**Education, Church, and Rehabilitation**

**Migrants do Jobs Americans will not**

**do in San Diego City, California**

**Peter Abraham Airewele**

**Omega Graduate School**

**April 7, 2024**

**Project Chair: Dr. Curtis McClane Ph.D.**

# **Table of Contents**

|  |  |  |
| --- | --- | --- |
| **1.** | **Introduction and Problem Statement** ............................................................ | 4 |
|  | A. Introduction................................................................................................ | 4 |
|  | B. Statement of the Problem Statement ......................................................... | 4 |
|  | C. Outline of Objectives and Study Scope..................................................... | 6 |
|  | i) The chosen sociological theory...........................................................  ii) Highlights of the Societal Significance............................................... | 6  7 |
|  |  |  |
| **2.** | **Background and Sociological Theory and Faith-Based Analysis** ............... | 8 | |
|  | A. Overview of Research and Problem Background ..................................... | 8 | |
|  | B. Historical Context...................................................................................... | 8 | |
|  | C. The Pilot Scheme, CRJP Conceptual Approach....................................... | 9 | |
|  | D. Analysis of the Problem through Sociological Theory........................ | 9 | |
|  | E. Faith-Based Analysis of the Problem using NT Wright's "7 universal......  human longings | 11 | | |
|  | i) **To Relate the CRJP project to N.T. Wright’s principles and**........  **longings**. | 11 | | |
| **3.** | **Ethical Considerations and Intervention Design**.......................................... | 14 | | |
|  | A. Ethical Consideration, CRJP Project, and a Detailed Plan for the............  Intervention | 14 | | |
|  | i) The CRJP Contextual Approach and the Proposed Ethical.................  Solution Strategy.  ii) The Initial Meeting Deliberations........................................................ | 14  15 | | |
|  | B. Potential Ethical Issues, Linking the intervention to sociological ............  and faith-based analyses. | 15 | | |
|  | i) Site Permission.................................................................................... | 16 | | |
|  | C. Highlight on Proposal on the 4-CRJP Project Phases, Delivery, and........  Evaluation Plan. | 16 | | |
|  | i) Phase 1 (Mar-May 2024) ..................................................................  ii) Phase II (Jun-Aug 2024)....................................................................  iii) Phase III (Sept-Nov. 2024)................................................................  iv) Phase IV (Dec’ 2024-Feb’ 2025) ....................................................... | 16  17  17  18 | | |

|  |  |  |
| --- | --- | --- |
|  | D. Criteria for evaluating the interventions..................................................... | 18 |
|  | i) The Key criteria elements in the project interventions......................... | 19 |
|  | ii) Performance evaluation criteria........................................................... | 19 |
|  | iii**)** Some applicable business-management models and tools................... | 20 |
|  | iv) The Gantt Chart as a tool in Table 3.2 page 31................................... | 20 |
|  | v) Reflection.............................................................................................. | 20 |
|  |  |  |
| **4.** | **Conclusion**.......................................................................................................... | 22 |
|  | A. Summary of findings and implications........................................................ | 22 |
|  | i) The CRJP project prospects, and strategic innovation..........................  The 10-column illustration in the Gantt Chart, Table 3.2, page 30 | 23 |
|  | ii) The Four major roles of the new CHC Enterprise, LLC......................  Upon project implementation in 2025 | 23 |
|  | B. Suggested future research or action directions............................................ | 23 |
|  | C. The broader implications of the CRJP project and the CHC ......................  Enterprise, LLC. | 24 |
|  | D. Highlights of the project proposal are illustrated in Table 3:1....................  on page 30. | 24 |
|  | E. Ten, 10-Column illustrations of The Gantt Chart in Table 3.2, page 31..... | 25 |
|  |  |  |
|  |  |  |
|  | **References.**.......................................................................................................... | 26 |
|  | **Glossary, Tables, and Charts:**.......................................................................... | 30 |
|  | 1. Highlights of the CRJP Project Phase 1 to IV, in Table 3.1............   on page 30. | 30 |
|  | ii) The Gantt Chart (Customized) in Table 3.2....................................... | 31 |
|  | iii) Re-echoing the Ten 10-column illustrations of the Gantt Chart........ | 32 |
|  | (Table 3.2, on page 31). |  |

1. **Introduction and Problem Statement**

**A. Introduction**

The immigration system at the Sandiego borders is broken and dysfunctional. However, the prevailing issue is not all about the influx of migrants alone but, it is about what to do with thousands of migrants, even when the local authorities seem oblivious to the colossal human capital wasting out in the open. Sandiego is the second largest and most cosmopolitan city after Los Angeles in California. The city is embroiled in the influx of migrants in their thousands squatting in shopping malls, busy streets, and neighborhoods. They are migrants from neighboring South American, Asian, African, and Eastern European countries. The so-called Coyote Gangs are reaping off these migrants, and they use the Mexico routes as the conduit for the passage of these migrants to Sandiego and its county environs. San Diego is not a sanctuary city, and from all indications, law enforcement in San Diego seems sympathetic and is not willing to arrest any of these illegal migrants.

**B. Statement of the Problem**

The primary problem, for Compassion House Church, CHC, Sandiego is the inadequate financial resources to meet the cost of rehabilitation, and skill training for the vulnerable-looking migrants already under its care in San Diego City. Although some of the migrants may have access to healthcare, hospital, and blue-collar jobs, most of the migrants with temporary work permits are doing the odd jobs Americans are not willing to do like poultry and piggery farming, dump-yard labor, sewage system maintenance, and cleaning, industrial plumbing, and ocean plastic and debris cleaning. The Compassion House Church, CHC, creates some managed shelters to rehabilitate some migrants on its farmland. Some critics see the efforts of the CHC Church as condoning the influx of migrants to the city's detriment, thereby creating financial burdens for the city council and the inhabitants. Several schools of thought see the criticism against the Churches and non-governmental advocates for thousands of asylum seekers as baseless and exaggerated.

Sandiego City and county are overwhelmed with homeless and jobless migrants squatting in tents and along busy shopping malls, etc. This is causing some huge negative impacts on the economic life, and social well-being of the people, and the educational resources of Sandiego City and the community. The city does not have sufficient financial resources to cope with the endless flow of migrants in the city metropolis. In a press release on 3 March 2019, the Mexican Ministry of Foreign Affairs triumphantly vowed Mexico’s adoption of the UN Global Compact for Migration and declared that ‘Mexico has stopped deporting hundreds of thousands of Central American migrants’ (SRE Citation 2019). As a country of emigration, Mexico’s economy is heavily dependent on remittances sent home by Mexicans abroad, mostly but not exclusively from the United States (Serrano Herrera and Vega Citation 2021)(Campos-Delgado,2024, para .1 and 8). Introduction. The cat looks let out of the bag here. How? From all indications, emigration from South America and Mexico has not been sufficiently managed or controlled despite several government releases and conference initiatives. Can the national remittances to these South American countries by hundreds of thousands of migrants estimated to be billions of dollars annually make them ignore emigration control?

The US Immigration issue has been unresolved and heavily politicized since the governorship of Ronald Reagan between 1967 and 1975 and to this day. California has more immigrants than any other state- and is home to almost 11 million immigrants— about a quarter of the foreign-born population nationwide. In 2019, 27% of California’s population was foreign-born, more than double that of the rest of the country. If California were its own country, it would have the world’s fifth-largest immigrant population than several countries (Johnson et al., 2021) Introduction. Until recently, the US government's initial open-door policies may have exacerbated the immigration situation. The Sandiego, US-Mexico Border is the most traversed in the world (Gerber, 2024, p. 6, para.2).The unprecedented number of families and children has fueled public anxiety about the migrants who are poor and undocumented. They are depicted as a national security threat -accused of stealing jobs, committing crimes, and spreading disease (Terrio, 2024, para. 8). Introduction 

**C. Outline of objectives and study scope**

|  |
| --- |
| * To identify stakeholders like Compassion House Church, CHC, in Sandiego currently providing rehabilitation services to fifty migrants under its care, regularly on its large farmlands, including other subsequent migrant admissions in the future. * To collaborate and provide fast-track training to the vulnerable migrants at CHC who are willing to do odd jobs Americans are not willing to do like farm labor, piggery and poultry farming, dump site labor, industrial maintenance and cleaning jobs, auto mechanics, industrial agriculture, sewage cleaning, and plumbing, road construction, and miscellaneous local industries in Sandiego City and county. * To identify, establish, and sustain solid business relations with several agricultural and industrial employers who are willing to employ migrants who have some basic professional working skills. |

**i) The chosen sociological theory**: The issues of migration at the border tend to

relate to the sociological theory of Structural functionalism, which suggests that the family and societal systems are functional structures. Migration has long been a topic of research in sociology, -From the sociological perspective, we describe migrants as individuals, connections within a network, and members of a community (White, 2016). Abstract. Especially when their motives for migration are economic, social well-being, safety, and security of migrants running away from persecution in their countries of origin.

**ii) Highlights of the societal significance:** This project will inform Compassion

House Church, CHC, Sandiego, and the community to become aware that the city can utilize the tremendous migrant labor force in jobs like farming, school bus driving, truck driving, sewage, City and industrial cleaning, road construction, handyman and plumbing and cattle ranch, and so much more mentioned early. It will transform the city into an economic and financial powerhouse in the state based on taxable and social security incomes.This project will benefit the legislators, the people, and the communities to see both the positive and contrary sides of uncontrolled and controlled migration. Despite the status of migrants, sometimes they constitute the labor force desired in local farming industries short of the required labor force in Sandiego City. However, a sensible immigration system will create opportunities for human capital investment from hundreds and thousands of undocumented migrants who are skilled or can be trained and yet perhaps undocumented or homeless on the streets of Sandiego for lack of humanitarian help.

1. **Background and Sociological Theory and Faith-Based Analysis**

**A. Overview of Research and Problem Background**

Despite the sovereign right to secure the international border, border security has become a divisive and emotionally charged topic in the United States (Smietana Jr., 2024), Abstract. Smietana rightly observes that this issue of migration is “divisive and emotionally charged.” The divisiveness can be quantified based on the US local and national partisan politics between the conservatives and the liberals on the one hand, and even between the liberals and the progressives among themselves on the other. A considerable faction on both sides believes the Sandiego border migration has broken and is significantly impaired.

**B. Historical Context**

Sandiego communities share a common bond in history, cultural traditions, folklore, and tribal affiliation with most migrants from Asia (China, India, and Vietnam), South America (Mexico, Peru, Ecuador, Venezuela, Cuba, Argentina), and Eastern Europe (dating back to their ancestral origins in the Americas in the 1400s and 1600s. The questions academia and political pundits ask are how and why immigration suddenly got out of control in Sandiego city and the county environs like a mirage in such a short time. Could the financial returns to South Americans, Asians, and the Eastern European governments (where these migrants come from) be responsible for countries other than the US not controlling their borders? Perhaps yes or no. However, the study shows that the root causes for the influx of migrants from Eastern Europe, Asia, and South American nations to Sandiego are due to poverty and persecution in their countries. Furthermore, the other compelling reason for their migration to Sandiego is to attain financial well-being for themselves and their families. Despite the colossal sum of money they pay to travel, the Coyote gangs take undue advantage of these migrants, asking them to pay illegal hefty fines for the right of passage through the border town with interest upon earning a living in Sandiego.

**C. The Pilot Scheme, CRJP Conceptual Approach**

The continuum of care, rehabilitation, and job placement, CRJP, may sound complex and cumbersome in context and plan. However, the student author, or sociological practitioner (SP, for short) will consult with some theorists’ principles to develop feasible strategies bathed in secular and divine precepts (OGS.Edu, 2024), to navigate the study project and develop solutions that primarily accommodate the migrants at CHC Church already in Sandiego. The CRJP pilot scheme will design a fast-track model of rehabilitation and job placement approach to wean off the migrants from care in 30 to 90 days of initial group housing, food, and medication, through skill-set orientation, and job placement. It will not be the usual finger-pointing by local legislators and politicians as it is presently. Efforts will be made to collaborate with government and local non-governmental agencies in Sandiego City to address the hardship of these migrants, especially the vulnerable ones when and where necessary.

**D. Analysis of the Problem through Sociological Theory**

**The sociological imagination theory of C. Wright Mills:**  relates to the CRJP pilot project in its contextual precepts, and framework of societal, and experiential relations. This will be helpful in the CHC Church's intervention in the migrants’ rehabilitation and job placement. Sociological imagination is a concept that refers to the ability to connect personal experience with larger social structures and to see the link between personal troubles and public issues. This allows us to see how our environment and society influence our lives (Meridian University.edu, 2023, para .1 and 2). Introduction. C. Wright Mills suggests that the relationship between individual experiences and larger social forces is crucial. Social problems are greater than the sum of their parts. Societal issues must be understood within their historical context. Social issues should be researched, and activism is insufficient (Reichard et al., 2024; Wright, 2024).

Dialogic communication: The sociological practitioner, SP will invite the stakeholders, CHC, Church, and some community members in Sandiego to open discussions on how migration issues can be best addressed through dialogic communication and education. The SP will observe the meeting agenda (designed by the practitioner), record it, and produce reports on how the migrant labor force and workforce can be best utilized to fill the gaps of the depleting labor force in Sandiego City and county in agricultural and allied industries.

How theory aids understanding**:** The theoretical concept of Kurt Lewin underscores Lewin’s participatory and interactive process of planning, action, observation/and fact-finding (OGS.edu, 2024). Durkheim’s structural functionalism theory is echoed by Wasilah (2023): In the structural-functional approach, society is seen as a collection of interrelated parts. In society, reciprocity and symbiotic relationships are mutual. A system is dynamic when it strives toward equilibrium. The existence of social dysfunction or social differences can eventually be resolved by itself because of adaptation and institutionalization processes (Abstract).

Applied sociology translates foundational sociology to non-academic audiences. Clinical sociology incorporates translational with design, implementation, and evaluation interventions meant to improve outcomes and solve challenges (AACS.net, 2024), that may be faced by the CRJP and the CHC. These strategies tend to reflect the additives in Wasiullah’s statement above on “ adaptation and institutionalization processes” which refers to social, cultural change and capacity-building processes. To lend some credence to this, Micinski, N. R., & Bourbeau, P. (2024) posit that many states lack the standing capacity – housing, food, medical, or legal assistance – if thousands of people cross their border in one day. Abstract.

**E. Faith Based Analysis of the problem using NT Wright's "7 universal human longings.**

"N.T.Wright uses the Gospel of John 1:1: and some scriptures to reveal how Christianity presents a compelling and relevant explanation for our world when specific secular situations do not have immediate solutions. The concept of Wright’s seven universal human longings fits squarely in analyzing migrant unresolved situations in Sandiego city and county. Wright argues that every worldview must explain seven “signposts,” indicators inherent to humanity: i) Justice, ii) Spirituality, iii) Relationships, iv) Beauty, v) Freedom, vi) Truth, and vii) Power: He contends that if we do not live up to these ideals, our societies and individual lives become unbalanced, creating anger and frustration—negative emotions that divide us from ourselves and God. Using the Gospel of John as his source, Wright shows how Christianity defines each signpost and illuminates why we often see them as "broken" and unattainable. These signposts constitute the puzzles that lie behind most of the news stories. They are underneath the challenges that politicians would love to resolve finally but never can.

**i) To Relate the CRJP project to N.T. Wright’s principles and longings:** The sociological practitioner’s intervention similarly relates to “Wright’s seven (7) human longings” in some ways. Often, churches and non-governmental organizations exercise their Christian faith, equitable justice, and fairness through advocacy, creating interdimensional relationships even with unknown migrants borne out of a sense of duty to extend God’s goodwill and the good Samaritan effect (Luke 10:29–37) playing out. There is a shared love and the divine or even natural will to provide the homeless and hungry migrants with necessities like food, shelter, and clothing (Luke 6:38).

The Quest for Beauty and Relationship: Wright further posits that the world promises so much, smiling alluringly, telling us how good things are going to be, but it never turns out like that, and even if it does for a while, there is a dark, mean truth to be faced soon enough that underlines skepticism. About 90% of migrants are misled. They believe making such a hazardous journey of about three thousand or more miles to Sandiego offers them greener pastures and the utopian life promised to them by coyote gangs, luring them into paying astronomical fees running into thousands of dollars per person to engage in dangerous journeys.

The Advocacy for Freedom, Truth, and Power: Interestingly, it is apparent that the SP highlights the CHC Church’s benevolent services and social and legal advocacy they are partly providing to the vulnerable migrants in Sandiego. There are services such as residential and medical rehabilitation, as well as helping the migrants navigate the asylum court systems which the CRJP project will help the CHC to forge ahead within the project precepts and process. Wright reminds us that we all know that justice matters, but even in the best systems, mistakes are made, innocent people are convicted, criminals get away with it, and we start to distrust judges, juries, and the universal system.

The Faith Context is an integral element of the Christian worldview that finds its credence and pathways in biblical and divine truth fashioned out of teaching and believing, training and study experiences. A social family culture like “the personal naming culture among the Igbos in South-eastern Nigeria is ethnopragmatically conceived to contextualize their collective worldview which communicates their religious and sociocultural connections diverse conceptualization of  *CHI,* God” (Uwen & Ukaegbu, 2024) Abstract. Uwen & Ukaegbu and The Wright’s Pathways in John 1:1 attest to the doctrinal references from Mark 11:24 (steadfast prayers, asking and receiving) and Psalm 50:15 (God’s help in times of trouble). They reflect the adventure and the aspirations of the proposed CRJP project and the CHC enterprise.

In the first pathway of his study, Wright’s caution is to look more closely at these seven signposts and to explore what their brokenness might tell us. That is, it is customary to acknowledge one's vulnerability in the presence of daunting challenges and to see the peace, tranquility, and normality that come from God, in Malachi 3:10: “rebuking the devourer” and Deuteronomy 31:8: The LORD himself goes before you and will be with you; he will never leave you nor forsake you. The second pathway: according to Wright, is that the followers of Jesus of Nazareth - understand the Christian message- the scriptures, Romans 10:17 and James 2:1 portray the consistency of hearing and acting on the word of God.

**3. Ethical Considerations and Intervention Design**

**A. Ethical Considerations, the CRJP Project and Detailed Intervention Plan**

Evidence-based, professional, and ethical considerations will be considered in the CHC-CRJP project and the rehabilitation of migrants in Sandiego. The move is 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. In the same way that immediate action is needed to end interventions that cause harm, using the knowledge base on iatrogenic effects has the potential to provide policymakers with a valuable tool to help avoid causing harm in the first instance (Welsh, et al., 2020). Abstract.

**i) The CRJP contextual approach and the Proposed Solution Strategy**: are critical. The sociological practitioner, SP, proposes the CRJP Project Scheme to the CHC Church and its branches which also serve as members of the CHC Board of Governors. They include:

|  |
| --- |
| * The Compassion House Church management (CHC), for the continuum of care and rehabilitation. * Fast Track Recruiters (FTR), for migrant skill training and job placement. * Social Justice Advocates (SJA), for human rights and legal advocacy. * Tola Healthcare Center, (THC) Sandiego, for all healthcare, counseling, and therapy. * The Sandiego City Council representative will be invited as an observer. |

**ii) The initial meeting deliberations:** will focus on the following areas of interest: i. Continuum of Care: involving Shelter, food and nutrition, clothing, and necessities for the migrants under care. ii) Continued Rehabilitation of fifty (50) migrants, presently cared for by Compassion House Church (CHC) in Sandiego: Involving general healthcare, mental healthcare, drug counseling, and therapy. iii) Job Placement, Rapid Skill training, social and domestic mentoring, and coaching. iv) Pilot Project Plan: and course of actions: To engage and collaborate with the CHC Church network, link up with other social, governmental, and non-governmental groups, and Legal Advocacy for the migrants during project study and implementation when and where necessary.

**B. Potential Ethical Issues, Linking intervention to sociological and Faith-based analyses**

The sociological practitioner, SP, in conducting the CRJP project scheme will adhere to professional ethical standards in migration legal standards 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). This will be taken seriously. SP, the CHC, and the CHCE will uphold human rights and will collaborate with Social Justice Advocates (SJA), to uphold legal advocacy on behalf of the migrants. SP would ensure there is respect for the rule of law. 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 ethical standards. 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 ensure transparency, and accountability, and 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.

**i) Site Permission:** In conducting the CRJP project, the sociological practitioner, SP will seek approval for site permission from the Compassion House Church, CHC, and its Board of Governors to conduct its research studies on its premises, including the use of survey questionnaires with the migrants and its officials when and where necessary. CHC has 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 much of its crop harvest to the poor and homeless migrants in Sandiego. It offers some of its produce at incredibly low, subsidized wholesale prices from its local food pantry to schools and nonprofit organizations. The fifteen thousand acres of farmland was donated to the CHC Church by a prominent foundation in Sandiego about ten years ago. Presently, the migrants numbering fifty with temporary work permits work and reside on the farm premises.

**C. Highlight on Proposal on the CRJP Project in 4-Phases / Delivery, and Evaluation**

**Plan**

The diagram illustrations of the CRJP Project Phases are in Tables 3.1, and 3.2 on pages 20 and 31. The CRJP project will be executed in four phases consisting of the following:

**Phase 1: (Mar. to May 2024)**

The initial community conversation begins: The Project Proposal span is 1-3 months: The sociological practitioner, SP, will inform and send project proposals to the CHC Board of Governors. 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. The initial meetings numbering about three 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 after that.

**Phase II: (Jun. to 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. The project study will explore other areas of revenues for the project to sustain migrants’ continuum of rehabilitation. The Church farms will change from local farming to commercial agricultural enterprise.

**Phase III (Sept to Nov. 2024)**

Project Funding and Implementation Prospects will last 3 months: In three months, SP and CHC will explore the prospects for soft loans to modernize the CHC mechanized farming, to procure modern farming machinery, equipment, 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: 20%, regular contributions from other Christian foundations: 20%, and nonprofit and profit organizations: 20%. Moreover, the CHC generates revenues of about 40%, from the sales of farm produce, tons of apples, carrots, live pigs, and cow supplies to slaughterhouses in and around Sandiego city and county. Based on study projections, an additional soft loan amount of $1.5 million would boost its revenues by 30% to 55% (from 40% to 65% ) in two to five years of consistent production, marketing, and supplies of agricultural products to its existing and expanded clientele in Sandiego city and its environs. This 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.

**Phase IV (Dec. 2024 to Feb. 2025)**

CHC will transition into CHC Enterprise, LLC (that is CHCE for short), at the commencement of project implementation in 2025. Project reviews, assessment, and evaluation will last about 3 months, from Dec 2024 to Feb 2025. Gradually, the CHC Church management will separate its Church's religious services and operations in 30 to 90 days during the post-implementation phase from March to May of 2025. In the first three to six months of the implementation phase, the SP will serve as a Project Oversight Consultant, (POC) upon the CHC Board of Governors’ approval, with a wide range of oversight of the project pilot schemes. The POC, in collaboration with onsite engineers, and experts will ensure the implementation blueprint, feasibility, productivity simulation, actual calibrations, and standardizations meet the CRJP project criteria, designs, and specifications in Tables 3.1, and 3.2 on pages 30 and 31.

**D. Criteria for evaluating the interventions**

Project evaluation is a critical process that helps assess the performance, outcomes, and cost-effectiveness of a project like the CRJP. It provides valuable information about what worked well, the areas for improvement, and lessons learned (Create Publications, 2024).

1. **The Key Criteria Elements in The Project Interventions:** Include: Clear

objectives, goals, and criteria: The main goal of the project is to accomplish the CRJP Project referred to as the continuum of care, rehabilitation, and job placement of migrants presently residing at the CHC rehabilitation center in Sandiego, and other migrants in the future.

CHC will transition to become CHC Enterprise, LLC (CHCE for short). This is made possible by setting clear objectives in the four phases highlighted above to boost its annual revenues by as much as 30% to 55% in 3 to 5 years.

The Measurable Outcome is when these migrants are gainfully recruited to do

jobs millions of Americans are unwilling to do. In the evaluation, cost-effectiveness is taken into consideration. The CRJP project will be completed in twelve months in four phases 1 to IV, within the set timeframe because the proposed CHC Enterprise, LLC already has some commercial resources, and business infrastructure on the ground.

The stakeholder's satisfaction with the CRJP project will be determined through feedback communication systems, questions or survey questionnaires and answer sessions, and the open conversations had with them. Including the sales and revenues generated to sustain the CRJP in the short and long run.

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, digital simulations, where necessary.

**ii) Performance evaluation criteria:** Building performance and evaluation culture (Chappell, & Laczko, 2011), and measurement: will include assessing the project’s advancement, productions, and outcomes about the realizable goals and objectives and criteria, returns on investments (ROIs), projected cost-benefit analysis/profit, and net profit.

There will be monitoring and tracking of the key performance indicators (KPIs), and evaluation of the project’s adherence to work schedules, major tasks, sub-tasks, benchmarks and milestones, budgetary controls, quality standards, and stakeholder requirements.

The most common project performance metrics are cost, time, scope, quality, risk, and resources (Schwartz, 2023), coupled with effective communication and feedback systems: that require inter and intra-communication, vertical and horizontal information flows.

**iii) Some applicable business-management models and tools:** will be used like the SMART objective model (Leonard and Watts, 2022). Others are SWOT Analysis and SOAR analysis. The GAP analysis looks at where you’re at right now, where you want to go, and how you close the gap between the two. The other is the Cost Benefit Analysis (CBA).

**iv) The Gantt Chart as a tool in** **Table 3.2 page 31:** is a broader blueprint model. It presents the project in 4-phases, showing the major tasks, and subtasks, including the project span, benchmarks, and milestones for brevity and project comprehension. Gantt chart allows you to see immediately: the activities/events that make up the work breakdown structure of a project.

**iv) Reflection:** Despite the challenges involved in getting a Christian organization to divest and transition part of its business into a commercial one, the CRJP, and the CHC Enterprises, LLC projects were exciting:

|  |
| --- |
| * The project's impact is glaring. The SP is 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 and the CRJP will contribute immensely to constructive social change in CHCE Sandiego City and the surrounding community. * The contextualization of the sociological imagination theory of C. Wright Mills, Lewin, and Durkheim helped in the analysis of the social and economic migration intervention outcomes. * The sociological, economic, and religious interventions applied in the process can change the world in the context of the migrant complex problems being meaningfully addressed by the SP and the CRJP project interventions, through digitally simulated research study experiments, or future, actual scenarios playing out. |

**4. Conclusion**

**A. Summary Findings**

Some political leadership believes the influx of migrants is creating an avalanche of crimes, a run-down of Sandiego city budget, and pathetic homelessness on its streets and shopping malls. While this may or not be all true, or substantiated, the peddled rumors have created some political, liberal, and conservative weariness and even extremism, in both major US political party systems, through misinformation. The CRJP and the CHCE demonstrate that the immigration system flaws can be addressed and resolved through combined social leadership (Papadopoulos, 2017; Reid, 2020), and business strategies and interventions.

**i) The CRJP project prospects, and strategic innovation**

The ten columns in the Gantt Chart, Table 3.2, page 31:

* Highlight and illustrate the task, timeline, and project study duration.
* The incorporated benchmarks and milestones can be utilized to strategize the CRJP project proposal to its fruition from 2024 to 2025.
* The CRJP project’s financial and resource feasibility can be applied to mobilize the CHC

Church business and management apparatus to divest, separate, and transition the CHC Church into two organizations:

1. CHC Enterprise, LLC (with independent management separate from the Church

Management but still part of the CHC Church).

1. The Compassion House Church or the CHC Church retains its full Christian

autonomy, management, status, and services (without getting involved in commercial activities of the past or present).

**ii) The Four major projected roles of the new CHC Enterprise, LLC, Upon project**

**implementation in March 2025:**

1. To manage, create, develop, expand, and sustain all the agricultural, commercial business, and enterprise of its 15-acre farmland.
2. To create business opportunities and sales revenues and profit for itself and make monthly and contingency contributions to the CHC Church.
3. To undertake all transactions involving capital and recurrent expenditures, all costs of care, rehabilitation, and job placement of the migrants under its management.
4. To sustain migrants' human rights and legal advocacy. To accelerate skill training for migrants as a commercial recruiter for the food industry, agricultural, road construction, and other engineering industrial sectors in high demand for skilled, and semi-skilled labor, in San Diego city and the county.

**B. Suggested Future Research and Action Directions**

The CRJP project, and the projected creation of the CHC Enterprise, LLC, with independent management (a branch of the CHC Church), could not have come at a better time. The CRJP takes a proactive, robust posture and steps to utilize both Christian and secular theoretical principles, models, and strategies in social functionalism, (Seif, 2011; Zevallos, 2009; Shepherd, 2024) and critical conflict resolution. Including the precepts of entrepreneurship to avert any probable socio-economic fallouts in the CHC migrants’ rehabilitation. It is an added advantage to see agile migrants upon skill training are happy and excited to do jobs Americans are not willing to do like piggery farming, dump-yard labor, sewage maintenance and cleaning, industrial hazards cleaning, local and industrial farming, cleaning the ocean of plastic debris and wastes, and so much more.

**C) The broader implications of the CRJP Project and the CHC Enterprise, LLC**

The implications could arise when CHC Enterprise, LLC, is faced with rising inflation, low sales to supermarkets, climate change involving tornadoes, floods, droughts, disease outbreaks in its animal rearing, farming, etc, that might affect their overall inputs and outputs in farms’ productivity. The industrial and commercial competition in the agricultural business is another factor that can derail CHC Enterprise, LLC’s market potential unless it is proactive in its performance and productivity. A new federal law may be hostile to migrant rehabilitation thereby causing a drain in the labor market.

The sociological practitioner, SP suggests a future action research study is imperative to keep the CRJP and the CHC Enterprise aglow and afloat with some competitive advantage. The future project would be designed to review both the risk and cost factors in migrant rehabilitation, (Branson & Martinez, 2023; Chappell & Laczko, 2011), US visa and work permits, and plug such holes quickly before they create complex issues.

**D) The Highlights of the Project Proposal are illustrated in Table 3.1 on page 30:**

The highlights demonstrate the in-depth study, analysis, and evaluation undertaken (Johnson and Mejia, 2021; Landau, 2022), to determine the process and prospects of the continuum of care and rehabilitation and job placement of migrants, the CRJP Project and the CHC Enterprise, LLC.

Professional reviews will be conducted by management and accounting experts like CPAs (Cost Public Accountants), CMAs (Certified Management Accountants), and Certified practicing investment experts, under the leadership of the sociological practitioner, SP, and agricultural engineers and experts to conduct bi-annual inspections to protect the integrity of the project. This is crucial, especially in the post-implementation phases for project security, and the sustainability of the CRJP and CHCE’s competitive advantage in the short and long run.

**E. Ten, 10-Column illustrations of The Gantt Chart in Table 3.2 on page 31**

|  |
| --- |
| * Columns 1 to 6 listed on top of the chart: show the following major components: 1) The number of Project Phases, 1- 4. 2) Project Tasks. 3) Start Date. 4) End Date. 5) Project Duration Dates and Months. 6) Project Phases and Tasks. * Columns 7 – 10: The bottom right of the Gantt shows the dates and span of the project study in vertical and horizontal format, namely: 7) Mar-May 2024. 8) Jun-Aug. 2024. 9) Sept-Nov. 2024. 10) Dec 2024-Feb 2025. |

**References**

AACS.net (2024) Applied and Clinical Sociology. HTTPs://www.aacsnet.net/welcome-to-the-

association-for-applied-and-clinical-sociology/.

Al-Khudairy, S. I. (2024). Theories of Migration: Sociological and Conceptual

Dilemmas. *European Journal of Sustainable Development*, *13*(1), 31-31.

Bond, R. (2022). Religion and Migration. In Understanding International Migration: Social,

Cultural and Historical Contexts (pp. 141-163). Cham: Springer International Publishing.

Branson, M. L., & Martinez, J. F. (2023). Churches, cultures, and leadership: A practical

Theology of congregations and ethnicities. InterVarsity Press.

Chappell, L., & Laczko, F. (2011). What are we achieving? Building an evaluation culture

in migration and development. *Migration Information Source. http://www.*

*migration information. org/Feature/display. Cfm**.* Create Publications (2024) What is

Project Evaluation? The Complete Guide with Templates.

Clark-Kazak, Christina (2021).  Journal on Migration and Human Security; New

York**Vol**. 9, Iss. 3, (Sep 2021): 125-138. DOI:10.1177/23315024211034401.

Cheung, C. K., Anderson, K. A., & Liao, W. (2024). Intergenerational respect, and support for

the societal system, and morale. Social Indicators Research, 171(1), 237-258.

Campos-Delgado, A. (2024). Euphemistic rhetoric and dysphemistic practices: Governing

migration in Mexico. *Geopolitics*, *29*(1), 64-89.

Erica Chappell, E. (2023) forward. *Journal on Migration and Human Security*, *9*(3), 125-138.

FitzGerald, D. S., & Skrentny, J. D. (Eds.). (2021). *Immigrant California: Understanding the*

*Past, present, and the future of US policy*. Stanford University Press. Gerber,

James. *Border Economies: Cities Bridging the US-Mexico Divide*. University of

Arizona Press, 2024.

Gerber, J. (2024). *Border Economies: Cities Bridging the US-Mexico Divide*. University of

Arizona Press.

Johnson, H. P., Perez, C. A., & Mejia, M. C. (2021). Immigrants in California (pp. 1-2). San

Francisco, CA, USA: Public Policy Institute of California.

Landau, P. (2022) Project Evaluation Process: Definition, Methods & Steps.| May 9, 2022.

Leonard, K., & Watts, R. (2022). The Ultimate Guide To SMART Goals. *Forbes Advisor.*

*Accessed September* *26*, 2022.

Meridianuniversity.edu (2023) Exploring the Significance of Sociological Imagination.

https://meridianuniversity.edu/content/exploring-the-significance-of-sociological-

imagination.

Miller, S. A. D. (2015). Faith-based organizations and international responses to forced

migration. *The changing world religion map: Sacred places, identities, practices and*

*politics*, 3115-3133.

Muma, S., Naidoo, K. S., & Hansraj, R. (2024). SWOT analysis of the models used by social

enterprises in scaling effective refractive error coverage to achieve the 2030 SIGHT in Kenya. *Scientific Reports*, *14*(1), 3750.

Micinski, N. R., & Bourbeau, P. (2024). Capacity building as intervention-lite: migration

management and the global compacts. *Geopolitics*, *29*(1), 39-63. https://www.tandfonline

.com/Doi/ abs/10.1080/14650045.2023.2170789

Nowaczyk-Basińska, K., & Kiel, P. (2024). Exploring the Iamatological Imagination:

Advocating for a Sociology of Immortality. *Social Sciences*, *13*(2), 83.

Papadopoulos, A. (2017). Migrating qualifications: The ethics of recognition. *British Journal of*

*Social Work*, *47*(1), 219-237.

Reid, W. A. (2020). The mind of the transformational leader. In True leadership (pp. 49–63).

Palgrave Macmillan, Cham.

Seif, H. (2011). “Unapologetic and unafraid”: Immigrant youth come out from the shadows. *New*

*Directions for child and adolescent development*, *2011*(134), 59-75.

Shepherd, A. (2024). JUSTICE AND JOY. *T&T Clark Handbook of the Doctrine of Creation*.

Smietana Jr, J. J. (2024). How the Physical, Social, and Psychological Environment Impacts

Border Security.

Schwartz, B. (2023). Project Performance Reporting: Key Performance Reports. Oct 18, 2023.

Stammler, P. (2023) Social Institutions in Sociology (11 Examples & Definition) Helpful

Professor.com, Peer Reviewed by Chris Drew (Ph.D.) / April 10, 2023.

Terrio, S. J. (2024). *Forced Out: Migrant Mothers in Search of Refuge and Hope*. NYU Press.

Uwen, G. S. O., & Ukaegbu, E. K. (2024). God is life: A sociolinguistic and ethnopragmatic

conceptualization of Chi in Igbo naming practices. *Journal of Black Studies*, *55*(1), 25-45.

Ward, C., Lescelius, J., Jack, A., Naidu, R. M., & Weinberg, E. (2018). Meeting the needs and

challenges of migrants and former refugees in the Nelson and Tasman regions.

*Wellington: The Centre for Applied Cross-cultural Research, Victoria University of*

*Wellington*.

Welsh, B. C., Yohros, A., & Zane, S. N. (2020). Understanding iatrogenic effects for evidence-

based policy: A review of crime and violence prevention programs. *Aggression and*

*violent behavior*, *55*, 101511.

Wasilah, S. (2023). Education in a Functional Structural Perspective and Conflict Regarding

Social Relations in Society. *JUPE: Jarmal Pendidikan Mandala*, *8*(3), 902-909.

of Chi in Igbo naming practices. *Journal of Black Studies*, *55*(1), 25-45.

White, M.J., Johnson, C. (2016). Perspectives on Migration Theory – Sociology and Political

Science. In: White, M. (eds) International Handbook of Migration and Population

Distribution. International Handbooks of Population, vol 6. Springer, Dordrecht.

https://doi.org/10.1007/978-94-017-7282-2\_5.

Wright, N.T. (2020). *Broken Signposts: How Christianity Makes Sense of the World* Hardcover –

Amazon.com publishing, 2020.

Zevallos, Z. (2009). What Is Applied Sociology? A Brief Introduction to Applied Sociology.

*Sociology at Work. Retrieved April* *11*, 2016. How they evaluate their leader. Frontiers in

Psychology.

**Glossary, Tables, and Charts**

1. **Highlights of the CRJP Project Proposal**

|  |  |  |  |
| --- | --- | --- | --- |
| 1  Project  Phases  Nos | 2  Summary Objectives | 3  Project  duration | 4  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, SCC  SP 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 established 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 Agric-farming will become fully mechanized, commercial, and offering whole and retail produce sales.  Generates income revenues to sustain the continuum of migrant rehabilitation and job placement (CRJP) |
|  | **Total** | **12 Months** |  |

**Table 3.1**

**Table 3.1:** highlights the CRJP project proposal specifying three major components, i) the Summary objectives. ii) Project duration, iii) Project Goals and Outcomes.

**II) The Gantt Chart in Table 3.2 and the 10-column illustrations**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | 6 |  |  |  |  |
| Phase  Nos | Project Tasks | Start Date | End Date | Duration Days/Month | Project Phases and Tasks |  |  |  |  |
| 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 |  |  |  |  |
| Three  iii. | Establish routes for corporate donations, loans | 6/15/24 | 6/30/24 | 15 Days | Establish routes for corporate donations/loans |  |  |  |  |
| 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 |  |  |  |  |  |
| Four  i | SP and CHC advance prospects for a soft loan of $1.5million to $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 researches/procures farming tools and modern Agric machinery/ solar/Harvesters, support migrant entrepreneurship, etc. | 10/01/24 | 10/31/25 | 30 Days | SP/CHC plan and researches/procures farming tools and modern Agric 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 Agric services are mechanized, SP/CHC designs Wholesale and retail outlets for Agric produce/apples/carrots/beef and fish stocks’ supplies to supermarkets | 1/01/25 | 1/30/25 | 35 Days | CHC Agric services are mechanized, SP/CHC designs Wholesale and retail outlets for Agric produce/apples/carrots/beef and fish stocks’ supplies to supermarkets |  |  |  |  |
| iii. | Stakeholders hold meetings to support SP/CHC project funding /migrant advocacy, etc. | 1/31/25 | 2/29/25 | 30 Days | Stakeholders hold meetings to support SP/CHC project funding /migrant advocacy, etc. |  |  |  |  |
|  | **Sub Total..... (D)** |  |  | **95 Days** |  | **MAR-MAY 2024** | **JUN-AUG**  **2024** | **SEPT-NOV**  **2024** | **DEC 2024-**  **FEB ‘25** |
|  | **Total:**  **Rows of A, B, C and D** |  |  | **365 Days** | **One Year** | **7** | **8** | **9** | **10** |

**III) Re-echoing the Ten, 10-column illustrations of The Gantt Chart in**

**Table 3.2 on page 31:**

|  |
| --- |
| * Columns 1 to 6 listed on top of the chart: show the following major components: 1) The number of Project Phases, 1- 4. 2) Project Tasks. 3) Start Date. 4) End Date. 5) Project Duration Dates and Months. 6) Project Phases and Tasks. * Columns 7 – 10: The bottom right of the Gantt shows the dates and span of the project study in vertical and horizontal format, namely: 7) Mar-May 2024. 8) Jun-Aug. 2024. 9) Sept-Nov. 2024. 10) Dec 2024-Feb 2025. |