has been, though we wish we could have all met.

Parents, mentees, mentors, and trustees attended this virtual graduation day celebration. Bishop John Rodrigues, on behalf of the Archdiocese of Mumbai, showered his blessings. He shed light on mental health and our learnings from the pandemic. Anthony D'Souza, on behalf of St Joseph's Educational and Technical Training Trust, highlighted the opportunities that the armed forces provide for young adults. Prateek Bernard, an alumnus of the Take Charge Mentorship Program, shared how grateful he is to this platform.

Bidding adieu to the Cohort, the TC-4 mentees delighted the audience with their talented renditions. Rebecca Dias cheerfully compered the event. Shanice D'Souza & Brandon Saldanha performed their songs. Andre Fernandes dedicated a song to his mentor and Norma D'silva danced to the 80's music. We had mentees Shawn D'Souza and Chrisann D'Souza recited poems dedicated to mentors respectively.

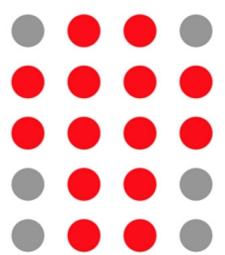


The most heart-warming part of the graduation ceremony was hearing the stories narrated by mentors, mentees, and their parents about their journey and the changes in the lives of the mentees. The program has inspired our young mentees and has had a positive impact on the lives of young people.

Congratulations to the 119 mentees who successfully completed their mentoring journey, despite the obstacles and hurdles of the lockdowns and the fears of the pandemic. Take Charge is proud of you, and we wish you the all the very best.

Click on the icon to watch the TC-4 Graduation Ceremony that was streamed live on youtube.



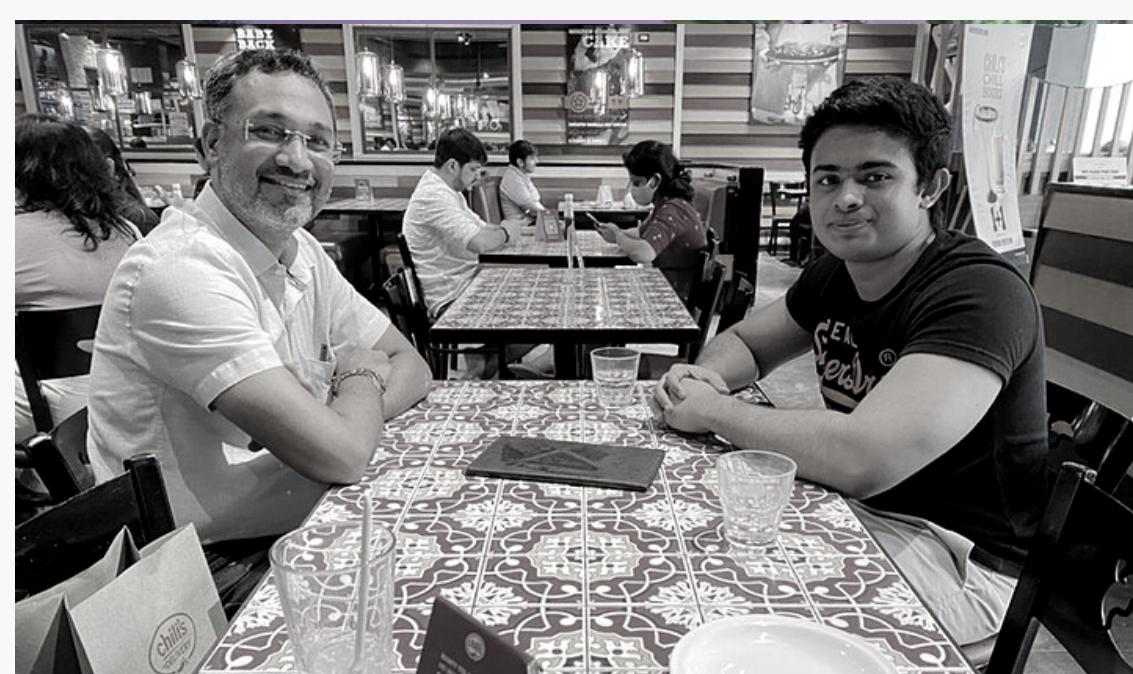
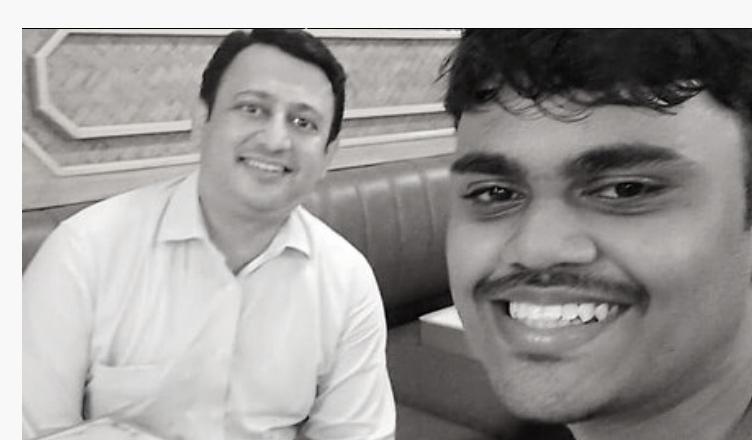


TAKE
CHARGE



Take Charge 4

Mentor - Mentee
Hangouts



To My Mentor

Love,
Chrigann D'Souza



To my mentor
Who smiles behind the curtains
Who brought out the best in me
Who let me take the wheel in my life
And showed me the path of life
I would like to say " Thank you "

To my mentor
Who clapped in silence
And laughed with me on call
Who said it was fine
When i didn't do well
I would like to say " Merci Beaucoup "

To my mentor
Who was my guide
And my friend
U were one call away
And always lend a listening ear
I would like to say " Gracias "

To my mentor
This journey has been wonderful with you.
Thank you for everything.

Base & Mid End line

Survey Results (TC-4)



Here are the comparative results of the baseline survey which was taken at the start of the cohort, the midline survey which was taken mid-way during the cohort, and the endline survey which was taken after the completion of mentoring sessions. We're proud to present the positive progress in the mentees of Take Charge cohort 4.



Baseline Survey Results

150 Responses



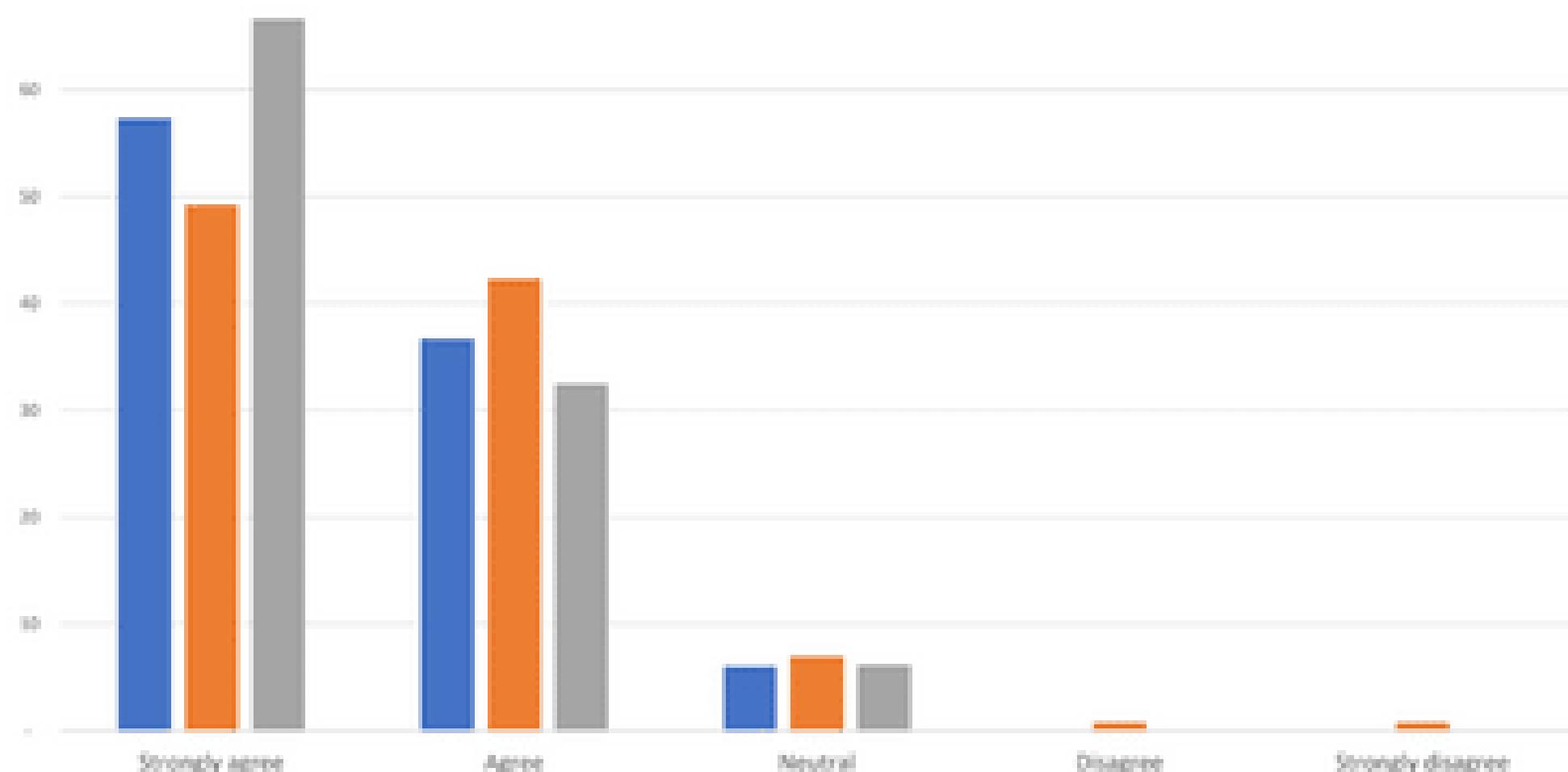
Midline Survey Results

130 Responses

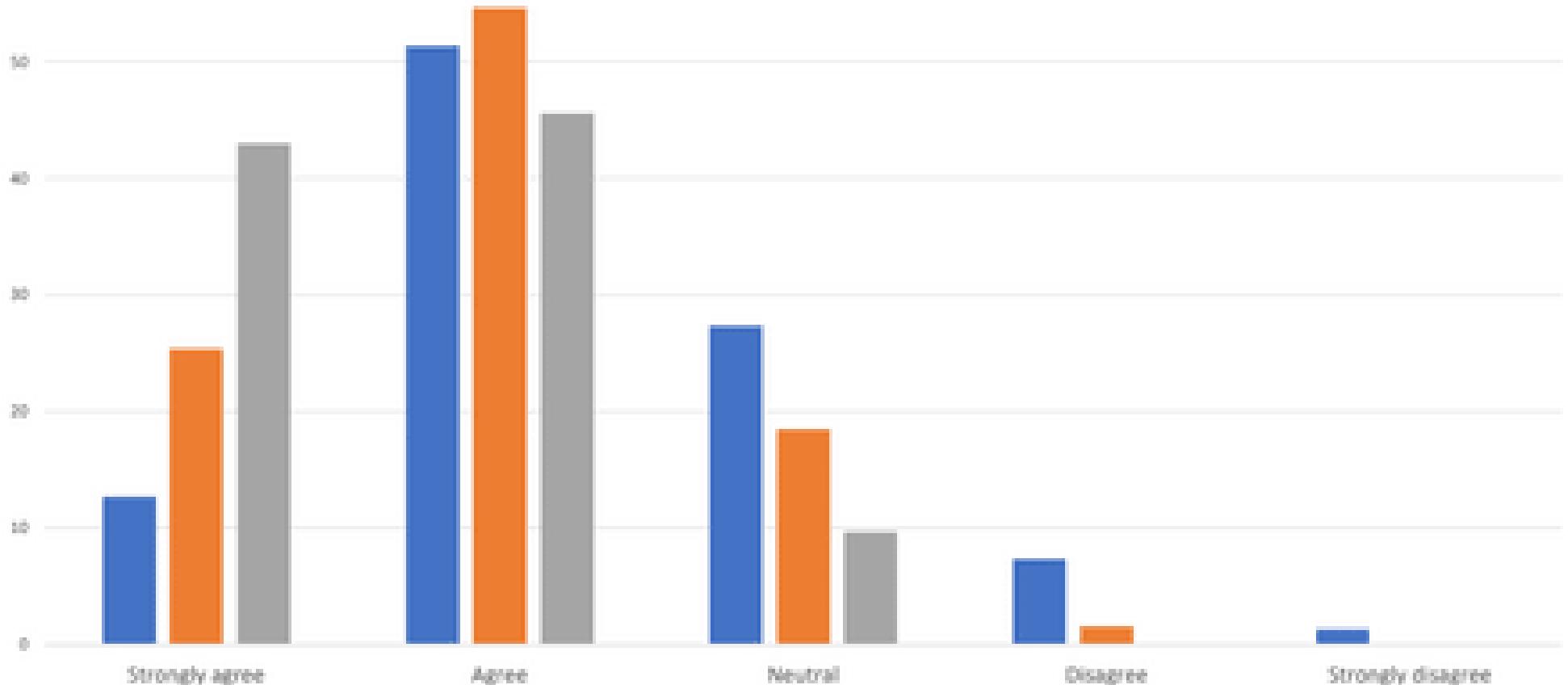


Endline Survey Results

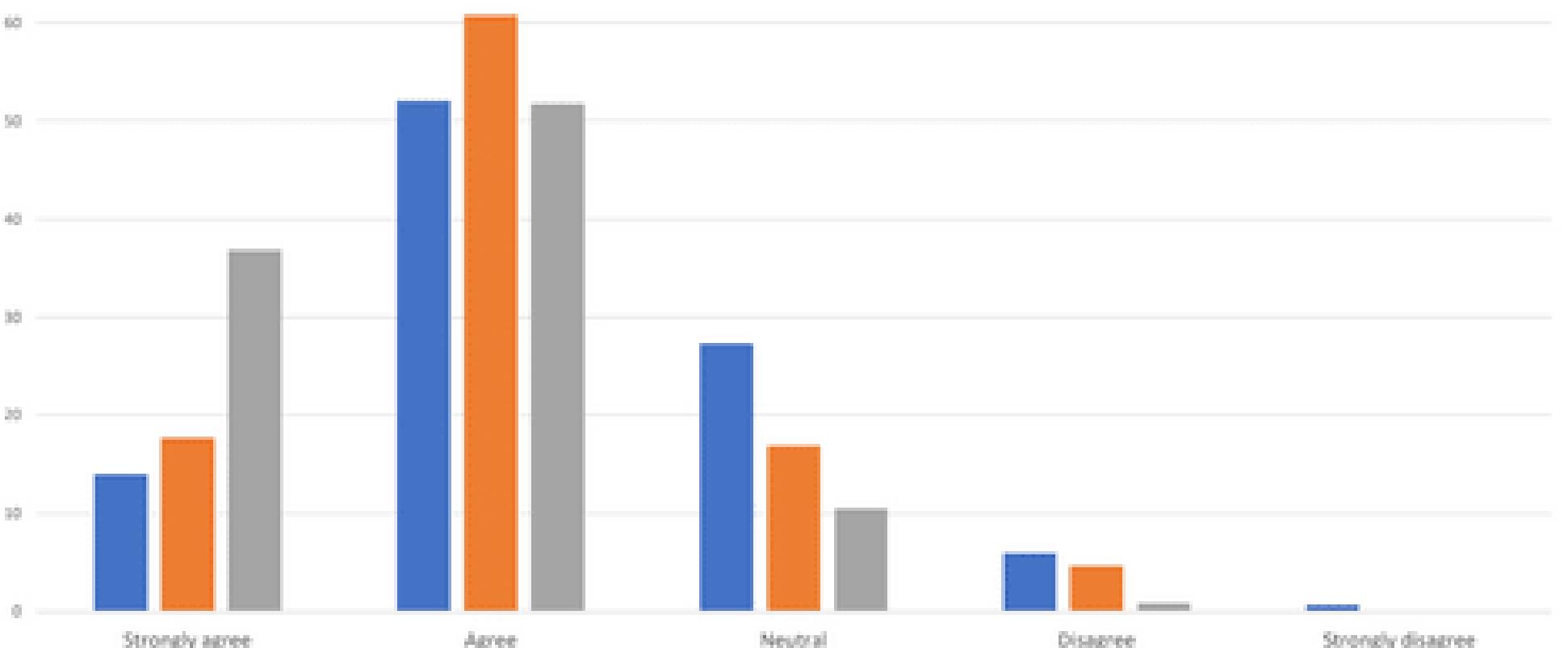
114 Responses



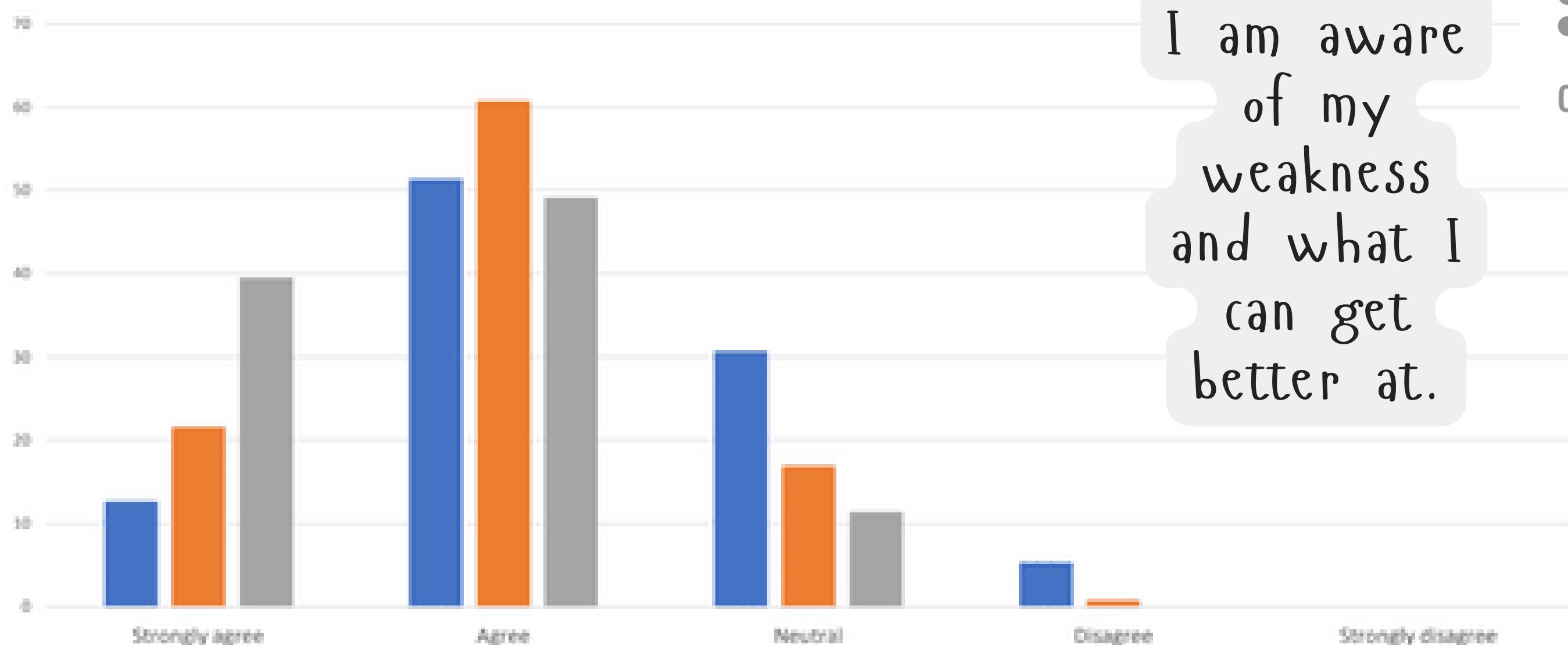
I feel inspired
to excel in
life



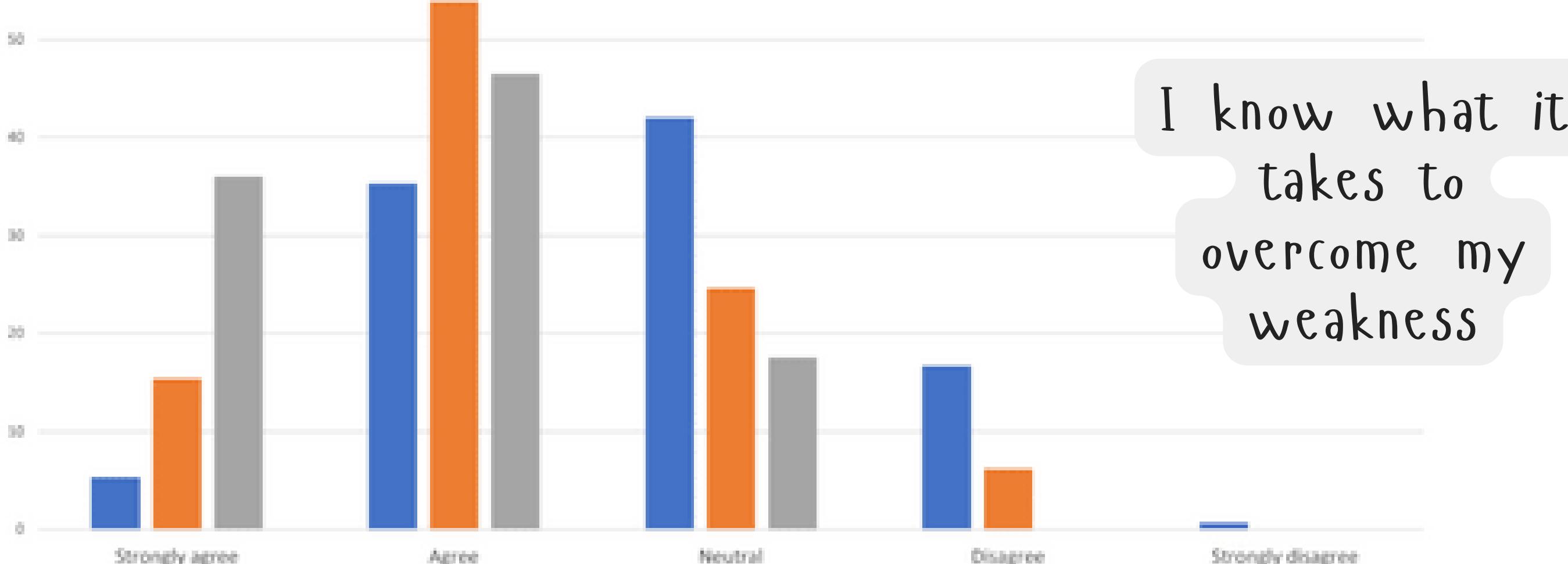
I feel
confident
about myself



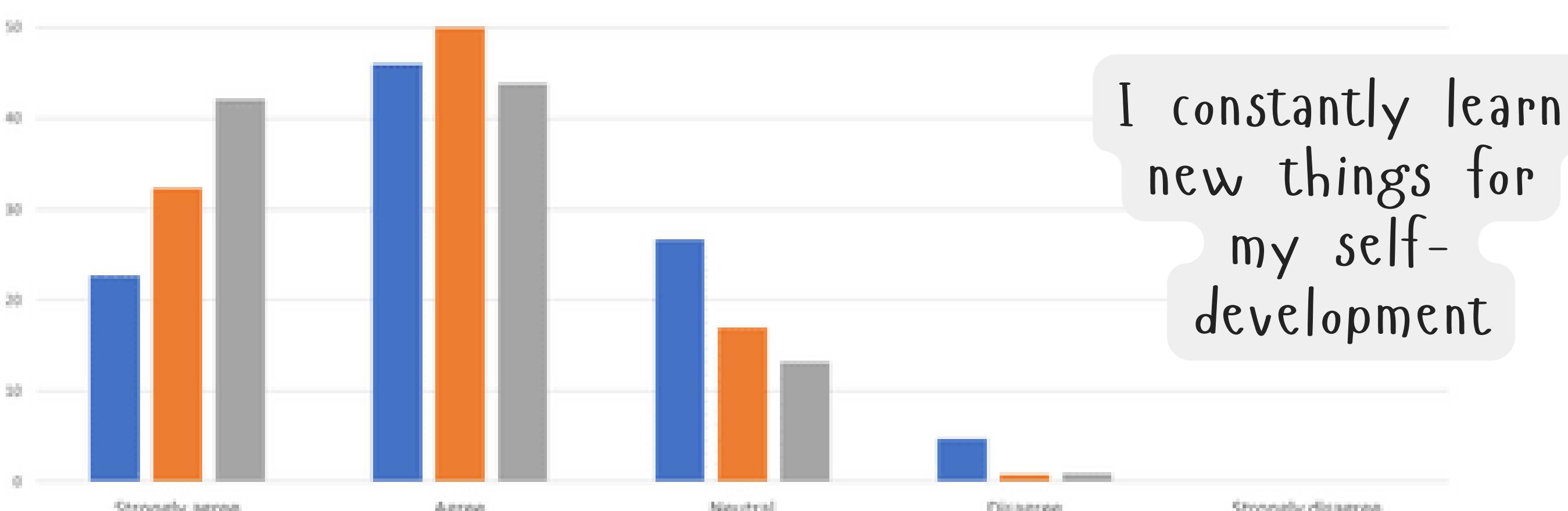
I am aware of
my strengths
and what I am
good at



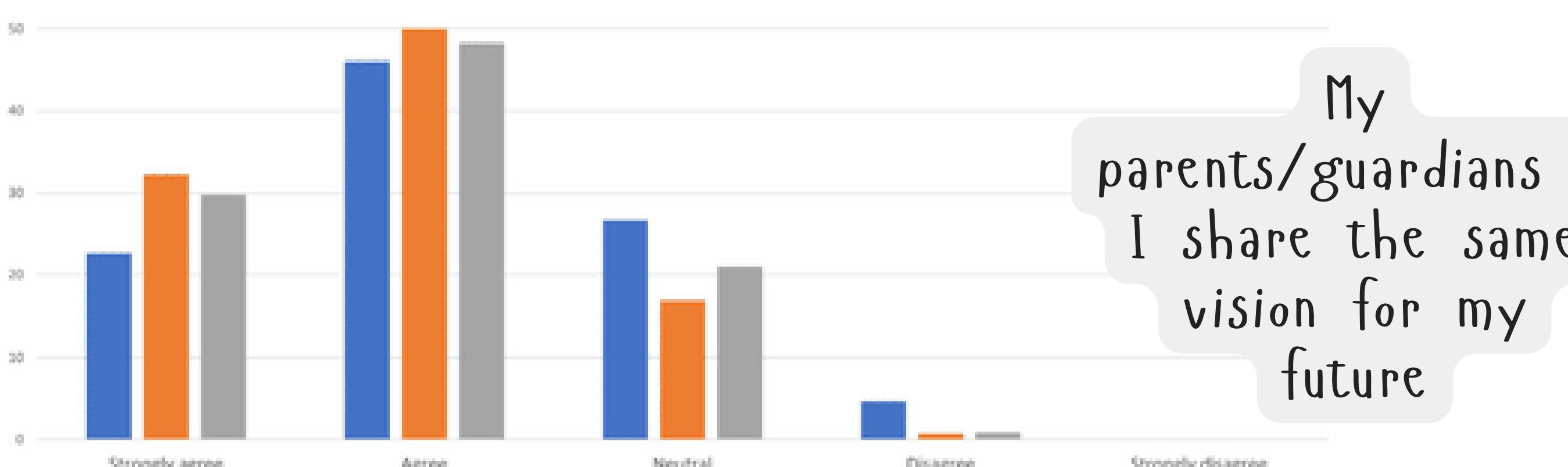
I am aware
of my
weakness
and what I
can get
better at.



I know what it
takes to
overcome my
weakness



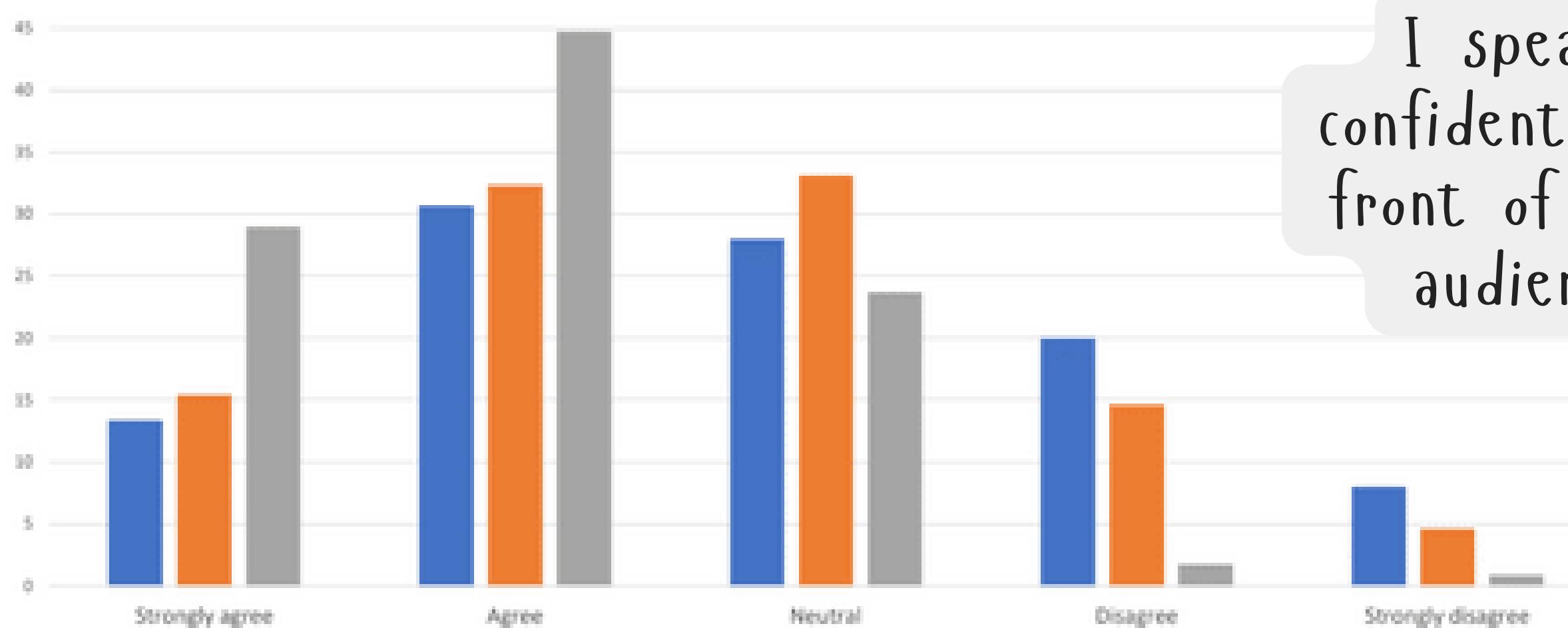
I constantly learn
new things for
my self-
development



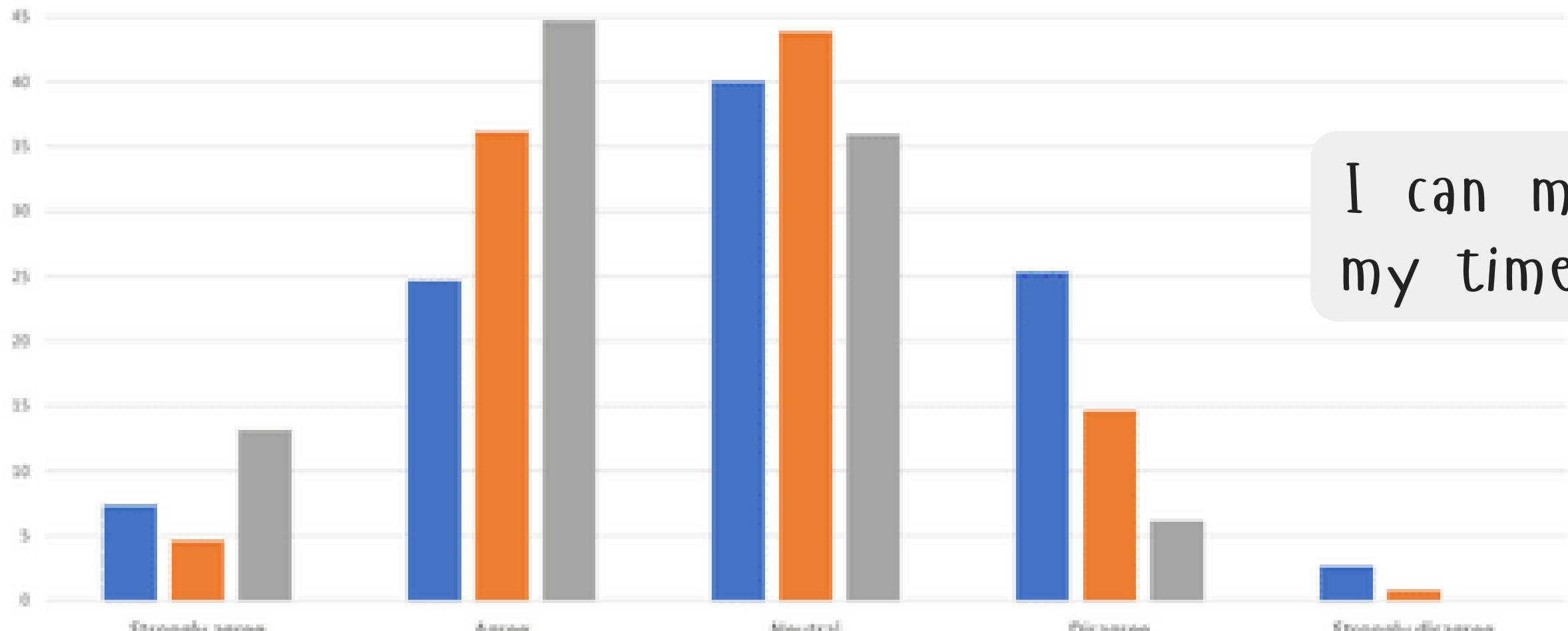
My
parents/guardians &
I share the same
vision for my
future



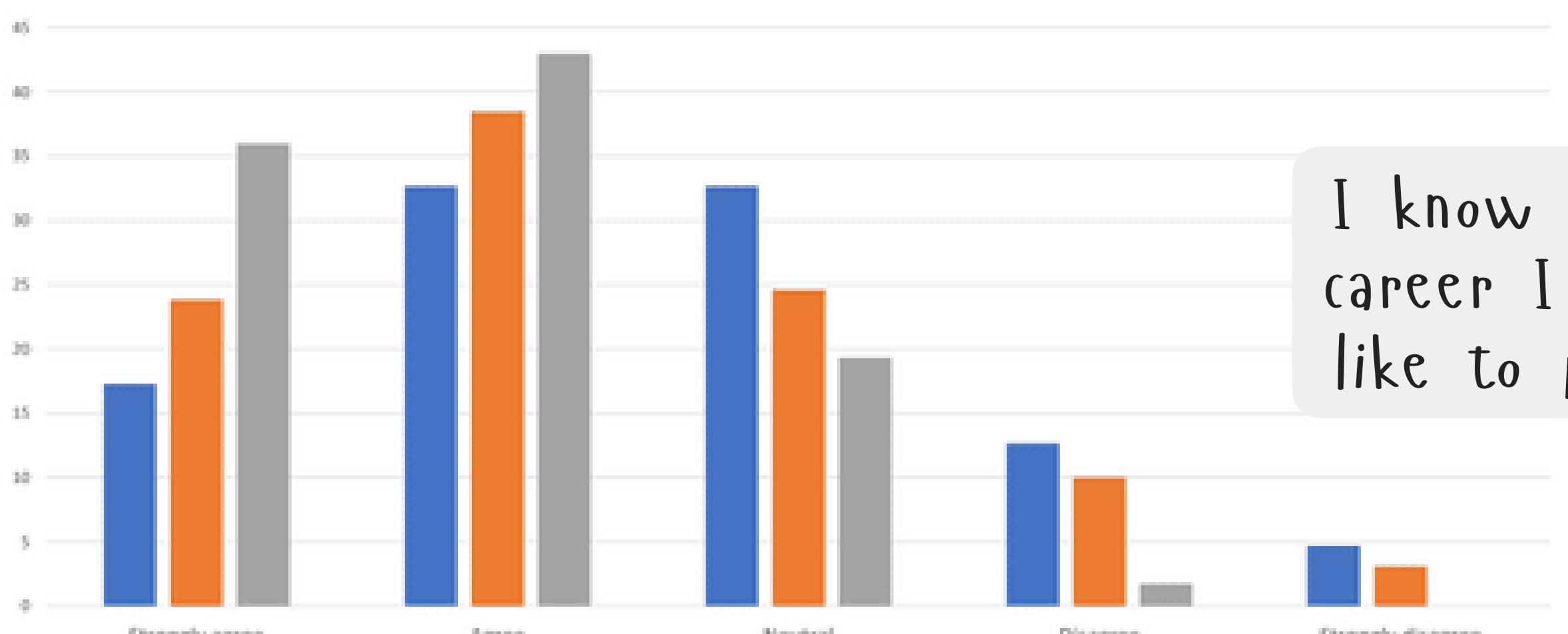
I speak
confidently in
front of an
audience



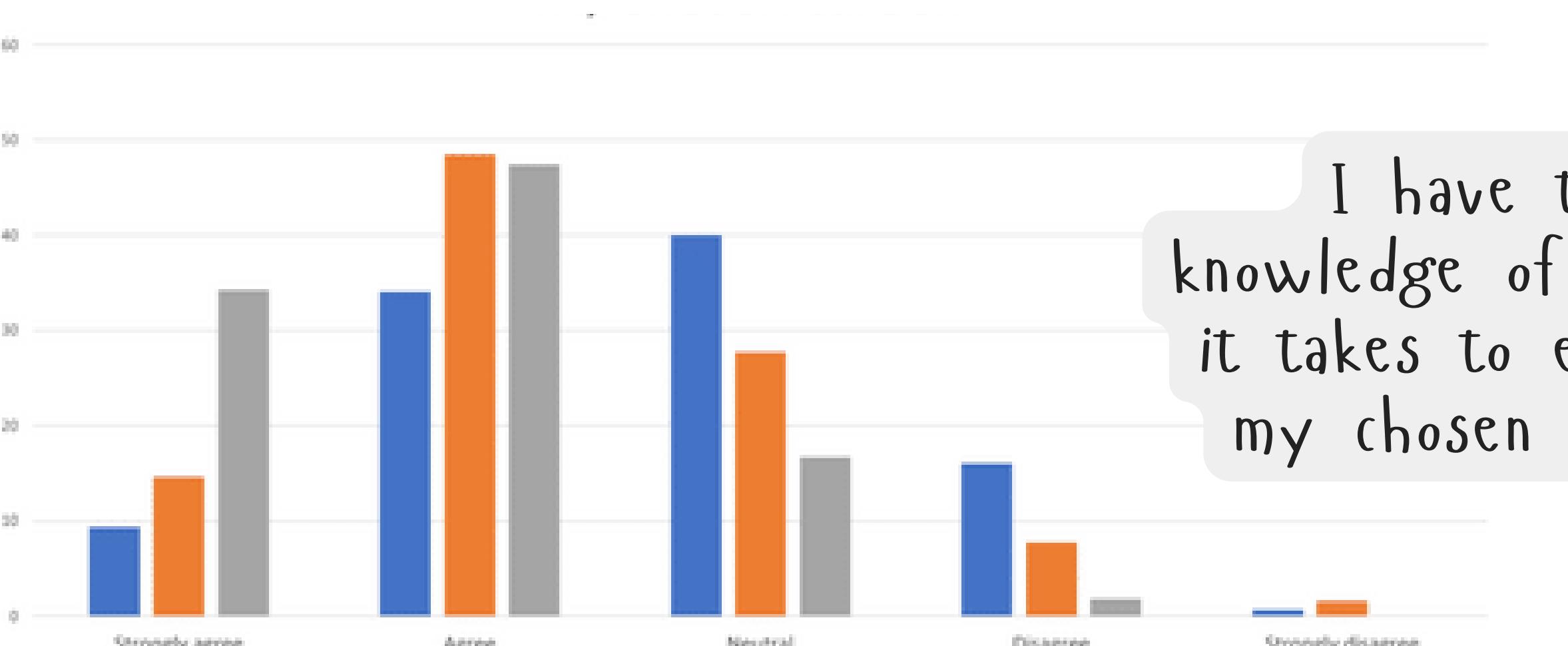
I can manage
my time well



I know which
career I would
like to pursue



I have the
knowledge of what
it takes to excel in
my chosen career





Wintersession

rights choice
many books new skills
better social skills

planning stuff
daily situation

many documental interaction
review of events

personality development

social skills
fellow mentees

matured & resilience

clarity of mind

comfort zone

daily life ups

better communications skills

difficult situation

focused path
leadership skills

great entrepreneurial quality

multiple task

reading hobbies

clearer ideas

time

many topic

new people

importance of networking

terms of career

dearer understanding

better understanding

front of people

right decision making

clearer goal

better time management

understanding of things

new things

better individual

defined career path

stage fear

goal

time management

confidence

life

weaknesses

confident

learnt

time

clarity

life

Mentors

mentee

confidence

professionalism

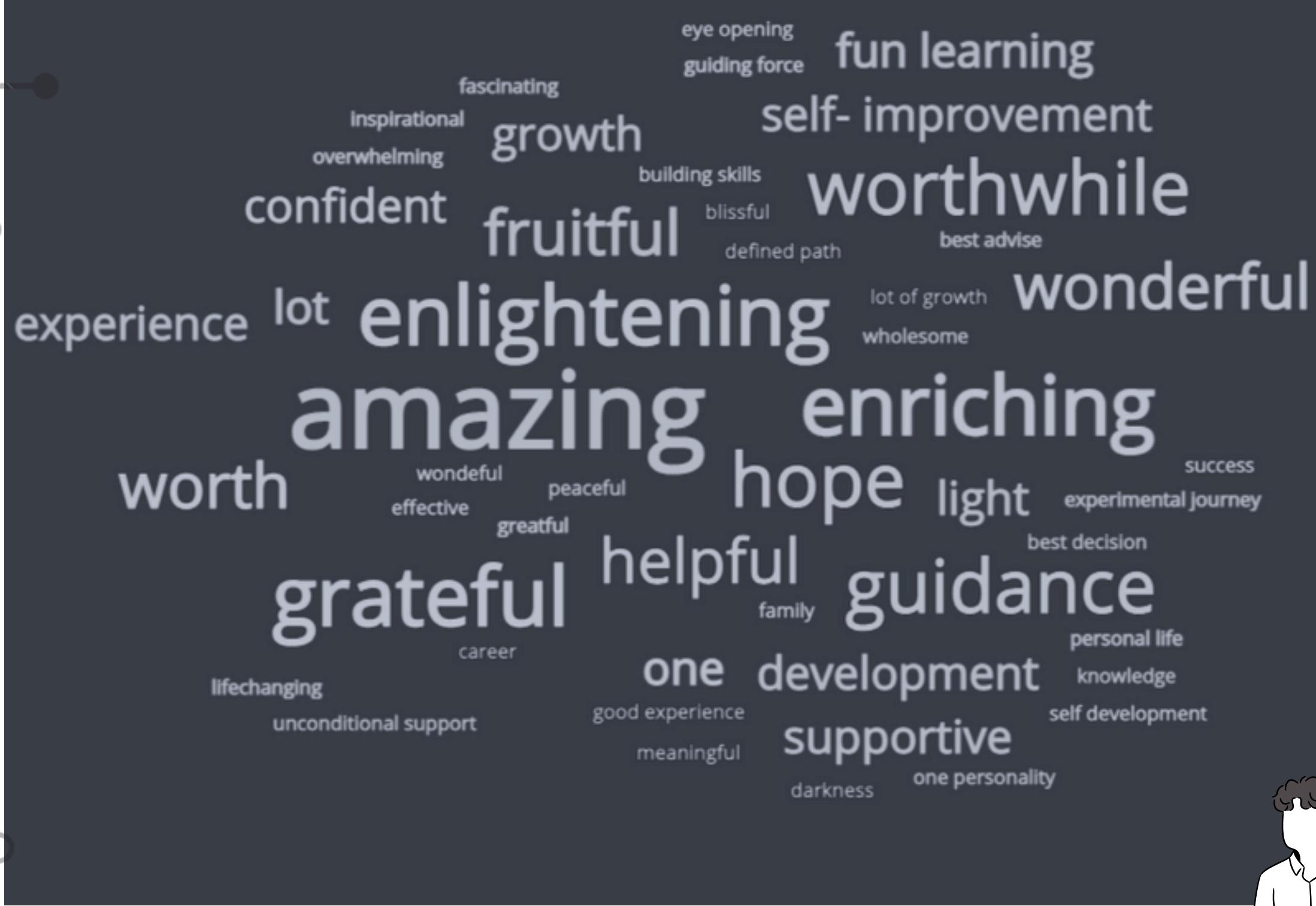
self confidence

learnt

clarity of thought

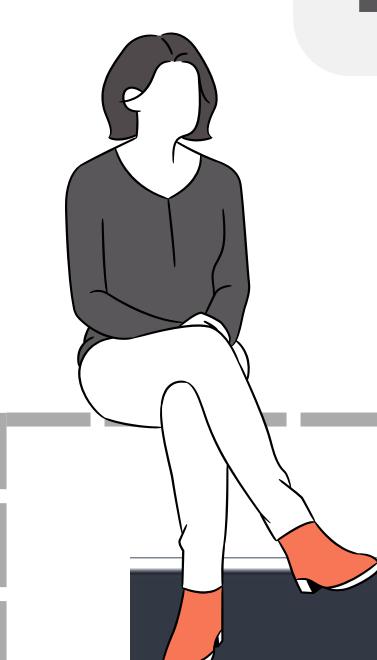
improved communications

Mentees



**My experience in TC - 4
mentoring engagement**

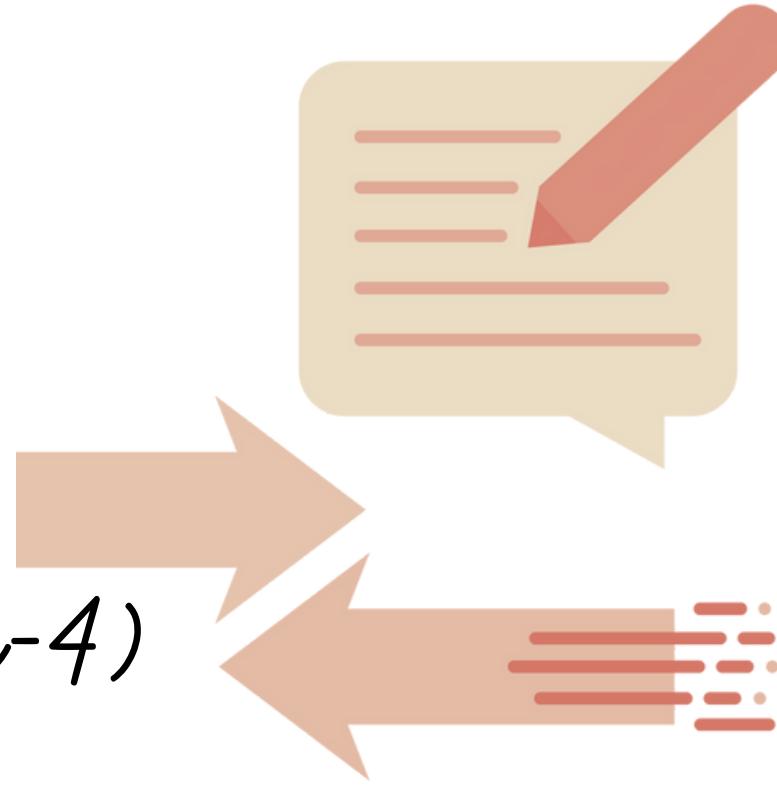
Mentors



&

MENTOR MENTEE

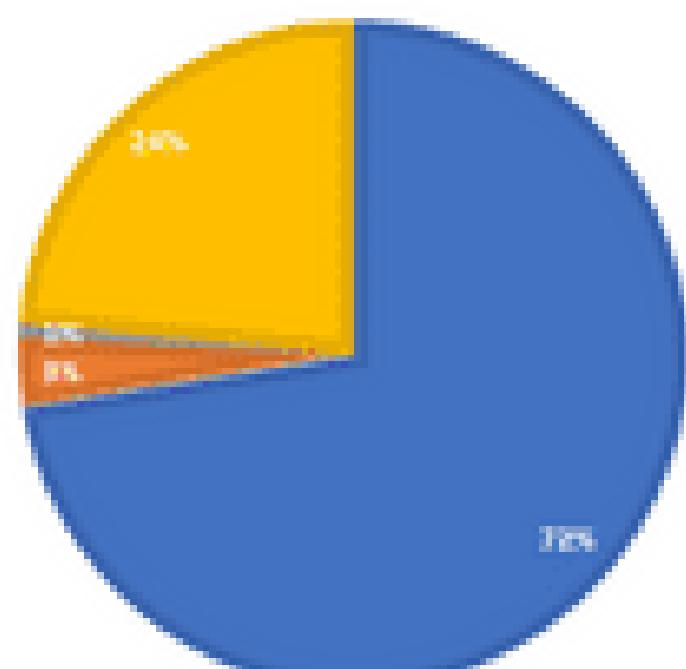
Survey Response (TC-4)



Do you envisage continuing your relationship with your mentor/mentee on an informal basis after the cohort ends?

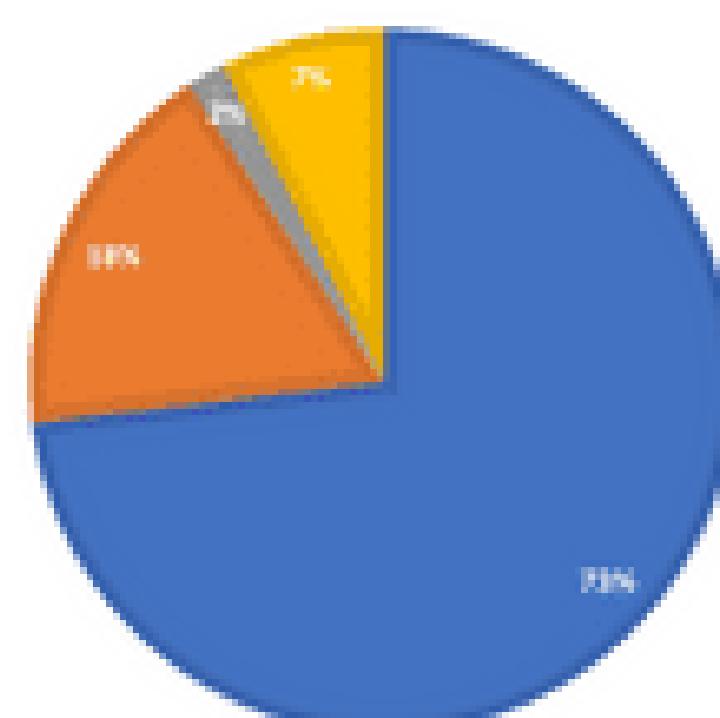
MENTEES

■ Yes ■ Unsure ■ No ■ Not Responded



MENTORS

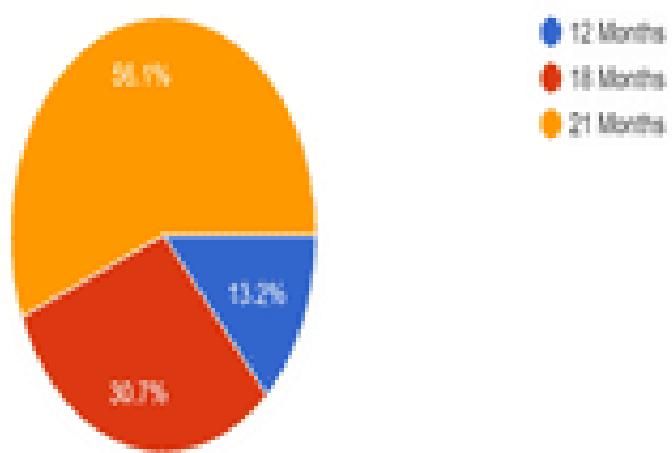
■ Yes ■ Unsure ■ No ■ Not Responded



The duration of the formal mentoring program should be?

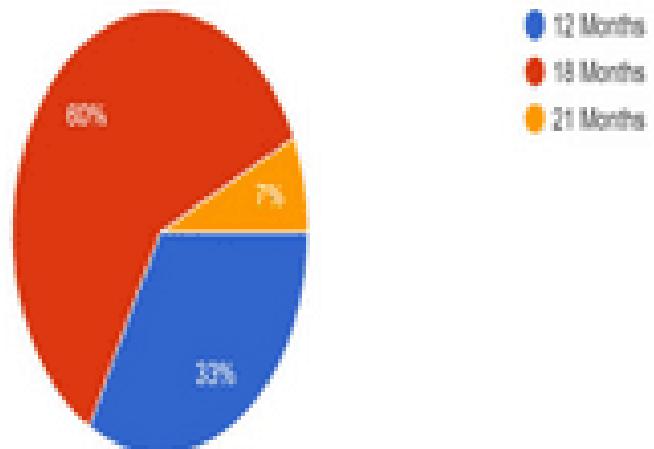
Mentees Response

114 responses



Mentors Response

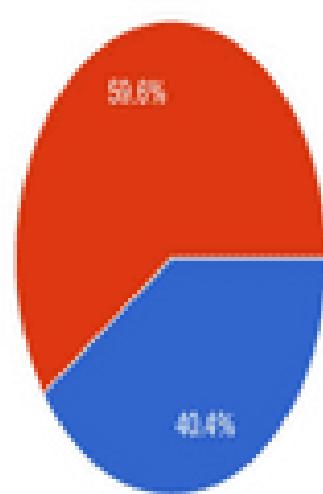
100 responses



How often should sessions be held?

Mentees Response

114 responses

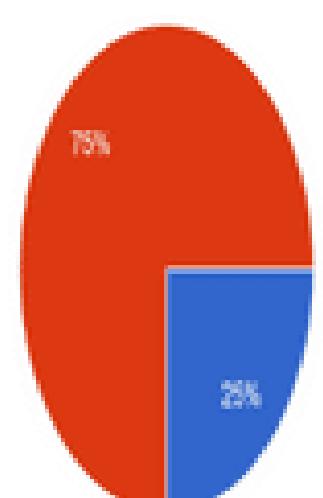


Mentors Response

100 responses

twice a month

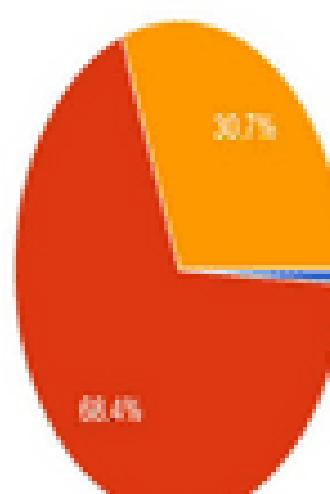
once a month



Should mentor and mentee be gender matched?

Mentees Response

114 responses



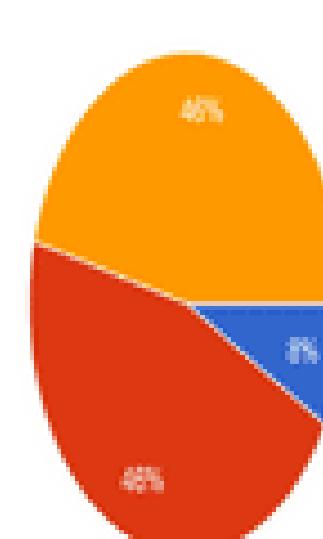
Mentors Response

100 responses

Yes

No

Unsure



To my Mentor, Allan.

You are an excellent mentor, leader, and friend. You are the epitome of what a good mentor should be. You prepared me to be a competent professional and made sessions with you enjoyable and unforgettable. I will be eternally thankful for your compassion and support. We will always remain in touch in the future. I have prepared a poem, to sum up, our journey together.

A true Mentor

Love,
Shaun



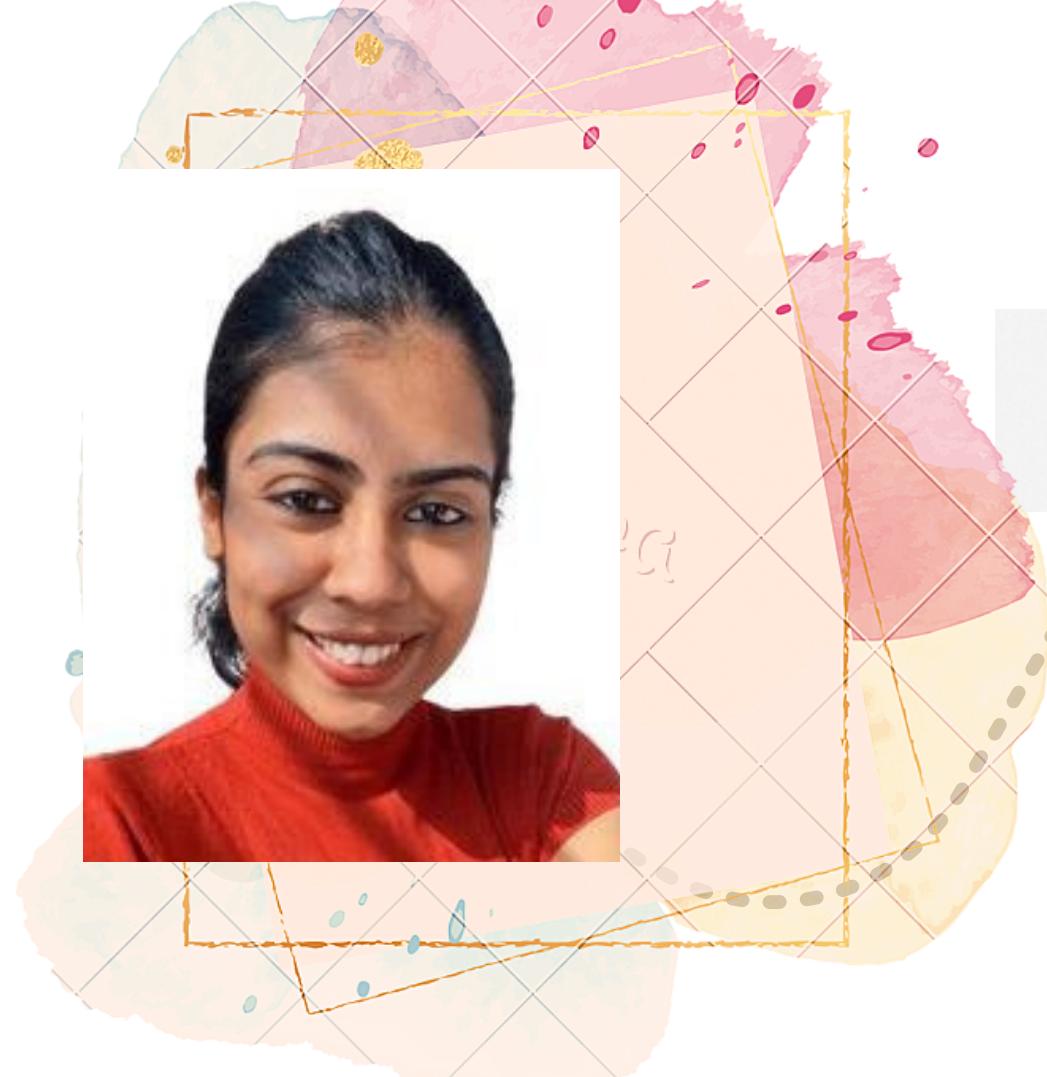
Don't go for any controversy
He prevails all over and known as an almighty
leave all the worries behind
he will look after as he is very kind

Take his word for granted
nothing shall take place if he hasn't wanted to
keep trust and faith
till the arrival of death

His name is supreme
keep prayers with the theme
don't allow your attention to divert
concentrate and glorify his name as part of your life

You got to only practice
and promise
that you shall remain, true follower,
disciple and stay under his name forever

Nothing shall trouble you ever
as he is your Saviour
True to his name as a creator owner of the world
and true mentor.



Adios, Take Charge

- Maryann Lobo

The Take Charge Mentorship Program has been a huge part of my personal development, from being mentored to managing the cohort it's been a beautiful journey to self-discovery.

Every month connecting to mentors and mentees gave me an opportunity to have rich discussions about life with them. I was able to resonate on a deep level with so many mentees. I thank them for being vulnerable and trusting me.

And when it comes to mentors every mentor has such beautiful stories to share, so many learnings and thought provoking discussions which i already miss. Thank you for sharing them with me and sparing your time to have these conversations with me.

Lessons from the mentees

- Trust the process
- If times are tough, they are only going to make you tougher
- Everything will be okay, because I have my mentor by my side
- Grateful for everything because my parents and mentor support my dreams.

Lessons from the mentors

- Being self-aware will enable you to navigate your life.
- Sometimes all you need to do is Breathe
- Appreciate and acknowledge everyone in your life.
- Be grateful for the good and the tough times.
- Don't take yourself so seriously

All mentors come from different backgrounds, but the vision to enable the youth to see beyond their potential remains the same. Very grateful for the opportunity to interact with such personalities. Take Charge will always remain close to my heart.

As I move to another chapter in my professional development I would like to thank the Take Charge Core team for their patience and trust in me to manage the program. Thanks to Jessica who has been a great support and an awesome colleague to work with. Very grateful to Cheryl Pereira for being so kind and generous for mentoring me throughout the Take Charge 4 cohort.

Thank you

As we come to an end of this cohort, the Take Charge team would like to thank you all for journeying with us through the last 21 months.

Firstly, a huge shoutout to our mentors for all the success. Thank you to each and every mentor out here, who has believed in this program and enabled the mentees to see their potential. In spite of the challenges, you attended training programs to be better equipped as mentors. Thanks to **Nikhil Chadha** who conducted a **coaching session for our mentors**.

We'd like to thank all the hosts of the different webinars that we conducted every alternate month. Thanks to **Rynelle Oliver** who conducted the **mental health, importance of consent** in a relationship, and **understanding the dark web** webinar. Thanks to **Rozzlin Pereira** for conducting the **Navigating the social media space** webinar. Thanks to **Deacon Ivan** for curating and talking with our mentees on **understanding relationships** during the trying Covid times.

Thanks to **Luis Miranda** who shared his experience and his ideas on **How to define success and build a network**, webinar. Thanks to **Luis Moniz** who conducted and reviewed the resumes of the mentees and shared his expertise on **how to build the perfect resume**.

When the second wave hit, we noticed the need for understanding our mental well-being. Thank you, **Dr Wilona**, for curating a webinar for our mentees on **understanding their mental well-being**. The **DASS survey, therapy sessions for our mentees** and also the follow-up webinar on how to cope with emotions were helpful.

Thanks to **Sangeeta Singh** for conducting the **career in psychology** webinar, where she shared her knowledge of the field. Thanks to **Nalin Moniz** who shared his expertise in **Personal Finance**. Thanks to **Joel Pannikot** who conducted a webinar on **Exploring Careers in Fintech**. Thanks to **Fiona Dias Miranda**, for talking about **Navigating Romantic Relationships**.

During the second wave, **Clint Misquitta** started an initiative to enlighten the spirits of our mentors, mentees and their families: **Take Charge Cares** Initiative

Thanks... **Asha Almeida** for introducing us to **Vaidehi Rajpurkar** who conducted the **morning yoga and meditation sessions**. ... **Ina** for her **guided meditation sessions** on gratitude and appreciation of ourselves... **Monica and her family** for the very **high-spirited music sessions**., **Shanice and Chris Menezes** for your beautiful **music**. ... **Clint Misquitta** for your **charismatic energy** and your soothing voice to all the participants of the take-charge care initiative Thank you Asha for inviting **Dr Akshay Phalak** to **Tackling Misinformation of Co-vid 19**. ... **Dr Wilona** for introducing us to **Shraddha Vora** for her session on **zentangle art**.

We'd like to thank our mentees who are filled with enthusiasm and talent, they have come forth and volunteered to contribute and shared their ideas for both social media and the newsletter. Thank you **Sagarika Chattopadhyay** for reviewing the newsletter and sharing your ideas. Thank you **Carol Paul** for all the execution and creativity you have brought to the table. Thank you to mentors and mentees who have **contributed to the newsletter** by sharing their experiences and articles.

Thanks to all who helped with the **Take Charge social media campaign**. **Andre Lobo, Carol Paul, Samantha Fernandes, Vanessa Quadros, Brandon Saldanha, Aaron D'Mello, Angeline Correa** for all your ideas and help for our social media pages.

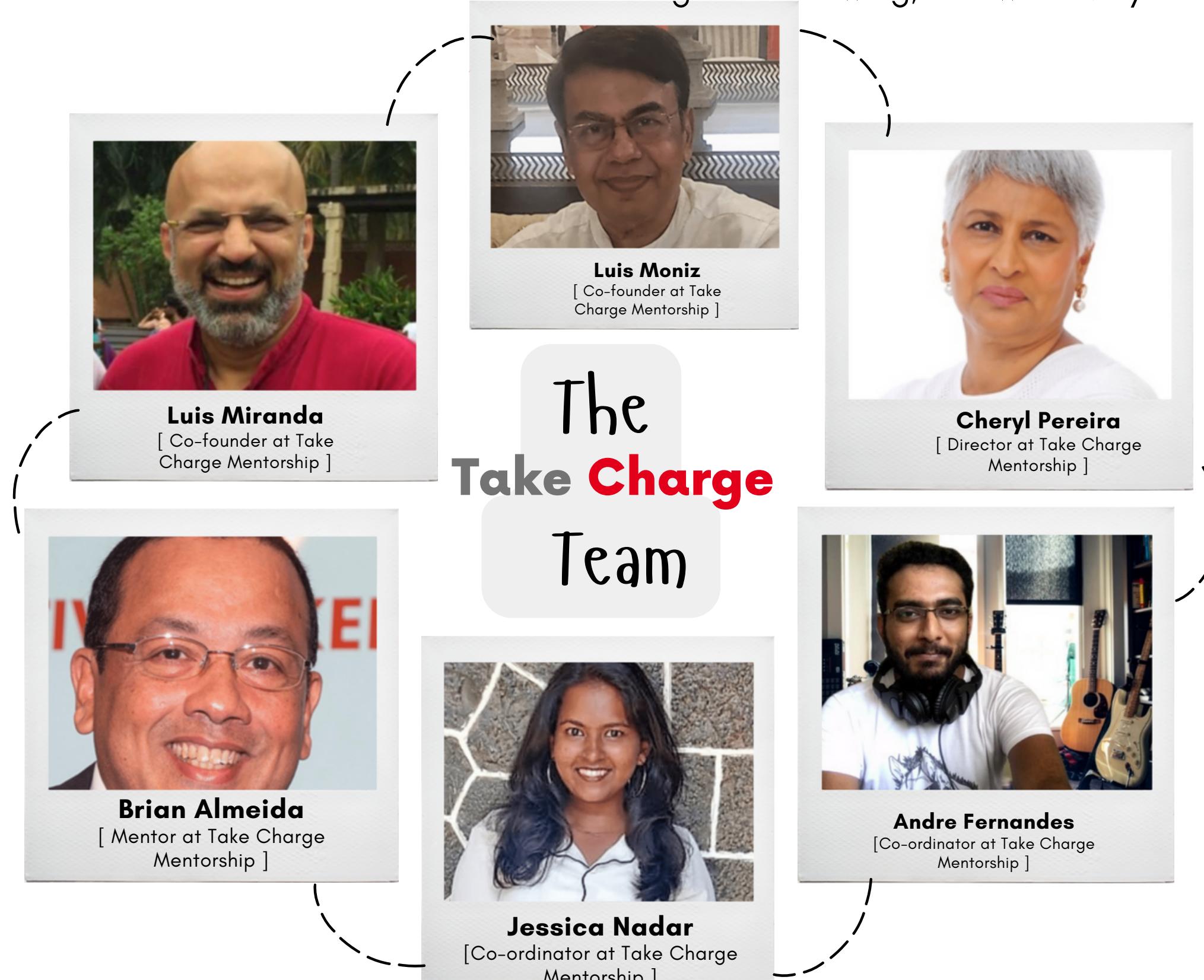
Thanks to the **senior mentors Frank D'souza, Vanessa D'souza and Fiona Dias Miranda** for sharing their experiences with the TC-4 mentors during the Mentor Meets held in December 2020. Thanks to the efforts of **Maryann Lobo** and **Jessica Nadar**, for **coordinating** with the team. A huge huge thank you to the **core team, Luis Miranda, Luis Moniz, Brian Almeida and Cheryl Pereira** for equipping and guiding the mentors and mentees to do their best in this mentorship program.

The Take Charge mentorship program is very grateful to you all.

As we begin the new cohort TC-5, we'd like to thank **Calvin Pereira, Maryann Lobo, Nigel Fernandes, Rajiv Cardoz, Jessica Nadar and Avil D'souza**, for ranking at the top of the leaderboard for **mentee referrals**. Thank you **Luis Moniz, Clint Misquitta, Nigel Heredia, Ajit Martis and Pereena Lamba** for maximum **mentor referrals**.

Thank you, **Kathryn Kane, Patrick D'Souza, Andre Fernandes, Illona Fernandes, Samantha Fernandes, Tenisha D'souza, Vailantina Chouri, Prateek Bernard, Ajit Martis, Asha Almeida, Mario Sequeira, Nigel Heredia, Rohit Ambosta, Jessica Nadar, Gloria Nikalje, Luis Moniz and Sagarika Chattopadhyay** for helping us with the **mentee outreach** program.

Thank you, **Luis Moniz, Clint Misquitta, Nigel Heredia, Ajit Martis, Pereena Lamba, Carlton Pereira, Denver Annunciation, Pierre Menezes, Rohini D'souza, Sagarika Chattopadhyay, Sapna Ghanekar, Asha Almeida, Bertram D'souza, Rohit Ambosta Christina Bulley, Jude Linhares, June Dias, Sunanda Braganza, Anthony Heredia, Priya D'cruz, Ernest Louis, Luis Miranda, Manjot Kaur, Maryann Lobo, Gordon D'Souza, Russell Parera, Jessica Nadar, Brian Almeida**, for helping us with the **mentor recruitment for TC-5**. The fifth cohort has begun in full swing, and we have you to thank for it!



& Un Re learning

... a new mentor

- Udita Bhattacharjee



While I was referred by a friend to apply as a mentor for the Take Charge program, I quickly realised it was not a flash in the pan initiative. I had to fill out a detailed questionnaire, speak to an existing mentor at length and received very clear communication on the journey ahead.

It all still seemed a bit distant till we had the one day 'Take Charge New Mentor Training Program' virtually. The enormity of what I had undertaken dawned on me then, and with it, heaps of gratitude for being given the opportunity.

Being in the learning & development domain, I thought I knew and understood what a mentor is supposed to do and how he/she is supposed to behave. It was humbling to go through the session and truly comprehend the role of a mentor-coach, especially for the youth. There were so many of us-first time mentors from all walks of life coming together to unlearn and relearn.

Luis Moniz, our facilitator, ensured participation and engagement through the day. We had active discussions, we saw some wonderful videos and we were encouraged to share our views and queries.

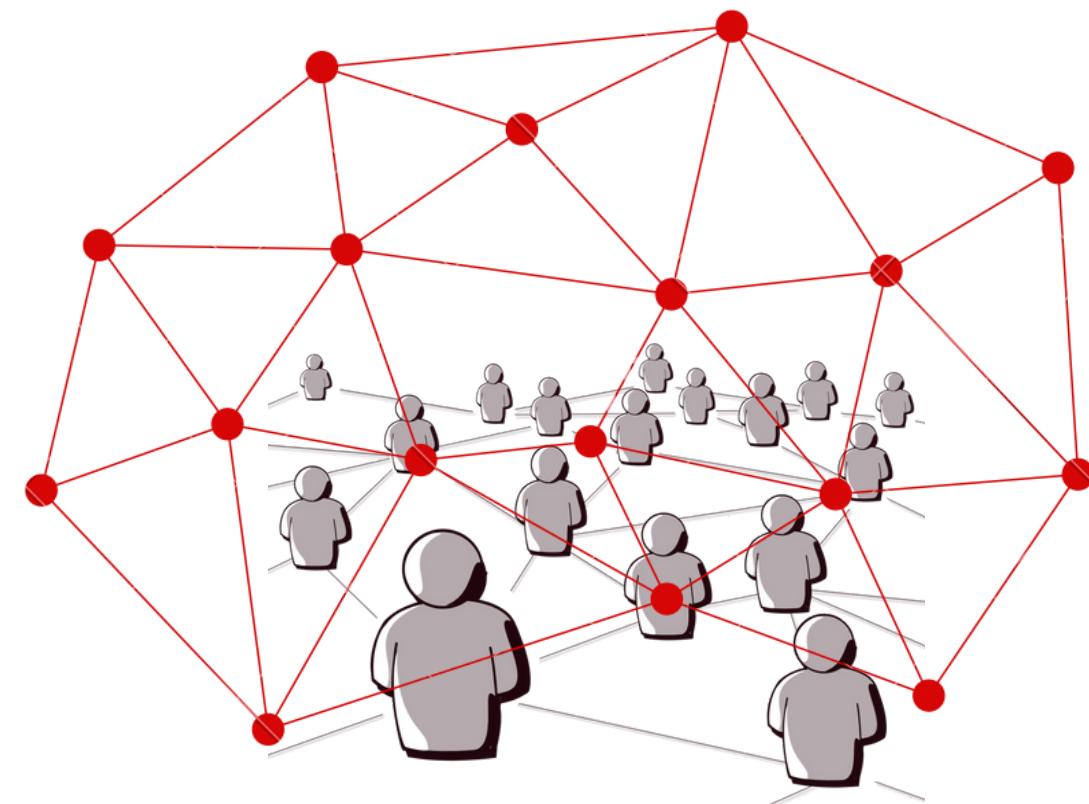
Towards the end, we listened to a panel discussion moderated by Cheryl Pereira where 2 mentors spoke about their 18 months Take Charge journey with the previous year's mentees. We transitioned from the concept & tools of Mentoring to what happens when the rubber hits the road. What stood out for me - the passion the mentors have and the learning they had in the process.

The session came to a close with the playing of a powerful and inspiring Ted Talk by Rita Pierson - "Every kid needs a champion to believe in him/her".

I am not sure I had a champion when I needed it the most. But what makes me hopeful is that I can definitely aim to be one thanks to the Take Charge program.

Mentor's Refresher

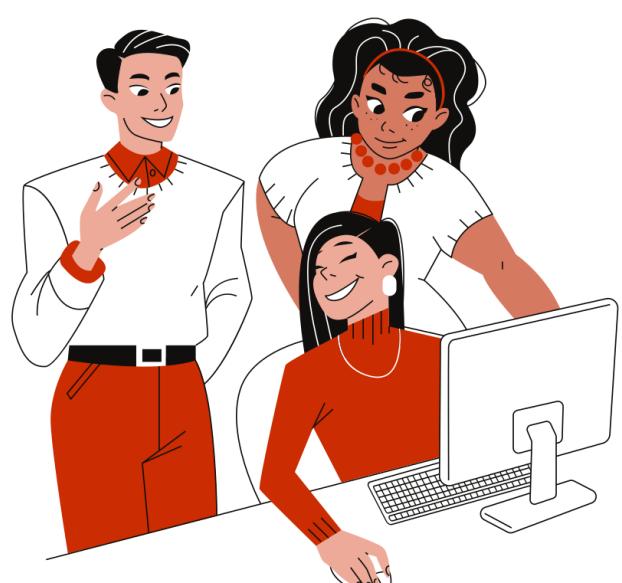
- Sagarika Chattopadhyay



It was a clarion call for us, the Mentors of the 5th Cohort ,who had already been a part of this journey. A session to help us unlearn, relearn , introspect , share our experiences and be enriched, to be ready to take up one more interesting challenge. It was a very well structured, interactive and informative session. Lu Mon was the key resource person and conducted with élan and precision.

We started off by sharing our personal experiences, proudest moments and biggest challenges, of our mentoring journey. This gave us an insight into what others had experienced in their journey. Watching the video of the mentee testimonials showed us the impact we had despite the challenging pandemic times.

Clint Misquitta conducted an informative and introspective session on the Nature and role of the mentor coach. He spoke about the 'Trust Equation'. Trust is enhanced by the 3 factors: credibility, reliability, intimacy; and reduced by self-orientation.



The most engaging part of the session was the sharing of experiences and how challenges were tackled by the mentors. This was a platform to voice our views, opinions, and concerns about our journey.

Takeaways

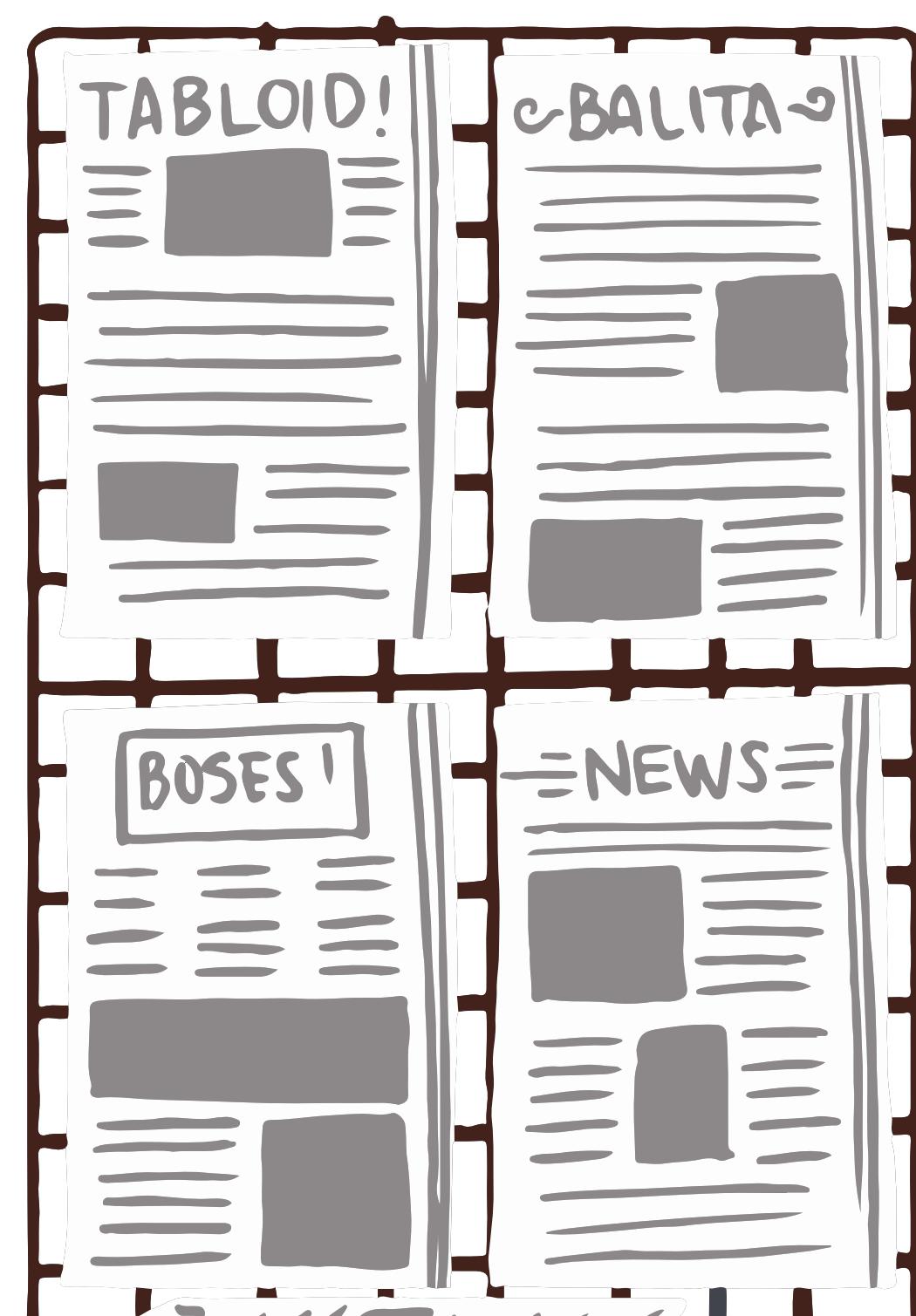
- The Mentee's agenda at that particular point in time is the priority
- To move from giving advice to holding a mirror to the mentee
- Strive to establish an Ask to Tell ratio of 70 to 30
- Be fully present. Listen with full attention and be comfortable with silences.
- It's okay to not know the answer.



Becoming a mentee with Take Charge

- Sanaika Ganesh

I am a person who enjoys learning new things and exploring the world, but I had no idea on how to start or where to start from and had so many unanswered questions.



I was totally lost, but then I was introduced to Take Charge by our parish priest, Fr. Melroy Fernandes from St. Francis Xaviers, Panvel. I've been so happy with my decision to go forward. My first step for Take Charge was the MFP i.e. Mentee Familiarization Program.

In the Mentee Familiarization Program which was held online due to the pandemic, all the prospective mentees attended a session where the Take Charge team explained what the whole Take Charge Mentoring program was all about and how we as mentees could benefit from it.

The Mentee Familiarization Program had the previous year mentees who spoke about their successful journey with their mentors. Through this sharing of experiences I saw how both the mentor and the mentee had a beautiful relationship together. It wasn't just about learning, but also finding yourself, getting to know more about your interests and goals and having fun at the same time. I couldn't ask for anything more.

The session gave lots of little bits of information about Take Charge through discussion panels formed by the previous year mentees. We learnt about the amazing workshops which would be held and most importantly - what the whole mentoring process was all about.

In the end, we had all our doubts cleared as well as knew what we were supposed to expect from the program and what was expected from us. I was excited and I couldn't wait to begin my journey with Take Charge.



The Take Charge 5 Mentees speak

Before we began the cohort, we asked the mentees to voice their thoughts on mentoring as they waited in anticipation of meeting their Mentors. Here are the responses of our mentees. It's great to know they are excitedly looking forward to a positive outcome through this process, it is impressive to see that they have their sights set up high.

“

I'm sure whoever is going to be my mentor is going to be great and I wish to learn everything I can from him/her...

Winston Pereira, 2nd year MBBS.

”

I wonder if my mentor would be exactly like what I picture her to be.

Shayanne D'Souza.
Trained vocalist,
aspiring Criminal psychologist

”

— “ —

I hope that my mentor will be someone who understands me well and whom I can easily open up to.

Romaine Alvares,
Currently teaches music.

”

I'm praying that my mentor is someone I can easily gel with and be friends with as well as hold high regard for.

Shifra D'Costa,
aspiring Physiotherapist.

”

“

Have put down a few points I'd like to begin working on and have tried to start improving on them, slow progress

Zaneta Raymond
passionate about acting & theatre

”

— “ —

I'm also excited to see what I'll be learning throughout the program and from other mentees too

Alysha Francisco
professional swimmer,
Studying for C.A.

”

What thoughts come to your mind while you wait to know who is your mentor? And about the mentoring program?

“

What do they think of me based on the feedback they have gotten until now.

Ashton Rodgers
Athletics,
bike-racing enthusiast

”



Please do share your insights, learnings, feedback or suggestions with us. We are constantly looking to improve and to provide an enriching experience for all involved. Your contributions are welcome and appreciated. Help us make this experience more and more meaningful. Again, a sincere thanks to all our contributors and to the team for helping us make this issue a success.

You can reach us at:

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[Take Charge Mentorship]

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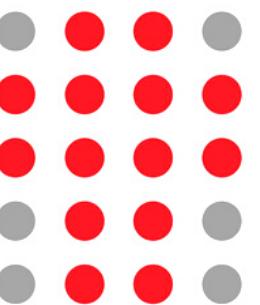


Send your responses to the team and stand a chance to be featured in our next newsletter.

Tell us...

- How I connected with my mentor/mentee?
- Were they what I imagined?
- What has been your learning so far?
- What would you like to know more of in our next newsletter?

Do share your creative work with us (poems, photographs, paintings, Writeups, etc.) we would love to showcase your talents.



TAKE
CHARGE

THANK YOU

FOR YOUR
Contribution

Mentees

Chrisann D'Souza
Sanaika Ganesh
Shawn D'Souza
Winston Pereira
Romaine Alvares
Shifra D'Costa
Shay'anne D'Souza
Shalen Mohod.
Spainlangki Marbaniang
Zaneta Raymond
Alysha Francisco
Ashton Rodger

Special thanks to Maryann Lobo

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