**Ethical Considerations and Intervention Design**

Action Research Project Prospectus

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**Ethical Considerations and Intervention Design**

Evidence-based, professional, ethical considerations cannot be ruled out in the rehabilitation of migrants in Sandiego to avoid iatrogenic, biased interventions especially when the influx of migrants in Sandiego is an issue of both local and national concern in the trending 2024-US political landscapes of both the GOP and the Democrats. Public and community outcry about Sandiego City and the community diverting its financial resources, and services to migrants is becoming louder by the day among voters. Interventions with iatrogenic effects present an uncomfortable reality in the context of evidence-based policy; namely, it is possible for interventions to do more harm than good (McCord, 2003). “[Abstract]”. Given this possibility, and evidence that it is not nearly as remote as we might wish (Welsh & Rocque, 2014), greater attention to interventions with iatrogenic effects seems deserving” (Welsh, 2020).” “[Conclusion]”.

**The Proposed Solution Strategy and the CRJP Contextual Approach**

The sociological practitioner (SP) proposes the CRJP Project Scheme to five identified major players in Sandiego City helping to accelerate the rehabilitation of the migrants:

1. The Compassion House Church (CHC), for the continuum of care and rehabilitation.
2. Fast Track Recruiters (FTR), for job placement and training, a branch of the CHC.
3. Social Justice Advocates (SJA), for human rights and legal advocacy.
4. Tola Healthcare Center, (THC) Sandiego, for all healthcare, counseling, and therapy.
5. The Sandiego City Council (SCC) will be an unofficial observer of the meeting.

The meeting outcome/deliberations will focus on the following areas of interest:

1. Continuum of Care: involving Shelter, food and nutrition, clothing, and necessities for the migrants under care.
2. Rehabilitation of 50 migrants, presently cared for by Compassion House Church (CHC) in Sandiego: Involving general healthcare, mental healthcare, drug counseling, and therapy.
3. Job Placement, and Skill training, social and domestic mentoring, and coaching.
4. Pilot Project Plan**:** and course of actions: To engage and collaborate with the Church, network, and link up with other social, governmental, and non-governmental groups, and Legal Advocacy for the migrants.

The sociological practitioner, SP, in conducting the CRJP project scheme will adhere to professional ethical standards in migration and its research studies. According to Clark-Kazak, C. (2021). Migration research poses ethical challenges because of legal precarity, the criminalization and politicization of migration, and power asymmetries. “[Abstract]”.

The SP in collaboration with the stakeholders, especially Social Justice Advocates (SJA), for human rights and legal advocacy in Sandiego City will acquaint itself with the Challenges associated with migration research studies, to enable it to conduct both socio-economic and legal advocacy for the migrants. SP would ensure there is respect for the individuals and communities and the migrants involved in the research, even though observational or indirect data collection will be employed. It would ensure the privacy and confidentiality of any information gathered are protected even in anecdotal or observational contexts. Its action research would establish ethics review processes and relational ethics norms tagged along project tasks and sub-tasks, benchmark levels, and milestones (indicators), designating the levels and metrics of advancements. This will “ facilitate dialogue on ethical issues in languages other than English, particularly languages most spoken by people in migration, and by people who are underrepresented in formal ethics processes and debates, especially those with direct experience of migration” (Clark-Kazak, 2021) [Abstract].

Efforts will be made to avoid harm in conducting both the CRJP study research and implementing the project in phases 1 to 4. There would be transparency in data and information gathering, dissemination, storage, and application. It will ensure that the research and interventions are culturally sensitive and appropriate to address potential or existing bias through staff training, mentoring, and coaching during the project implementation phases. Moreover, it will acknowledge and address any other potential or existing concerns about conflicting policy and socio-political misinformation, through effective communication, transparency, and accountability.

**Site Permission**: The project action research study has been approved by the Compassion House Church, CHC Board of Trustees. CHC presently houses fifty migrants on its farm site about ten miles outside Sandiego City by the border. The Church offers unrestricted access to its large sprawling farmlands with endless rows of trees with apples, grapes, and carrot fruits. Moreover, it has a large cattle ranch, piggery, and fishery farms. The CHC, in its humanitarian gesture, gives out its crop harvest to the poor and homeless in Sandiego. It offers some of its produce at very low, subsidized wholesale prices from its local food pantry to schools and nonprofit organizations. The fifteen thousand acres of farmland was donated to the Church by a prominent foundation in Sandiego about five years ago. Presently, the migrants numbering fifty with temporary work permits live inside the farm premises. The overriding goal of the action research project is to determine the possibility of CHC providing and sustaining its rehabilitation services to the migrants and to advance their placements in jobs Americans are not willing to do like piggery farming (the source of steak), road pavement and construction, rural farming, sewage control and dumpster ground jobs, industrial gutter cleaning, etc., mentioned earlier. However, to sustain the Church's goodwill, the project study will determine how the vast acres of land and its natural resources can be judiciously, and professionally scaled to a commercial enterprise within the parameters of ethical standards. This would enable it to generate sustainable, and substantial revenues to rehabilitate fifty or more migrants annually.

**Delivery and Evaluation Plan**

The CRJP project will be executed in four phases consisting of the following:

**Phase One** (Mar-May 2024)

**Initial community conversation begins:** The Project Proposal span is 1-3 months:

The sociological practitioner (SP) will inform and send project proposals to five stakeholders, Compassion House Church, (CHC), Fast Track Recruiters, FTR, Social Justice Advocates, (SJA), Tola Health Center, (THC), and the San Diego City Council (SCC) to familiarize and draw their attention to the proposed CRJP project. An informal meeting is convened to engage them in an open dialogue, and conversation to discuss and share their opinions about CRJP-rehabilitation, and migration interventions. This will take about three months involving some fact-finding meetings with the stakeholders. In the process, the stakeholders will deliberate on Migrants' continuum of care and rehabilitation and job placement, CRJP. SP will observe the meeting and conduct question-and-answer sessions about the project. In a month or two, SP will commence the project research study and analysis. He begins to prepare a report on migrants’ continuum of care, rehabilitation, and job placement, including the assessment of the risk factors involved.

**Phase Two** (Jun-Aug 2024)

**To identify Project Financial Sources in 3 Months**: SP, in consultation with CHC, will quantify the project costs. It will identify prospects and avenues for project financial sources and resources. Apart from the existing sponsors and donors, new corporate sponsors and business donors will be identified. SP and CHC will establish Go-Fund-me.com online. The project study will explore other areas of revenue for the project. Other areas of revenue generation would be established to sustain migrants’ continuum of rehabilitation. The Church farms will change from local farming to commercial enterprise.

Presently, the migrants serve as volunteers are paid healthy stipends, and are offered free accommodation, food and nutrition, free healthcare services on sight, free job training and placement, etc. Each migrant can opt to work if they have a work permit or volunteer under a special arrangement with the Department of Homeland Security, Sandiego.

**Phase Three** (Sept-Nov 2024)

**Project Funding, and Implementation Prospects in 3 months:** In three months, SP and CHC will explore the prospects for soft loans. SP and CHC will determine how and when to secure soft loans of about one and half million dollars to modernize its mechanized farming, to procure modern farming machinery and tools like earth tractor excavators, seed planters, fruit harvesters, solar panel installation, etc.

Presently, the CHC has an existing annual income of about $2.5m accruing from Church members’ contributions, donations from Christian foundations, and nonprofit and profit organizations. Moreover, the CHC generates revenues from the sales of farm produce, tons of apples, carrots, live pigs, and cow supplies to slaughterhouses in and around Sandiego city and county. The study shows that an additional soft loan amount of $1.5 million would boost its revenues by 30% to 55%. The projected annual budget consisting of capital and recurrent expenditures will cover migrants’ housing, and upkeep, job placement, procurement of modern farming tools, earth excavators, seed planters, dairy milk pasteurization machines, fruit harvesters, solar panel installation to generate electricity on the farm site, etc. The projected returns on investment in the first year is about two million dollars realizable from sales of tons of apple fruits, carrots, and grapes to wineries, and supply of herds of live cattle and pigs to slaughterhouses. Others include sales of packaged vegetables, spinach, and green tea to supermarkets.

**Phase Four** (CHC becomes CHC Enterprise, LLC, that is CHCE)

**Project reviews, assessment, and evaluation in 3 months:** The CHC will transition to CHC Enterprise, LLC, (CHCE). It will be separated from the CHC management. Amid the project study analysis and process in phase four, there will be a pilot scheme in place, to digitally simulate the input and output viability and outcomes of the Project implementation. Moreover, it will determine how the CHCE can transition from local agricultural, farming to modern agricultural, commercial enterprise. It will seek avenues to generate income revenues to sustain the continuum of migrants' rehabilitation, and job placement (CRJP). Gradually, the Church management formerly called the CHC will establish a separate business entity called the CHC Enterprise LLC, (CHCE) to separate it from the Church's religious services and operations. In the interim, the SP will serve as the Volunteer CEO of CHCE Enterprise, LLC (CHCE).

Criteria for evaluating the interventions: Project evaluation is a critical process that helps assess the performance, outcomes, and effectiveness of a project. It provides valuable information about what worked well, areas for improvement, and lessons learned (Creately Publications, 2024).

**The key elements in the project interventions are fivefold, namely:**

i) \_Clear Objectives, Goals, and Criteria:The main goal of the project is to accomplish the CRJP, a continuum of care, rehabilitation, and job placement of migrants presently residing at the CHC rehabilitation center in Sandiego, and other migrants in the future. Secondly, CHC will transition to become CHE Enterprise, LLC (CHCE for short). This is made possible by setting clear objectives in the four phases highlighted in this report. To re-echo this, the CRJP proposals will be deliberated upon by five stakeholders, SP, CHC, FTR, SJC, and SCC.

The measurable outcome is when these migrants are gainfully recruited to do odd jobs and earn a living, or when they put their training skills to use as independent local entrepreneurs or local vendors in local businesses. The success of this project can be quantified by the number of migrants that are rehabilitated with skills, recruited, and become financially independent. These objectives are attainable with the collaboration of stakeholders working as a team.

ii) In the evaluation, cost-effectiveness is taken into consideration. The CRJP project will be completed in twelve months in four phases within the set timeframe because the proposed CHCE already has the commercial business infrastructure (modern farming machinery, equipment, and tools, systems of productive farming, product warehousing ready for supplies, administrative, marketing and sales departments. The stakeholder's satisfaction with the CRJP project will be determined through feedback questions and answer sessions, and the open conversations had with them.

iii) Emphasis will be placed on Data collection and analysis using quantitative and qualitative data collections involving observations, surveys, interviews, and some statistical analysis charts and graphs where necessary. Applicable project evaluation depends on the collection of significant data to assess project performance.

iv) Performance Measurement: will include assessing the project’s advancement, productions, and outcomes about the shown objectives and criteria, tracking key performance indicators (KPIs), and evaluating the project’s adherence to schedules, budgets, quality standards, and stakeholder requirements.

v) Effective communication requires inter and intra-communication, vertical and horizontal information flows with management, project sponsors, and a host of others are critical. When measuring project performance, you’re tracking specific project metrics that you can monitor to measure your project performance. The most common project performance metrics are cost, time, scope, quality, risk, and resources (Schwartz, 2023).

**Evaluation of Project Results**

Project evaluation results are crucial and are contingent on project performance measurement. Project performance measurement, and evaluation is the process of collecting, analyzing, and reporting data on the progress, outcomes, and impacts of the project. It helps to monitor and control the project, communicate the results, and learn from the successes and failures (Business Strategy & LinkedIn publications, 2024). A clear analysis of the projected results will be based on seven management models or tools, namely, i) The SMART objective model, is specific, measurable, achievable, relevant, and time-bound (with tasks, subtasks, benchmarks, and milestones). They will provide clear and realistic targets for the project and set the basis for measuring the performance against them. The SMART objectives will be used to determine the purpose of the project, the desired outcomes and benefits, the stakeholders’ expectations, and the project milestones. To Leonard, K., & Watts, R. (2022). There are a lot of benefits to setting S.M.A.R.T. goals. – The S.M.A.R.T. goals help to give an objective and identify strengths and weaknesses. It motivates you to succeed in working to meet or beat it. ii**)** SWOT Analysis is a tool used for strategic planning and strategic management in organizations. It can be used effectively to build organizational strategy and competitive strategy. In this sense, an organization exists in two environments, one being within and the other outside. -“SWOT Analysis is a simple but powerful tool for sizing up an organization’s resource capabilities and deficiencies, its market opportunities, and the external threats to its future” (Thompson et al., 2007: 97). iii) The SOAR analysis. SOAR stands for Strengths, Opportunities, Aspirations, and Results. This is the most positive analysis on the list and is one of the most popular. This method requires the evaluation of the “six Is” of collaboration (initiate, inquire, imagine, innovate, inspire, and implement). iv) SCORE analysis. SCORE stands for Strengths, Challenges, Options, Responses and Effectiveness. Many like the “challenges” point of SCORE because it encompasses Threats, Weaknesses, and obstacles in a single point while making all of them more of a positive opportunity. The SCORE methodology also focuses on actions you can take to improve instead of just focusing on the information from the analysis. vi) Gap analysis looks at where you’re at right now, where you want to go, and how you close the gap between the two. vii) The Cost Benefit Analysis (CBA) is a practical technique that scrutinizes the advantages and drawbacks of various alternatives to enable better decision-making (Forbes Advisors, 2024).

The Highlights of the project proposal in Appendix 1A, page 12, offer a partly broad picture of the proposed CHCE, LLC. It portrays four phases of the action project research, the project goals and objectives. They offer the practical blueprint to launch the initial stages of the CRJP project.

The Gantt Chart in Appendix 1B page 13, is a broader blueprint model. It presents the project phases, major tasks, and subtasks, including the project span, benchmarks, and milestones for brevity and project comprehension. The tasks to be performed are typically displayed on the vertical axis of the Gantt chart, along with their time intervals on the horizontal axis. The position and width of the horizontal bars on a Gantt chart reflect the start date, duration, and end date of each planned activity**.** Gantt chart allows you to see at a glance: the activities/events that make up the work breakdown structure of a project; When each task begins and ends; How long each activity is scheduled to last; Where and by how much some activities overlap with others (Office-Timeline, 2024).

**Highlights of Project Proposal Appendix 1A**

|  |  |  |  |
| --- | --- | --- | --- |
| **Phases****Nos** | **Details / Objectives**  | **Project duration** | **Project Goals & Outcome** |
| 1. | The sociological practitioner (SP): To inform and send project proposals to all stakeholders, Compassion House Church, (CHC), Fast Track Recruiters, FTR, Social Justice Advocates, (SJA), Tola Health Center, (THC), San Diego City Council, SCCSP designs the project research study | 3- Months | * Stakeholders deliberate on Migrants' continuum of care and rehabilitation and job placement.
* SP observes the meeting.
* SP conducts questions and answers about the project when more meetings arise.
* SP unveils the project research study report to CHC, FTR, and THC.

SP prepares a project report on migrants’ continuum of rehabilitation, care, and job placement. |
| 2. | SP and CHC: To identify prospects and avenues for project financial resources. To explore sources of other areas of revenue for the CHC project | 3- Months | * SP and CHC quantify Project costs.
* Sponsors and donors are identified.
* SP and CHC establish Go-Fund-me.com online.
* SP and CHC establish areas of revenue to sustain migrants’ rehabilitation.
* CHC farms change from local farming to commercial-oriented, mechanized farming.
* Engage migrants as paid laborers or workers.
 |
| 3. | SP and CHC advance prospects for soft loans, support migrant entrepreneurship, local business, etc. | 3- Months | * CHC shall secure soft loans of one to two million dollars for modern farming tools,
* Purchase of earth excavators, seed planters, fruit harvesters, and solar installation, to support migrant entrepreneurship, etc.
 |
| 4. | Project Reviews, Assessment, and Evaluation. | 3- Months | * There is project review, assessment, and evaluation through study, process analysis, and evaluations.
* Project Implementation. Local agro-farming will become fully mechanized, commercial, and offering whole and retail sales of produce.
* Generates income revenues to sustain the continuum of migrant rehabilitation and job placement **(CRJP)**
 |
|  | **Total** | **12 Months** |  |

**ii) The Simple Gantt Chart (Customized) Appendix 1B**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **A** | **B** | **C** | **D** | **E** | **F** |  |  |  |  |
| **Phase****Nos** | **Project Tasks** | **Start Date** | **End Date** | **Duration Days/Month** | Project Phases and Task |  |  |  |  |
| **One**i | Initial Community Conversation /with stakeholders: SP, CHC, SJA, THC, SCC. | 3/01/24 | 3/07/24 | 7 Days | Initial Community Conversation |   |  |  |  |
| ii | Develop CRJP Project Proposal. | 3/07/24 | 3/30/24 | 23 Days | Develop CRJP Project Proposal |   |  |  |  |
| iii | SP Commences project research/study. | 4/1/24 | 5/31/24 | 60 Days | SP Commences project research/study |   |  |  |  |
|  | **Sub Total** |  |  | **90 Days** |  |  |   |  |  |
| **Two****i** | SP and CHC Identify project financial sources /resources. | 5/02/24 | 5/31/24 | 30 Days | SP and CHC Identify project financial sources /resources.  |  |  |  |  |
| ii | Sponsors and donors are identified. | 6/01/24 | 6/15/24 | 15 Days | Sponsors and donors are identified |  |  |  |  |
| iii | Establish go-fund-me.com | 6/15/24 | 6/30/24 | 15 Days | Establish go-fund-me.com |  |  |  |  |
| iv | SP and CHC establish financial resources, and capacity-building programs to sustain 50 migrants  | 7/01/24 | 7/15/24 | 15 Days | SP and CHC establish financial resources to sustain 50 migrants |  |  |  |  |
| v. | CHC commercializes farming services into wholesale and retail outlet services. | 7/15/24 | 7/30/24 | 15 Days | CHC commercializes farming services into wholesale and retail outlet services. |  |  |  |  |
|  | **Sub Total (B)** |  |  | **90 Days** |  |  |  |  |  |
| **3.** **i** | SP and CHC advance prospects for a soft loan of $2.5 million | 8/01/24 | 8/31/24 | 30 Days | SP and CHC advance prospects for a soft loan of $2.5 million |  |  |  |  |
| ii | CHC prepares a budget incorporating capital and recurrent expenditures | 9/02/24 | 9/31/24 | 30 Days | CHC prepares a budget incorporating capital and recurrent expenditures |  |  |  |  |
| iii | SP/CHC plan and research/procurement of farming tools and modern agro machinery/ solar/Harvesters, support migrant entrepreneurship, etc. | 10/01/24 | 10/31/25 | 30 Days | SP/CHC plan and research/procurement of farming tools and modern agro machinery/ solar/Harvesters, support migrant entrepreneurship, etc. |  |  |  |  |
|  | **Sub Total (C)** |  |  | **90 Days** |  |  |  |  |  |
| **Four****i.** | CRJP Project Reviews/Assessment and Evaluation | 11/01/25 | 11/30/25 | 30 Days | CRJP Project Reviews/Assessment and Evaluation |  |  |  |  |
| **ii** | CHC agro services are mechanized, SP/CHC designs Wholesale and retail outlets for agro produce/apples/carrots/beef and fish stocks’ supplies to supermarkets | 1/01/25 | 1/30/25 | 35 Days | CHC agro services are mechanized, SP/CHC designs Wholesale and retail outlets for agro produce/apples/carrots/beef and fish stocks’ supplies to supermarkets |  |  |  |  |
| iii. | Stakeholders hold meetings to lend support to SP/CHC project funding /migrant advocacy, etc. | 1/31/25 | 2/29/25 | 30 Days | Stakeholders hold meetings to lend support to SP/CHC project funding /migrant advocacy, etc. |  |  |  |  |
|  | **Sub Total (D)** |  |  | **95 Days** |  | **MAR-MAY ‘24** | **JUN-AUG****‘24** | **SEPT-NOV****‘24** | **DEC ’24-****FEB ‘25** |
|  |  **Total:** **Rows of A, B, C and D** |  |  | **365 Days** | **One Year** |  |  |  |  |

**Sociological and Faith-based Intervention in Migration**

In the sociology of migration, the dynamics of humanitarian interventions are glaring and greatly influenced by the Christian traditional, dogmatic, and doctrinal norms and values often seen as playing out at the CHC enterprise in Sandiego. Religion is often a significant factor in the degree and nature of migrant incorporation. Particularly significant here is any contrast between prevailing religious norms in migrants’ place of origin compared to their destination, albeit the degree to which migrants alter their religious beliefs and practices is only one of many aspects in which they might become incorporated in their place of settlement” (Bond, 2022). “[Abstract]”. Faith-based organizations, FBOs may harness greater moral authority than other non-faith-based organizations which enables them to reframe humanitarian issues and debates about relief and assistance. They may also have greater reach because they can connect with local religious groups “on the ground” before other international actors arrive (Miller, 2015).

**Reflections**

 The action research project and process were not an easy task to undertake especially convincing the board of trustees of the Christian Humanitarian Church, CHC to create an autonomous business branch called the CHC Enterprise, LLC. Most of the trustees see the proposed change from CHC to CHC Enterprise, LLC as deflecting from the true concept and values of their religious persuasions. As the research project proceeded by the day, the board of trustees gradually began to see the true picture through Gantt's illustrations on page 13. The board soon discovered that the CHC income it generates from its members' contributions (as a Church), donors, and well-wishers were not sufficient, and cannot sustain the CHC’s increasing humanitarian services, legal and social advocacy for the vulnerable, homeless, and poor migrants under its care.

 The project's impact on the graduate student, coupled with the understanding of sociological and faith-based perspectives was amazing. The SP was nurtured in the multidimensions of the action project reports in its transformational process (Reid, 2020), as he becomes more conversant with the critical analysis of project research studies, involving the disciplinarity and the interdisciplinarities in modern Christian and secular-oriented organizations.

The action research project on the continuum of rehabilitation and job placement of migrants referred to as the CRJP mentioned earlier, will contribute immensely to constructive social change in Sandiego city and the county. The contextualization of the sociological imagination theory of C. Wright Mills was helpful in the Sandiego City migration intervention. The theory created a “vivid awareness of the relationship between personal experience and the wider society” (Nowaczyk-Basińska & Kiel, 2024). “[Abstract]”. C. Wright Mills further posits that the relationship between individual experiences and larger social forces is crucial. Durkheim’s structural functionalism theory revealed how through the structural-functional approach, society is seen as a collection of interrelated parts. A system is dynamic when it strives toward equilibrium. These analyses were not only great resources for learning experiences, but they also became compelling sources of data and information to undertake the CRJP project which soon transitioned into CHC Enterprise, LLC, mentioned earlier.

The sociological, economic, and religious interventions applied have “changed the world” in the context of the migrant problems being addressed. The Sandiego City migration may look like a microcosm of the national immigration issues, but it is certainly not a small fry. This project demonstrates how the seemingly problematic issues about migration can best be analyzed, evaluated, and tackled to derive multidimensional results in the depleting labor force industries. Most jobs like cleaning, industrial farm labor, dumpsite labor, sewerage system jobs, road construction, piggery, timber, and industrial labor are mostly done by migrant labor. They are jobs Americans ordinarily don’t want to do. Some migrants will be able to utilize the short training received from CHCE, LLC to become grassroots vendors and local entrepreneurs in the restaurant and food retail business in Sandiego City and the county. Some migrants have become independent entrepreneurs paying taxes, thereby boosting the social security contribution.

The broader implications of the CRJP and the CHC Enterprise, LLC project for society and future research in applied and clinical sociology are apparent. The great reminder is that social institutions like the CHC and CHCE are vital in societies (Arli et al., 2023), like the Sandiego community which reflects multicultural diversities, identity, and traditions. They enhance groups' social engagement and interactions, abiding by the public code of conduct (courts and police). However, after an unprecedented year of global pain, loss, and uncertainty, a new report finds that 2020 marked "an epidemic of misinformation and widespread mistrust of societal institutions and leaders worldwide (Aguilera, 2021). There has been lots of misinformation about the influx of migration at the Sandiego border. Some political leadership believes the influx of migrants is creating an avalanche of crimes, run-down Sandiego city budget, and pathetic homelessness on its streets. While this may not be all true, or substantiated, the peddled rumors have created some political, liberal, and conservative extremism, in both major US political parties, brewed and sown through leadership greed. Hosea 4:6 (People perish for lack of knowledge). The question is what happens when the support from the Fed, Sandiego City Council (SCC), corporate funding, and donations dry up from the CHC and CHCE’s coffers? Another probable situation may arise when a new political leadership is elected after the November 2024 US general elections in Sandiego City and the county. The creation of the CHC Enterprise, LLC, a branch of the CHC could not have come at a better time, as it takes a proactive, robust posture in secular entrepreneurship to avert any probable socio-economic issues that may arise.

It was initially contemplated that the CRJP project would be solely a nonprofit project and Christian leadership, mainstream (Branson & Martinez, 2023) until the project study proceeded with some in-depth analysis broadening its scope by re-calibrating its financial prospects amid socio-economic and political uncertainties. In contemplating how the project aligns with or diverges from the initial expectations it was obvious the project would be solely Christian-oriented. Even modern nonprofit, Christian organizations embrace the doctrinal saying that “if a man will not work, he shall not eat.” **“[**2 Thessalonians 3]”.The hermeneutical interpretation tends to mediate the compulsive or driven need to work through divesting (separating dogged Christian doctrines or inclusive of them) and investing through the creation of a socio-economic-oriented business. The business partly bears the hallmarks of Christian doctrinal values, but also aligns with modern industrial, and commercial precepts in the newly created CHC Enterprise, LLC.

**Conclusion**

The compelling aspect of the Continuum of Rehabilitation and Job Placement of Migrants, the CRJP project is when it gradually transitions from a square-peg dogmatic practicing Christian organization, the CHC into a CHC Enterprise LLC. That is, in its attempt to exercise the noble Pauline- principles in 2 Thessalonians 3, it will encourage one to “work” and be productive, and to “eat” and earn a decent living. Several modern management models, strategies, and tools were consulted as options. In the project strategy contextualization, the project performance measurement was made possible by the SMART objective model, which is specific, measurable, achievable, relevant, and time-bound tasks, subtasks, and milestones. The S.M.A.R.T. goal helped to give an objective and identify strengths and weaknesses (Leonard & Watts, 2022). The SWOT Analysis was used effectively to build organizational, competitive strategy - for sizing up an organization’s resource capabilities and deficiencies, its market opportunities, and the external threats to its future” (Thompson et al., 2007: 97).

Summary Findings**:** The simultaneous use of the GAP analysis, Cost-benefit analysis, and the simple Gantt Chart has enabled the SP and the CHC board of trustees to look at where the continuum of care and job placement of the migrants, CRJP, and CHC Enterprise, LLC are right now, and where it wants to go in the future. That is, CHC Enterprise will be increasing its current budgetary allocations of about 1.5 million dollars, to boost the CHC Enterprise agricultural sales between 1.5 and 2.5 million dollars. The projected annual income generation is about $2.5 million and 5 million dollars in one to two years of wholesale and retail sales from its massive agricultural farms. The well-structured farms will produce tons of apples and carrots, and sell thousands of cattle, pigs, and fish annually to already established supermarket outlets it has done business with for upward of about five to ten years. The projected marketing outputs include tons of spinach and other brands of vegetables and fruits, tons of volumes of packaged dairy products, milk, and yogurts. Other areas of financing come from soft loans, donations, go-fund-me.com, and from foundations, etc. The implications could arise when the CHC Enterprise is faced with rising inflation, low sales to supermarkets, and climate change involving tornadoes, floods and droughts, disease outbreaks in its animal rearing, farming, etc, that might affect their overall outputs. The industrial and commercial competition in the agricultural business is another factor that can derail CHC Enterprise, LLC’s market potentialities unless it is proactive in its performance and productivity.

 The sociological practitioner, SP suggests a future action research study is imperative to keep the CRJP and the CHC Enterprise aglow with some competitive advantage. The future project would be designed to review the tasks and sub-tasks, the success patterns of the set benchmarks, and the achievable milestones, goals, and objectives, especially through digital Gantt Charting, accounting, and auditing reviews. These professional reviews will be conducted by management and accounting experts (CPAs-Cost Public Accountants, CMAs-Certified Management Accountants, and Certified practicing investment experts) under the leadership of the sociological practitioner, SP. This will be in collaboration with the CEO and top management of CHC Enterprise, LLC. The future project reviews would ensure the migrants are given accelerated training in capacity building and entrepreneurship accompanied by job placement, soft loans for street vendors, mobile restaurants, and opportunities for job placements in multifaceted industries. This in essence monitors the output factors, the returns on investments committed, and the accruing outcomes in the migrants' rehabilitation, CRJP project upon which the CHC Enterprise, LLC drives its productivity, performance measurements, and evident, tangible results.

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