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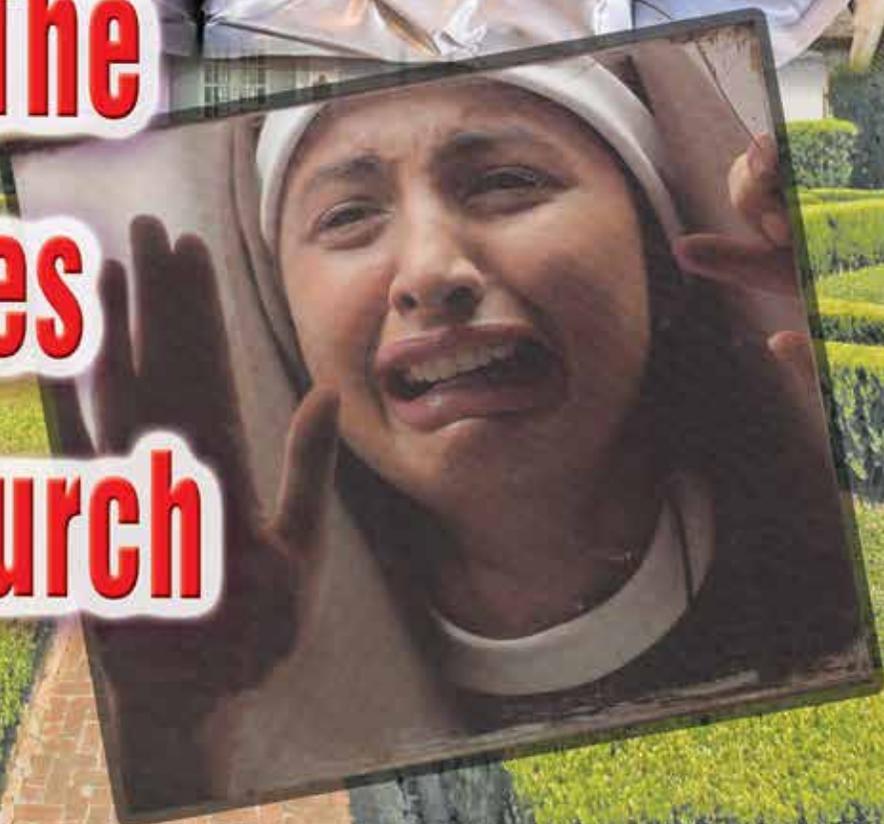
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# THE SECULAR CITIZEN

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A NATIONAL FAMILY WEEKLY

## Sex And The Holy Ones Of The Church



# Who Will Take the Throne In 2019?

by Don Aguiar.

**P**olitics is one conversation that can make every head turn. Although for some it is just a conversation that takes place over a cup of steaming tea. You can miss sports, movie, the latest trends but you can't turn your eyes away from diplomacy and country affairs. How is the current government performing and who will win the 2019 Lok Sabha election is always up for debate?

With 2019 election, as the most talked about elections, just around the corner, the country surely wants to know that who will take charge of the Indian democracy this time.

We start with understanding the 2014 Indian election, and breakdown of the US polls to how nationalism is the new wave and who will win the 2019 election. Here's the current political scenario that might give you a new perspective.

Who would have thought a person's mood could actually help you in curating relevant data? There is something called 'Mood Analytics' and data points are picked up from there. It is based on what people are talking across social media on all the platforms. This gives a typical idea of the mood that people are going through. Then there is intelligence information, and then geopolitics. What Saudi wants, what Pakistan wants. So if Pakistan wants Hilary and Saudi wants Hilary that means the nation is moving towards Trump. That is the geopolitical relationship.

Did you know the 2014 election actually focused more on the leader rather than the party? It was the time when seasoned voters took a backseat and the youth drove the results of the election.

In 2014, the youth was the undercurrent. People were sick of scams, it was everywhere. That time the component

was not the seasoned voters like me or my grandfather. It was the youth and they wanted to change the future. This was capitalized by Narendra Modi as a nationalist movement. The last election was not about the party but the leader. Similarly, the 2019 election will also be about the leader. The seasoned people are talking about party politics while the youth is focused on the leader.

While for the majority the United States 2016 election was about Donald Trump vs Hillary Clinton. Trump is rich. Hillary is not that rich, she wants to make money for herself. Trump on the other hand wants to make money for the United States. Nationalism was picking up, everyone was sick of jobs being taken by people from around the globe. So the mood set was Nationalism. Now, who is the one promoting Nationalism? It was not Trump, it was Hillary. And it was happening before primary people were talking on social media that the subject will be jobs. And then you see Trump, who is damn rich, he doesn't need money but he is going to be a nationalist.

Haven't we all been hearing that Nationalism is the new wave? But what is Nationalism?

To put it in simply it is a political system that believes one country is above other in the world.

Modi and Trump are always making the headline. They might look the same but the way they function makes the master difference.

Trump is an impulsive person, he makes certain comments openly that he shouldn't. Modi is seasoned, he does the exact same thing but uses them as a weapon. Trump talks about banning media, while Modi welcomes everyone. He believes the more someone hits him, the more successful he



gets. If you analyse the mood is nationalist. So, anybody who writes ugly things about the nationalist leader, the polarization happens.

Who will rule the world's biggest democracy in the upcoming 2019 Lok Sabha is the biggest question. While the country has their own biases, everyone wants to know who will be the next Prime Minister of India. Those who think BJP has lost its support and people are unhappy might want to hear this.

People who are making those comments are either middle class or short business class who were saving taxes. The tax component was their earning and now they have lost it. Now here comes data science. We pick data from rural India. How many families have benefited from the cooking gas and electricity? How many have got access to toilets and how many kids are going to school now? When you study this you get a figure of fifty crore. Even in forty-fifty crore, being a conservative you divide it by two, it is twenty crore. You know in 2014, the elections were won by a small margin of 1.4 crore and here you have a larger swing. So the calculation says 2019 belongs to Modi. Time will say who will win the 2019 Election. A lot depends on the successful mobilisation of the entire middle class or short business class to exercise their franchise.

With just few months to go, it would be interesting to see if the cake still belongs to BJP or will the Congress get a taste of it. Will the country be governed by Modi or will we see another Gandhi taking its reign?

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## SEX AND THE HOLY ONES OF THE CHURCH

The Franco Mulakkal nun-rape saga, which keeps getting murkier by the day, the first ever in India, has turned out to be the stuff of which novels are written and movies filmed with aplomb, what with a Hindu swami writing to the Pope and a Catholic lay *neta* writing to the Nuncio seeking action! Never before had one heard of any such happening even on the world scene, involving as it did a bishop and a nun until Pope Francis admitted on his 5 February 2019 return flight from the UAE to Rome that, indeed, priests and bishops had abused nuns and that his predecessor, Pope Benedict XVI was forced to shut down an entire congregation of nuns that had become sex slaves to clerics. In the case of the woman caught in adultery (Jn 8:1-11), the accusers were chastized by Jesus with the simple assertion, "Let him who has committed no sin cast the first stone" while the woman in question was forgiven and exhorted to "sin no more". No prizes for guessing the fate of the bishops and priests who were obviously more guilty of the crime than the nuns whose congregation was dissolved—'Scot-free' being the name of the game, the slave traders have probably found slaves in some other nunneries! And to think that Catholics worldwide have always vehemently objected to playwrights and dramatists poking fun at our clergy and religious! Strangely, **in the ongoing Jalandhar-Kuravilangad fracas certain things ostensibly seemed to have escaped attention – things that are being discussed openly in private conversations with great emphasis** as discussed below.



by Ladislaus L D'Souza

#### Consensuality???

Questioning the length of time taken for the nun to report the alleged crime, there are some who gleefully ask "12 times she enjoyed it, but the 13th time it became rape?", the bishop stoically maintaining that he "did no wrong". Reading between the lines, one discovers that the underlying factor is 'sex', **consensual sex to be precise**. If so, it follows that there's been a violation of the **Evangelical Counsel of CHASTITY/ CELIBACY** on both sides. What does Holy Mother Church have to say about this? **Is She going to wait for further sordid details to emerge in court before deciding one way or another?** Or will she consider the violation enough ground to defrock the accused and laicize the victim? Of course, we needn't bother about having the victim defrocked, for, going by the victim's own assertions, the accused has *allegedly* already done that (pun intended!).

(Contd.. on p. 4)

*Questions galore!!!*

The question now is: **Is there a provision in the constitutions of religious orders and congregations for priests, brothers and nuns to go public** as witnessed by the world recently in the bishop-nun rape issue, a public *tamasha* that invited sordid scrutiny from the very people who have all along held our priests and nuns in reverent esteem? If not, what was the rationale behind such a protest? Such a thing has never happened even in the world of marriage. If the Church got itself seen in absolutely poor light ever, it was on account of the shameful manner in which the messy affair was being played out in full public glare.

Well, the questions that further arise are: **Whatever happened to the Evangelical Counsel of OBEDIENCE?** Does the vow still exist at all? If so, why did the superior/s concerned not crack the whip when the act of defiance took place? Nuns sitting it out in public, demanding the arrest of the rape-accused bishop and later defying transfer orders—is there anything like this permitted by the constitutions of any religious order or congregation?

Further, the bishop was instructed by the court to surrender his laptop within a certain obviously leisurely timeframe. Why so? One would have expected the police or the courts of law to seize all electronic communication gadgets/paraphernalia including mobiles and smartphones as the first resort. But here the accused was given grand time to surrender just one gadget! That he failed to comply is another matter altogether! But why so much leeway, one cannot help but wonder.

Finally, **what are those concerned doing now to ensure that there isn't a repeat in the offing?** It is more than obvious that a foolproof mechanism does need to be put in place without further delay in all dioceses, religious orders and congregations, seminaries and institutes whereby, on the one hand, such crimes as rape or sexual molestation are never allowed to happen and, on the other, remaining silent over such happenings for over a period of not more than a month is in itself treated as a crime or as complicity in the crime and firmly dealt with. Indeed, it should be

made mandatory for every victim [both male and female] of sex crime to report an incident within a stipulated timeframe to the bishops/superiors concerned, with the latter promptly bringing the same to the attention of the civil authorities concerned. After all, we do not live in the bullock-cart age, devoid of access to a remedy but in the cyber age when news is carried across the province, diocese, or the Universal Church as also across the country and the world at large in a matter of seconds, forget minutes—unless there are other compulsions that won't let someone open his/her holy mouth!

*Help, both sought and given*

All said and done, what has been happening over the past few months and weeks is not so much the washing of dirty linen in public but gamely airing dirty linen in public without even caring to wash it, something that should never ever have been allowed to happen in the first place. That it has tarnished the fair name of the Church and given her enemies the opportunity to raise hell against her is what is indigestible. Who knows how many *bina-akkals* and *mool-akkals* are masquerading as wolves in sheep's clothing, making *ulloos* out of the higher-ups in the Church and victims of the gullible! Bob Dylan puts it very succinctly when he sings in '**Blowin' in the wind**':

*How many roads must a man walk down*

*Before you call him a man?....*

*Yes, 'n' how many times can a man turn his head*

*And pretend that he just doesn't see?*

Not just the Church as a whole but the world at large itself having seen starkly itself. What now remains to be done is taking remedial action. **With specific reference to the Church in India, remedial measures must needs includes the setting up four bodies [common to all three rites] with due lay participation, each with a specific agenda as follows:**

1. *Fact finding team* – made up of well-meaning individuals both from within a parish/congregation/institute as well as from outside, professionals from the psycho-medical field, who will study each individual case from various points of view, not excluding interrogation by law profes-

sionals, and come up with viable recommendations.

2. *Reformation centres* – This would be a body comprising of professionals whose competence has relevance to the issue. It would be meant to help the perpetrators of sex crimes understand themselves, be sorry for their crimes and seriously consider turning over a new leaf under constant monitoring.

3. *Rehabilitation of both sex addicts and victims* – Just dubbing the accuser as a fraud or feigning the innocence of the accused would gain neither the Church in general nor the accused or the accuser any brownie points. Rehab provisions should include professional counselling, programmes that help both the sex addict and the victim to slowly but steadily overcome the trauma of guilt and shame and proceed with living a fulfilling life, with of course adequate compensation in place.

4. *Pre-empt succour* – Constant and careful monitoring of those under formation as well as those involved in formation would definitely throw up leads indicating a problem related to sexual inconsistency or inadequacy. Not all those under formation being called to the priestly or religious life, alternative vocations could be discussed with the individuals concerned and their families so as to ensure that an aberration or an abnormality detected early in life neither goes unnoticed nor gets perpetuated in due course of time.

*In the final analysis*

We are all without exception a family of God's people. We belong to that one and only species of life created "in the image and likeness of God" (Gen 1:26-27) and redeemed by Christ (cf Heb 9:15). Understanding this as believers is what will enable us to see the human in the other, the Creator in him/her, even as we strive to empower each other to attain that dignity and goal for which we are created. Our hearts have been rent by varying passions, desires, and ambitions, our lives fragmented by innumerable individual interests both rational and irrational. We are, however, all called to be reconciled and reunited in God, thus alone attaining our best as human expressions of our Creator. Are we, with a sense of urgency as well as decency, willing to go the extra mile to achieve this?



## Church guidelines to check clerical abuse.

There are no words to describe how shameful it is for priests and bishops of the Catholic Church in Kerala to be pulled up for moral turpitude through guidelines and a warning from the Catholic Bishops' Council of Kerala against committing sexual assaults on minors and vulnerable adults (read Nuns) in the church. The problem is not confined to India alone but has worldwide ramifications with even Pope Francis making an open admission of such criminal acts of sexual abuse by the clergy and cover-up by bishops, after his return from his recent visit to the UAE. The question then is what example are these men of God and ministers of the sacraments setting with their scandalous and sacrilegious acts? Are they not expected to be the "light of the world and salt of the earth" to sanctify and transform the world according to the will of God and his designs?

—A. F. Nazareth  
Alto Porvorim

## Political opponents are victims of 'Viral CBI-tis'

Come elections and it begins to rain freebies. Loans are waived, unemployment doles are given and parties generally vye with each other in promising the moon to the voters. Another indication that elections are around the corner, is when political opponents are laid low with a bout of viral CBI-tis. This ailment assumes epidemic proportions about 6 months

before general election. For the remaining four and half years this ailment goes into remission.

I have a suggestion. The model code of conduct kicks in when the election commission (EC) announces election dates. This is usually 4-6 weeks before the elections. While the model code of conduct is in force no new schemes are launched and development works in general take a hit. On similar lines I propose that 6 months before general elections, prosecutions by CBI and enforcement directorate (ED) should be held in abeyance so that political opponents are not unduly harassed. Prosecutions may be resumed post elections.

—Robert Castellino,  
Mumbai.

## Pope Francis: True Love is Found in Unity and Fidelity!

Pope Francis on 29 January 2019, in his annual speech to the members of the Roman Rota – (Vatican's highest Court, whose primary responsibility is to consider appeals in marriage nullity and annulment cases, and to pass proper judgment) opined: "Unity and fidelity in a Christian marriage can offer an example of true love to the world; because they are fundamental cornerstones of Catholic theology and Canonical matrimonial law."

"I praise the unsung heroism of many Catholic couples. By their faithful love they reflect the image and the likeness of God, and participate in the fruitfulness of the Church. Truly, many Christian spouses are a silent homily for everyone!"

"But the society in which we live is increasingly secularized, and does

not favor the growth of faith; with the consequence that the Catholic faithful, especially couples, find it hard to witness a lifestyle according to the Gospel of life!"

"Engaged couples need formation, particularly with examples of unity and fidelity in marriage. They require the constant pastoral care of the Church even after marriage - Sacraments, Lectio Divina, catechetical meetings, spiritual retreats, and charitable services."

"We therefore ask the Holy Spirit, to give today to the Church, priests who are able to appreciate and value the charismas of the spouses with a strong faith and apostolic spirit; such as that of Priscilla and Aquila, who were of great comfort for Paul and Apollo. This unique 'synergy' was a precious gift of the Spirit to the first Christian communities!" (Acts 18:26ff / Romans 16:3ff).

—Dr. Hazel Colaso,  
Bandra West, Mumbai

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# Anto Akkara, Fr Herman Minj Bag ICPA Awards

Senior journalist Anto Akkara, who has been carrying a relentless campaign for 'truth and justice' for the voiceless Christian victims of Kandhamal, has been chosen for the Fr Louis Careno Award of the Indian Catholic Press Association.

Besides chronicling with his books the incredible witness of the valiant Christians of remote Kandhamal jungles of Odisha following the orchestrated violence of 2008, Anto has also silenced the Hindu nationalists exposing their fraud and political conspiracy behind the bloodshed with his investigative book 'Who Killed Swami Laxmanananda?' He has so far written five books on the Kandhamal issue.

Anto has also been anchoring an online signature campaign ([www.release7innocents.com](http://www.release7innocents.com)) and a Prayer Campaign for the release of seven Innocent Christians - six of them illiterates, including a mentally challenged - who, Anto says, have been fraudu-

lently convicted to life imprisonment to perpetrate the Sangh Parivar fraud on Kandhamal.

Society of Divine Word Father Herman Minj from Sundergarh district in Odisha, Editor of a bilingual (local language Sadri and Hindi) monthly Gangpur Awaz (Voice of Gangpur)

has been selected for the ICPA-CBCI SC/BC Commission Award for creating awareness among Dalits and tribals of Odisha and Jharkhand to fight for their Constitutional rights and land rights. Fr Herman has been the Editor of the magazine for the past seven years which has a circulation of 3,000 copies.

The awards will be conferred on them at a function in Jharsuguda, Odisha on the occasion of the 24th National Convention of Christian Journalists on March 1.

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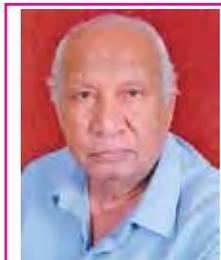
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# Will Modi get the second chance?

**It is a million dollar question. And mind you, every educated person is keenly interested to weigh all possibilities to pause and ponder before saying “Yes” or “No”.... Here are some interested points for you.....**



As the dates for the general elections draw near the party in ruling is all out to hold on and retain power. Once when you have tasted the power, you know what ‘Kick’ it gives! You are above the law and order! You are the law and order. The police, the judiciary and the authority are under your command. The taste of power can be highly intoxicating. And the ruling party, all of a sudden, turns pro-poor! The BJP is going through these symptoms the long-time ignored farmers, the lower-middle class salaried people and jobless millions are remembered.... Big announcements are made (how viable these are - no one is worried!), the long-forgotten promises are loudly pro-



by Ignatius Dabhi  
Sr. Journalist

nounced... Every BJP ruled states are under going these stages. The long-time neglected are remembered... The ever-forgotton youth and women are remembered..... The ruling governments want to sympathise and blame the opposition for every evil in the country. This is a power game and the BJP proves to be mightier than the opposition in this game. It wants to continue in power be it in the name of religion or the false promises to the jobless millions. There is a class of people who wants to prosper and survive - no matter how low type of political leadership is. The saddest thing about today’s leadership is - it fails to self examine and try to purify itself. The top leadership degrades itself and goes on justifying its wrong, anti-poor steps. Million in our country worship those who are in power. Their hero worship is not without reasons!

The elected lot in our country is often pro-party and not pro-nation . This has been the saddest chapter of Indian democracy. The common man matters only and only before the election. The quality of the candidate has to be judged. Hundreds of candidates have criminal records but they are found

“In good books” for the party! Our voters are not well informed about the quality of candidates.

According to the latest Central Government Records, joblessness has touched the lowest records in last forty five years. The faulty implementation of GST and ‘notebandhi’ effects are far reaching and far lasting.

Will Narendra Modi win in such a confused disturbed nation-wide situations.? Political pundits are of two opinions. In 2014 situations were different. Today chances are fifty-fifty. The first fifty percents depends on the last minutes situations and the second fifty percent depends on confused voters last seconds....

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# WAS IT NECESSARY FOR THE GOVERNMENT TO PROPOSE AND PROMULGATE IN JUST A FEW DAYS BEFORE THE GENERAL ELECTION, THE 124TH CONSTITUTION AMENDMENT BILL?

The government was aware that the the country was facing a jobless growth like many parts of the world due to automation, robots and the new AI technologies. Due to advance warfare equipment even men in the armed forces are being reduced in a populous nation as China. ATMs are gradually replacing clerical man power in our Banks and the government push towards digital world will gradually reduce clerical jobs in the government offices. The government could have over the years pumped more money in the education and health care sector, to increase the capacity of badly needed good schools, colleges and hospitals and manned them adequately with trained and skilled personal like teachers and nurses. The country needs to quickly to fill the vacancies of Judges in the courts starting from the Supreme Court to the lowest Courts, to provide speedy justice to its people. Even if Courts are made to work in two shifts and without holidays by increasing the number of Judges and supporting staff, the back log of pending cases will take nearly a decade to reduce. Nothing stopped the government from providing such jobs or scholarships to the poor students to pursue higher education.

The 124th Constitution Amendment

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Bill, proposed and promulgated in just a few days, is a gross and wilful subversion of the principle of social justice, which the Supreme Court has held to be the part of the basic structure of the Constitution. It is hard to understand how the government, which has all the legal resources and counsel at its disposal, chose to characterise reservations mandated by the Constitution, as a job guarantee or a poverty alleviation programme. Reservations for students in public institutions of higher education and jobs in the public sector were envisioned to bring about adequate

## **YOU THE CITIZENS DECIDE:**

representation to those sections of society that are oppressed by caste discrimination and are not adequately represented in these institutions. Reservations along with legal protections against discrimination form the juridical structure for social upliftment of the backward classes of Indian society are for those who have been discriminated for millenniums due to their caste.

The Constituent Assembly amended Article 15 by inserting Clause (4), which states: "Nothing in this article or in Clause (2) of Article 29 shall prevent the State from making any special provision for the advancement of any socially and educationally backward classes of citizens or for the Scheduled Castes and the Scheduled Tribes." The use of income or economic criteria for providing reservation for those not included in the backward classes, or for those belonging to the general sections, is thus constitutionally invalid.

If indeed this government wished to benefit the poorer sections of those not included in the backward classes, Scheduled Castes and Tribes, there

was nothing that stopped it from creating jobs along the lines of the Mahatma Gandhi National Rural Employment Guarantee Act, which also created rural infrastructure and paying better daily wages. Nothing stopped it from instituting new universities and colleges and providing need-based scholarships for poor students. Granting 10% reservation in government jobs and education institutions to households in the general category with an income of less than ₹8 lakh per annum, will make little difference to their poverty levels as corporate-led jobless growth has increased income inequality exponentially. This is merely a fig leaf.

True to its 'jumla'-gimmickry model of governance, the government chose not to increase the size of the pie but to cut away another slice from the already shrinking pie of jobs in public sector institutions. The promise of existing reservations is nowhere near to being fully realised. Public spending for scholarships for students in the SC/ST/OBC categories (and minority students) has come to a near halt. Rohith Vemula's suicide is a direct result of such tactical obstacles propped by this government in the path of social justice. Even very bright students from the poor sections of the society whose family do not have tangible assets to provide as security, are not provided the required educational loans by the banks on one or another excuse.

The move reverses the progress made in India over decades. It was perhaps put in place as the government was unable to provide any relief from the economic distress felt by small farmers, manufacturers, entrepreneurs, traders and the working class. In fact, this distress was worsened by the impact of the rash decision called demonetisation and the poor implementation of the Goods and Services Tax. This has

(Contd.. on p. 9)

(Contd.. from p. 8)

increased the joblessness from recent report on jobs which indicates it is as high as 6% of the workforce, which is highest level in the last 45 years.

During the Lok Sabha debate on the 124th Constitution Amendment Bill, to provide reservation in jobs and education for the economically weaker sections in the general category, an opinion was expressed that 50% of the States have to approve it. But that is not the case. Under Article 368(2), Parliament can amend the Constitution by passing the Bill in each House by a majority of the total membership of that House present and voting. Thereafter, the President shall give his assent to the Bill and the Constitution will stand amended.

However a nine-judge Bench of Supreme Court had ruled earlier that reservation is a remedy for historical discrimination and its continuing ill-effects. The court had also said that reservation is not aimed at economic uplift or poverty alleviation. Economic weakness is on account of social backwardness caused by caste. The economic criteria will lead, in effect, to the virtual deletion of Article 16(4) from the Constitution.

Since the new amendment talks of economic criteria and addresses the grievances of Brahmins, Baniyas, Patels, Marathas, Gujjars, Thakurs and even Muslims and Christians for the first time, many think it will be broad-based. It is the responsibility of the state to uplift the poor. Traditionally marginalised sections need affirmative action. But

the current policy says those households earning less than ₹8 lakh annually or owning less than 5 acres of land can avail of the quota. That is a salary of ₹66,000 a month. If so, is this the new poverty line of India? And if so, why were those earning more than ₹25,000 a month being taxed until now? The moment you make reservation for the advanced classes, it changes the meaning of reservation altogether. Reservation is not an anti-poverty programme.

You the citizens decide if the 10% reservation is nothing but a fig leaf to cover the failures of this government on many fronts. It is a ploy that will cost India dearly and push away further its hope for social harmony. When you allow reservation for the advanced classes which in any case have the bulk of the jobs in government, it changes the meaning of reservation. I have personally taken a stand in the past, that the Catholic community should not demand reservations for so called Dalit Christians. We should erase the word caste in our community as we believe that we are all children of God. We have sufficient educational institutes and resources to provide good education and skills to these poor people so that they can economically rise in stature and stand proud as equal citizens of this country. Let's erase the word caste which has over centuries divided the people in our country and to do so start in our own community.

# 14 Lobbies of Money! Honey!

A 'lobby' is a room out of which one or more other rooms or corridors lead, typically one near the entrance of a public building. Well, here the society's mansion is 'money or wealth' dear Honey!

**The Bible warns:** "For the love of 'money' is a root for all kinds of evil / Keep your lives free from the love of 'money'!" (1 Timothy 6:10 / Hebrews 13:5).

'Money' has so many different names and functions! Allow me to label at least 14 of them, in order to get the hang of it. But do not, out of sorrow, go and hang yourself; or out of joy, die of laughter!

In a temple or Church – donation! In a school – fee! In a divorce – alimony! To own someone – debt! To pay government – tax! In a court – fine! For a retiree – pension! To an employee – salary! For children – allowance! For good service – tip! Towards the bank – loan! To the kidnapper – ransom! To a servant – wage! For an illegal transaction – bribe!

Our Lord Jesus Christ warns us about the unhealthy and dangerous effects of ill-gotten 'money or wealth'! "You cannot serve God and Mammon! / For the lure of wealth, and the desire for things, come and choke the Word, and ultimately yield nothing. / How hard it is for those who have wealth to enter God's Kingdom!" (Matthew 6:24 / Mark 4:19 / Luke 18:24).

—Dr. Hazel Colaso,  
Bandra West, Mumbai.

## Thanksgiving

May the Sacred Heart of Jesus be Praised Adored, Glorified and Loved today and everyday throughout the world, now and forever. Amen!!



Ask St. Clare for three favours two impossible and say nine Hail Marys and the above prayer for 9 days with a lighted candle and publish on the 9th day your request will be granted no matter how impossible it is

—Norbert Vaz,  
Dadar

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### 12. Korlai village, Raigad, Maharashtra.

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# Domestic Fires



by **Jude Michael Raj**  
Safety Specialist/Trainer

## Common Causes & Measures.

A Home can easily catch fire from the misuse of appliances and heating equipment to smoking in bedrooms. Electrical appliances and kitchen related items are often the main cause of domestic fires.

Electricity is an essential part of our modern life. However, plugging your television, games console and mobile phones into one socket is simply asking for trouble. Overloading the socket will cause the cables to overheat which will damage the insulation over time.

Kitchen fires are without doubt the most common cause of domestic fires. With electricity, oil, gas, wood and a number of chemicals to be found in your kitchen,

Basic Safety Measures can be taken to avoid fire in home and ensure the safety of your family by doing the following:

- DON'T smoke in bed.
- DON'T leave unattended cigarettes burning in ashtrays.
- DON'T put ashtrays on chairs or sofa arms.

- DON'T overload electrical outlets with appliances.
- DON'T staple electrical cords to walls or otherwise pierce the insulation.
- DON'T run electrical cord under rugs, over nails.
- DO put of all electrical appliances when not in use.

- DON'T leave pots & pans unattended on the stove. If you must leave the kitchen turn it off.
- DON'T cook while wearing sleeves that can dangle near burners.
- DON'T use your clothing you wearing to take hot pans of the burners.
- DON'T let grease build up on your stove or oven.
- Do check the kitchen before bed. Oven off, Gas Inlet Tap Off.
- DO Put All Electrical kitchen appliances off.
- DO clean kitchen chimneys yearly.

### (For Areas with Cold Climates)

- DON'T place heaters within 3 feet of flammable materials.
- DON'T use heaters to dry clothes.
- DON'T use extension cords with portable heaters.
- DON'T leave heaters unattended or sleep while they are on.
- DO unplug heaters after you turn them off.

## The Sixth Sense Budget that was....

The announcement by the stand-in Finance Minister Piyush Goyal about those with a taxable amount of Rs 5 lacs will not pay any tax was received with continuous thumping by the Treasury benches which gave an impression that all those MPs would stand to benefit by virtue of being poor. Either they all fell in this tax bracket [poor fellows] or they felt that the basic exemption has been hiked from 2.50 to 5.00 lacs. Incidentally, the Prime Minister was in his elements thumping the desk at every sentence from the Finance Minister. Why not? The NDA was presenting the sixth budget though they were entitled to only five. Maybe their sixth sense told them that after five you get bonus budget.

There is an unwritten convention that an outgoing government, especially if their term ends close to the elections, will present an interim budget – a vote on account for the next few months to run the government till the new [same if re-elected] government takes office. But remember that BJP is a party with a difference and they are not supposed to go by convention. We have seen this [don't care] attitude before and it was no surprise. Even the outgoing government in 2014 led by Congress did not grossly deviate from the convention. But what we saw now was a full-fledged budget and there was nothing interim about it. Talking about deviation, it was the BJP government which advanced the budget from the last day to the 1st day of February and it did not require high level intelligence to know the reasons behind that move. Needless to say, like last time, this time also the BJP hopes to benefit.

Financial wizards have already given their assessment of the budget and the reactions have been mixed. No doubt the tax sops will benefit the lower middle income group including the retired while exemption of the second house from tax will be welcomed by the middle and upper middle class. Increasing the threshold limit for deduction of tax at source will be widely welcome. A sizeable chunk of TDS must be refunded in due course. To that extent filing a return just to get refund is a futile exercise. The rationale behind compulsory filing of tax returns even if

## VIEWS on NEWS

there is no tax liability [after taking advantage of the legitimate exemptions] does not make sense. The government takes pride in saying that one crore new assesses filed returns. If they did not actually contribute to the exchequer, they cannot be classified as genuine tax payers. You can count them if it gives you satisfaction in having quantity rather than quality. A lot of manpower must be used to compile/feed the data of these non-tax paying individuals. Whichever government comes to power will do well to address this issue and see if it is really worthwhile to insist on tax returns which have no revenue implications. In any case you accept all those returns at face value.

The Rs 500 per month to every marginal farmer announcement witnessed a tumultuous applause from NDA MPs [Modiji included] as if it was Rs 500 per day and that would have meant real succour to the poor farmers. This cash sop for the farmers comes in the much hyped cash deposit in their accounts – Rs 2000 every four months which some of the financial analysts find too meagre to have any impact on the living standards of those poor tillers of the land – a long neglected but significant segment of Indian society. As someone said it works out to about Rs 17 a day which may not fetch a loaf of bread for the full family. To what extent the poor farmers will be induced [by this bread of life] to vote for Modi in his re-election attempt, is anybody's guess. With the educated children of the farmers not inclined to continue with not so remunerative farming, the need of the hour for the nation, is jobs and more jobs. In the background of some controversy, the term 'jobs' was conspicuously absent in the long budget speech. The government felt proud with the budget but surprisingly, it spoils the 'mood' of the international rating agency Moodys.

\*\*\*\*\*

### Vendetta Tme?

Come election season and it is time for the incumbent government to bring all the pending investigations, charge sheets and cases to the fore. It creates a huge impact on the electorate if those contesting or their spouses and children face some charges. Not that the can-



by Marshall Sequeira

didate is barred from contesting but when any adverse development influences the voting pattern. This is exactly what the government wants especially if the contestants are its adversaries capable of posing electoral challenge. It would be unfair to say only the incumbent government is indulging in such tactics. It was done in the past as well and the BJP berated them for indulging in it.

Now the same BJP finds it expedient not only to do the same thing but do it with no holds barred. Of course they say that it is the investigation agencies which have a say in such matters but nobody buys that. Right now with less than 100 days to go for the elections, we find that there is sustained grilling of Robert Vadra for all the sins of omission and commission that he committed during the UPA regime under the Gandhi family. Similarly, there is questioning of Kartik Chidambaram s/o P. Chidambaram erstwhile Finance and Home Minister at the Centre. The senior Chidambaram has also been similarly grilled. Not that these big-wigs have not been questioned before, the crucial part of that exercise is reserved for the pre-election season so that it remains fresh in the minds of the voters.

Nobody is holding any brief for Vadras and Chidambarams. The NDA is in office for close to 57 months and they could have easily brought all these cases to their logical end by now. There is a reason for this. The judicial outcome of the much hyped 2G etc left the government red-faced. Remember the BJP capitalized on the alleged scams to come to power in 2014. If the cases against Robert Vadra, Kartik and P. Chidambaram were to be concluded and if the courts found nothing in them, the BJP would have been left with egg on their face. It pays to keep the 'pot boiling' and the more you hype it [Modi has mastered the art] the more dividend it pays at election time. Got it?

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Sacred Heart of Jesus, have mercy on us. St.

Jude worker of miracles, pray for us. St. Jude the helpers of the Hopeless cases, pray for us.

*Say this prayer nine times for nine days and Your prayers will be answered by the eight day.*

—R. Torcato

## MEMORARE



Remember, O most Gracious Virgin Mary, that never was it known, that anyone who fled to Thy protection, implored Thy help, or sought Thy intercession, was left unaided. Inspired by this confidence, I fly unto Thee, O Virgin of Virgins, my Mother. To Thee do I come, before Thee I stand, sinful and sorrowful. O Mother of the Word Incarnate, despise not my petitions, but in Thy Mercy, hear and answer me. Amen.

*In an emergency, say the Memorare prayer 9 times in a row (and a tenth time in thanks). Your prayer will answered.*

—C. V. T.

## Tips for aspiring writers

To make a career out of writing seems like an easy thing to do. But as most writers say, once you start doing it, you'll realise how challenging it actually is. For most people, writing is just a way of expressing one's thoughts. If you someone who is aspiring to become a writer, listed here are a few helpful tips you can follow to reach your goal and become successful.

### Write daily :

Make a point to write something every day, such as a daily journal, a thought, a few quotes, maybe just a letter to someone. The more you write, the more your brain engages in practice and it improves your skills.



### Read :

For you to be able to write better and bring variety in your work, it is important for you to be aware of the different styles of writing in the world. Seek inspiration, get ideas, understand their storytelling patterns and techniques, and you will notice a difference in your writing style, which will happen almost automatically. So read as much as you can.

### Save your thoughts :

Make it a point to record the best of your thoughts and ideas as soon as they come to you, so you can use them later. Most times, people don't save their ideas and think that they will remember them later, but the same idea just doesn't strike anymore at a later stage.

### Seek other's opinions :

Sometimes, when you own criticising powers fail to help, other people's criticism comes to your rescue. Make your friends and family members go through your work and ask them for their feedback and opinions.

# A Mother's Love .....

'Love in Action' - who best can portray what Love really is and what is 'Love in Action,' than a mother? How does one describe a mother's Love? It is a fact, we find ourselves taking our mother's Love for granted at some time or the other. Let's be honest, how many of us can deny that? There are cases where the children do not even acknowledge their mother's presence in their lives. And, what is the mother's reaction in such instances - does she just let go?

**There is always something inside her that tells her, she is a mother and her love for her children and those around her shall not die; it is 'unconditional' Love.**

*In a school, the children were asked to write a few lines on their mother.*

*One of them wrote :*

My mother is like a superwoman. I admire her for her perseverance towards her work, juggling multiple tasks with enthusiasm and honesty.

**Seeing her Love in action, is overwhelming.**

Her tender love towards everyone in the family, the way she understands everyone's silence fascinates me. Honestly, my mother is an angel in disguise and would like to inherit all of her beautiful qualities.

*Another writes :*

My mother, she is the most beautiful, strong, loving, caring and wonderful person. I'm always in awe as to how she manages everything perfectly, and such a kind nature. She is a symbol of love and care, my first teacher, friend and my inspiration. Yes, I do fight with her



at times, shout at her, hurt her, but at the end of the day she makes me realize my mistakes without hurting me. Amazing, how she resolves every problem without getting nervous. She comforts me when I'm afraid of facing problems. **If you wish to know what's a mother's love in action, this is it !**

*What about an adult ?  
Take for instance, this story :*

I am what I am today, is because of my mother. After having brought me up lovingly, I was in a position to stand on my feet. But unfortunately, I fell into bad company, taking up to drinking,

drugs, etc., etc. Those were the worst days of my life. I did not care for my mother or anyone else in the family. My family life was disturbed, my siblings kept away from me, my father abused me and my friends deserted me. **But there was one person who stood by me, and that is my mother.** When I would not return home, she would walk down the streets to look for me. She picked me up from the Liquor bars, picked me up from the streets and



**Melville X. D'Souza  
- Orlem, Malad West**

## in Action !

would bring me back home. Her constant support finally brought me to my senses. I said no, to all the vices that I had got addicted to, and now I am a reformed man. **What I have witnessed, was a mother's Love - in action !** From where did my mother find the strength, the courage, the perseverance in getting me back on my feet? And she confessed to me, it was mother Mary who stood by her, assuring her that everything would be fine.

**It was mother Mary's love for her children that helped us along the way. That was truly a mother's Love in Action !**

When Jesus walked the way to Calvary, Mary walked along the way with Jesus. She did not abandon him. When Jesus was brought down from the cross, Mary was there to hold His lifeless body in her arms. **That was Mary's Love in Action.**

We too can feel Mother Mary's Love for us. We need to have faith in Mother Mary, we need to learn to imitate her, be watchful, sensitive of the things happening around us. When Mary noticed that the wine at the wedding feast at Cana was running out she could have just kept quiet. But she knew she had to save the hosts from this situation, and she reached out to them. **That was Mary's Love in Action.** Did not Mary go out in haste to meet and help her cousin Elizabeth, when she was told about Elizabeth's conception? **That was Love in action !**

**We need to follow into the footsteps of Mary. We need to learn from Mother Mary what 'Love in Action' really means !**



## Parents Should Gift Faith As Their Legacy

Today, as never before let us “turn the hearts of parents to their children” (Luke.1:17) in view of leaving behind a legacy for their future.

**There is a correct saying:** most children like to imitate their parents, are inspired by them and often apply family traditions, values and customs in their own adult lives when they grow up.

In this age of religious crisis worldwide parents have a responsible commitment to embalm their Christian faith in children with love and sharing within the household.

The devil can never rule the world. Our parents must rise from the ashes of their own personal and domestic problems, bond with their children, creating a chain of love and trust with a deep pride in Christian values to smother the breath of the beast.

The Church is awash in pain with decisions to make about the future stability of the faith. The Church needs our support in prayer, penance and forgiveness to recover the damage caused by child abuse, abortion and shame brought upon the faithful.

The rising threat to Christian worship is growing around the world, calling monks, priests and religious to sac-

rifice their lives in martyrdom is great sorrow.

Pope Francis recently made a successful visit to the UAE. It was a historic chapter for the Muslim nation to invite a Pope to the Arabian Peninsula. It was the largest event of Christian worship to the birthplace of Islam. A Vatican spokesman said about 1, 80, 000 Christian people were present. 4,000 Muslims attended. This incredible visit, I imagine, was the work of prayer, penance, and the Rosary over the passage of decades in the world Christian community.

Parents, together with their children are requested to say the prayer “Sent to save souls”. Pray with your children in true trust and belief that Our Heavenly Father will hear and help us to heal the wounds, both spiritual and personal in our family.

### Sent to Save Souls:

We confess to almighty God, Mother Mary, her Son Jesus and the Holy Spirit to give us the wisdom and the power to gather forces as a united family in spiritual strength that we may in love and unity bond with other Christians, their families and orphans across the world to defeat evil and its demonic desire to dominate the world and crucify the Christian faith in a holocaust of hate, violence and fear. Lord, we ask you to forgive them as you once did from the Cross, for we are a faith of love, forgiveness with a mission to Save Souls. Amen.



BY MELVYN BROWN

Believe that Saint Michael will protect us from the enemies in our midst, from sin and anger. Parents can speak about the gospels, about miracles, about saints and about kindness, charity, and love. A little of some Christian values sometimes, like prayers before and after meals. Encourage children to make a good confession before communion. Insist on going to Mass on Sundays and days of obligation.

There is no greater wealth than to pass on a legacy of the Faith to your children and their children after them. For those who have everything and those who have nothing, the legacy of your faith will enrich your life and the lives of your children, we are the baptized in Christ Jesus and that is the greatest legacy we can possess with pride.

Saint Augustine’s mother prayed for her son’s conversion to the Christian Church, God heard her prayer. Mother of the prophet Moses prayed that her infant in the basket, floating down the river Nile would be saved, God heard her prayer.

Christian mothers, lift up your prayers to God that your “Legacy of Faith” may pass down the generations of your family, God will hear your prayer.

“For truly I tell you, if you have faith the size of a mustard seed, you will say to this mountain, ‘Move from here to there, and it will move; and nothing will be impossible for you.’” (Mat.17:20).

# Late George Fernandes gets hero's tributes in his home town, Mangaluru.

— Ivan Saldanha-Shet.M'lore.

A true son-of-the-soil of Mangaluru and son-of-India, Late George Fernandes, admired all through its length and breadth by the 'Aam Janata' did not neglect in coming home to rest, in the form of a portion of ashes of his cremated mortal remains on January 31. His finely expressed wish was fulfilled on February 2, 2019. Reverently brought by his brother and labour union leader Michael Fernandes from New Delhi/Bangalore. A large number of friends, admirers, family members, leaders and citizens attended the funeral service led by priests who knew him, at his home church St. Francis Xavier's at Bljey near his maternal home after which the legendary 'George-the -Giant Killer' in memory was interred in the Church cemetery close to his grand parents



graves, the ashes in a shining copper vessel in a wooden casket. He along with great leaders A B Vajpayee and Abdul Kalam, were popularly known as 'Amar, Akbar and Anthony'. George Fernandes will be always remembered for his service to the nation and fellowmen.



The same evening, a condolence meet was held at TV Raman Pai Hall organised by Citizens Council, tributes from key people were touching indeed. Emeritus Bishop of Mangalore Rev Dr Aloysius Paul D'Souza said, "George Fernandes was a great leader of our times. In his early life he joined Mangaluru seminary for 3 years and decided to take a path he preferred. He went to Bombay (Mumbai). The service that he has given to the country is commendable which will always be remembered. George always believed in doing his own work and never depended on anyone. He fought for the rights of labourers and his work was recognized all over the country. He was the leader in starting Konkan Railway which was his dream; he was one of the best Defense ministers that our country had."

Michael Fernandes, brother of George said, "My dear brother George was known for his strong anti-corruption views. We four brothers were in to politics but never into corruption. I urge that as he was the reason to introduce Konkan Railway, it's better to name a prominent road or one of the major railway stations here, suitably." A brother's admiration in grief was indeed visible.

Chancellor of NITTE University Dr N Vinay Hegde said, "At the age of 16, George Fernandes traveled to Mumbai, where he had to toil hard to sur-

vive. He fought for the labourers and in this process he developed political contacts. He was a courageous man, never bothered about his life as he wanted to do something for the country, a unique quality in George. A most courageous leader never feared to protest and was arrested more than once and jailed, he won hearts of the people. He was a an articulate



and vociferous orator. It is unbelievable that he was fluent in 8 languages and was an upright honest politician." Chairman of Alva's educational institutions Dr Mohan Alva said, "George Fernandes was never involved in

(Contd.. on p. 18)

# Commandments Ten for Good News But Seven for Fake News

by Fr. George Olivera

## Fake News Rational or Irrational

Fake News is a Consequence of Rationality. Before the triumph of the scientific method, debates were settled based on religious books or pure rhetoric (or violence). Now everybody is rational: given the same facts, we would all reach the same conclusions. The only way to force a different conclusion from the logical one is to change the facts. Therefore now there is a new business: the business of fabricating the facts. Politicians have always twisted the facts to push their agendas, but now it is becoming the only way to push an agenda through an increasingly rational audience.

## Seven Commandments of Fake News:-

In the second episode of the "Operation Infektion" series, the New York Times demonstrates how even the most outrageous lie can be turned into a successful fake news story. All you would have to do is follow the Seven Commandments of Fake News – a step-by-step guide straight from the Kremlin's recipe book, on how to cook up the perfect media storm:

First Commandment: look for cracks in target societies.

Second Commandment: create a big lie – something so outrageous, no one will believe it is made up.

Third Commandment: wrap that lie around a kernel of truth – disinformation is most successful when it has a small bit of truth in it.

Fourth Commandment: conceal your hand – make it seem that the story came from somewhere else.

Fifth Commandment: find yourself a 'useful idiot' – someone who would unwittingly push your message to wider audiences.

Sixth Commandment: when the truth is uncovered – deny everything.

Seventh Commandment: play the long game – efforts might not bear fruit for years, but accumulated over a longer period of time they will eventually have a political impact.

## Pope Francis on Fake News:-

Pope Francis has warned against the temptation of fake news, drawing a parallel between ethically compromised journalism and the biblical tale of Adam, Eve, the snake and the forbidden fruit.

In his annual World Communication Day message held on the feast day of Francis de Sales, the patron saint of journalists, the Pope referred to Eve being fooled by the snake as "the first fake news".

"We need to unmask what could be called the 'snake-tactics' used by those who disguise themselves in order to strike," he said.

Fake news was popularised as a phrase by Donald Trump during his victorious 2016 US presidential election campaign and first year in the White House.

Trump uses it as a barb towards what he believes is a mainstream media biased against him, but it has come to be used as a way of describing the proliferation of outlets and websites publishing invented news stories

as a tool of political propaganda.

Pope Francis used the story of Adam and Eve, from the Old Testament's Book of Genesis, to highlight that "there is no such thing as harmless disinformation; on the contrary, trusting in falsehood can have dire consequences. Even a seemingly slight distortion of the truth can have dangerous effects".

In the story, the snake convinces Eve and then Adam into eating the forbidden fruit from the tree of the knowledge of good and evil, an act which leads to God expelling them from the Garden of Eden.

"Spreading fake news can serve to advance specific goals, influence political decisions, and serve economic interests. The effectiveness of fake news is primarily due to its ability to mimic real news, to seem plausible," added Francis.

The most radical antidote to the virus of falsehood is purification by the truth.

In order to discern the truth from the lie, the Pope suggests that people look at the results and see "whether they provoke quarrels, foment division, encourage resignation; or, on the other hand, they promote informed and mature reflection leading to constructive dialogue and fruitful results".

He also looked towards journalism as "not just a job" but "a mission", and journalists as "protectors of news" who should promote a "journalism of peace".

"I mean a journalism that is truthful and opposed to falsehoods, rhetorical slogans, and sensational headlines," he said.

(To be contd...)

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Prop. B. D'Souza

# Inspiration!

## Embrace your inner relationships

**NO MATTER HOW your life is right now there are several parts of you who have all the knowledge to change it! That's right - it's all inside of you! You can access it and draw from that inner treasure to shift your life into the most beautiful and uplifting experience. But for doing all this, you have to ensure that you are well in sync with your inner self and that is only possible when you make peace with yourself and your inner relationships. Here's how you can all of this**

**B**y maintaining a healthy relationship with yourself, you will also have the means to build healthy relationships with others. However, there are a few of us who are constantly trying to manage our different inner relationship aspects. Sometimes we feel that we are having a harmonious inner relationship with a part of ourselves but perhaps another inner relationship with a different aspect is going sour and hence we feel that we are not optimally balanced. Here, we bring you a list of our several inner facers with which we have to make peace in order to grow and lead a happy life.

### **The inner child :**

The inner child is the source of a person's vitality and creativity. Developing a relationship with your inner child can also heal emotional problems that result from not honouring that part of yourself. If we don't heed or appease the inner child in us, it will tend to distract us or constantly call our attention resulting in a general feeling of frustration and dissatisfaction without know-

ing why. This may also result in feeling fidgety or unable to focus on work when we need to, On the contrary giving space to our inner child to voice its requests may prove to be a powerfully in our life. It can give us the energy and excitement to look at things from a fresh and playful perspective and help us in maintaining motivation without being dulled by constant routines.

### **Romantic dreamer :**

There is a pirate, poet and lover in us. The romantic dreamer is what gives us that flair and the inspiration to live life more fully. It romanticises our memories and gives us new hopes and dreams. However when this part of us takes too much control over our feelings and emotions we tend to shift from being 'romantic' to being 'dramatic' about our life situations. The danger of not keeping the romantic idealist in us in check is that it will make us feel at odds with life and instead of accepting and dealing with ordinary life circumstances we end up feeling always distraught at living a less than-ideal life. So, one needs to be very careful with this inner facet.

### **The inner critic :**

We all have one - an inner voice that expresses criticism, frustration or disapproval about our actions. This is perhaps the most notorious of the inner relationship aspects we have to relate to. The inner critic is that part of us that is critical about whatever is happening to us- whether it is ideas, experiences, choices or our life in general. If given too much rope, the inner critic can turn to be very unhelpful as it ends up sabotaging us. In reality, if our internal critic doesn't step beyond a certain line and we maintain an inner relationship with it that is genuine; it can also help us in keeping the checks and balances in our lives. So whether it is constructive or destruc-

tive depends on how we develop that particular inner relationship and the terms and agreements we make.

### **Inner information seeker :**

The information seeker in us will try to make sure that we have enough information or evidence to back up our choices or plans. It works very well with 'the analyst' in us. When we let this part of us run too loose, the extreme is then that there's never enough information and we end up not taking part in many things thus losing opportunities. When the proper inner relationship is in place, however, we seek information when needed and use it to our advantage but at the same time know when it is okay not to have enough information and go with our guts or instincts.

### **The warrior in us :**

We all have a warrior in us. Sometimes it's a silent warrior and sometimes it's always on the front line shouting for battle. The warrior in us is that part which feels the need to fight for a cause or to fight an injustice. Although the warrior inside of us will always fight for a just cause, it can go out of control and end up consuming and draining our energies to fight battles we are not even aware of. The key to maintaining a healthy and balanced inner relationship with our internal warrior is to be conscious of our internal struggles. We have to be conscious of not fighting a useless battle or one which can be solved in more peaceful terms.

### **Inner analyst :**

Our brain is divided into two hemispheres: the left and right. The left is more dominant when it comes to analytical, logical and verbal processing. Sometimes we go overboard with too much analytical thinking and end up tripping- up ourselves more than anything else. We all fall victim to this part of us. We need to keep it clear that it is a 'subordinate' - it doesn't direct the business. When it does, we end up closing ourselves in by over-cautiousness and thus blocking helpful paths to action.

# Magazine asks India to derecognize Vatican

**New Delhi, Feb. 7, 2019:** An Indian magazine has asked the federal government to derecognize the Vatican as a state for the Church's alleged interference in the country's politics.

Church's political interference should make Indian government sit up and formally take note, says an article swarajyamag.com published on February 4.

The Indian government "must either issue a cease and desist demarche to the Vatican's representative in Delhi, or derecognize the Vatican as a state altogether. No country is bound to recognize any religious organization as a state with sovereign rights in a secular world," says the article.

The magazine accuses the Church leaders of asking their people to vote against the National Democratic Alliance led by the pro-Hindu Bharatiya Janata Party (BJP).

"They have thus pitched their tents fully in the opposition camp. This happened in December 2018, when a bunch of bishops, pastors and priests from many south Indian churches promised support to the Dravida Munnetra Kazhagam's M K Stalin," it says.

"It is one thing for priests to articulate their own personal political preferences in private, quite another to misuse

the pulpit to influence elections formally," adds the article by Ragannathan, the magazine's editorial director.

While it justifies similar interference by various Indian religious leaders, it opposes the Church leaders "meddling" because of their allegiance to the Vatican, a state represented by an ambassador in India.

"And all cardinals and bishops are appointed by the Vatican. This implies that an outside state is appointing multiple ambassadors under the guise of practicing religious freedom, when they are really trying to influence politics in India. This is unacceptable in a secular state," it asserts.

The article also refers to the Vatican-China agreement in September 2018 where the Holy See agreed to accept all bishops appointed by China as legal. Future appointments will now involve both parties having to agree to the names, it adds.

"What this implies is that the Chinese have formally recognized the Vatican as a state, and the Vatican has accepted that what it does in China must have the concurrence of the Chinese state. It is a state-to-state deal."

The article also accuses the Indian Churches of "feeding" stories against the BJP to the United States Commission on International Religious Freedom (USCIRF) that it says has appropriated to itself the role of the supervisor of religious freedom around the world.

"If the Indian government has any self-respect, it should send the Vatican packing and downgrade the embassy to a mere representative office of the Pope. A Christian version of the Shankaracharya deserves to be treated with respect, but not the kind of respect due to a head of state," the article concludes.

*Courtesy: Matters India*

(Contd.. from p. 15)

any kind of corruption and he never earned any wealth using his clout. He was one of the leaders credited for the success of Pokran and Kargil and here for our international air port and such accomplishments hard to list out."

Labour leader from Mumbai and office bearer of Jayakrishna Parisara Samrakshana Samithi Felix D' Souza said, "George Fernandes was a true leader, he has remained in the hearts of the people. He stood like a rock with labourers. He was very courageous and bold in taking decisions for them. His contribution towards the development of the country is enormous and can never be forgotten. George is the father of Konkan Railway which is today our life line."

The Mangaluru Pradesh Catholic Sabha, a premier representative body of the local community, convened a condolence meeting at the Bejai Church Hall Mangalore on February 5, Tuesday with Rev.Dr.Peter Paul Saldanha the Bishop of Mangalore presiding. The Sabha, resolved to urge the Government to name the Mangaluru Junction Railway Station at Kankanady after the former Rail and Defense minister and respected leader of the nation late George Fernandes. Ivan D'Souza, MLC and Parliamentary Secretary reiterated also a demand to set up a bust of George Fernandes at Bejai Circle and also to name a Bejai road after George. Many leaders of the region, citizens and the local catholic community was present in huge numbers at this condolence meeting, as also a solemn requiem mass earlier in the morning, the love, affection and respect for the beloved departed leader was palpable consistently.

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**5996. MUMBAI:** RC Bachelor (Born in November 1974) / 5'8", B.E., working in Senior position reputed IT firm. Seeks alliance from R.C. spinster educated good family background Pl. reply with photograph and details to keithcardozo@hotmail.com OR **9820338755**

**6040. MUMBAI :** Mangalorean Roman Catholic Bachelor, (Born in July 1983), Ht. 6', Fair Complexion, Edn. B.Com + IATA working as a Manager for Emirates in Dubai Seeks a humble, godfearing, educated Mangalorean girl. Ht. above 5' 5", age below 28 years. Contact email : philomenanoronha60@gmail.com

**6113. MUMBAI :** Mangalorean Roman Catholic Bachelor, (Born in August 1976), Ht. 6', Wt. 80 kgs, Wheatish Complexion, Edn. HSC., Dip. in A.C. Mechanic, working as a AC Technician in Muscat. Contact Email : suaresroshan@gmail.com

**6213. MUMBAI:** Mangalorean Roman Catholic Bachelor, (Born in June 1981), Ht. 5' 7", Wheatish Complexion, Edn. PGDRM, working as a Manager. Contact email : larson316@gmail.com

**6358. MUMBAI :** Mangalorean Roman Catholic Bachelor, (Born in May 1974), Ht. 5' 4", Wt. 65 kgs, Fair Complexion, Edn. B.Com., working as a Admin. Controller in **DUBAI**. Contact email : dsouzarobin25@gmail.com

**6393. MUMBAI:** Goan Roman Catholic Bachelor, (Born in March 1977), Ht. 5' 6", good looking XII Pass, presently working as Share Broker having own bungalow accommodation at Bandra Mumbai also getting good regular monthly rent seeks a goodlooking RC Spinster. Contact email : pintolazarus2012@gmail.com

**6045. MUMBAI:** Mangalorean Roman Catholic Bachelor, (Born in January 1980), Ht. 6' 2", Fair Complexion, Handsome, Edn. B.Com., & HTL Management, Working on Cruise Line as Supervisor, Seeks an educated, simple, Mangalorean girl above 5' 5" Contact Email : marprop111@gmail.com

**6198. MUMBAI :** Mangalorean Roman Catholic (Born in October

1969), Ht. 5' 10", Edn. B.Com., good personality, hailing from God fearing, cultured family, issueless, divorcee by mutual consent, working for Cruise Liner in U.S.A., as Security Supervisor, well settled in Mumbai, Seeks suitable match. Contact email : dsouzamalcolmneil@gmail.com. Phone/SMS 09480157258.

**6424. MUMBAI :** East Indian Roman Catholic Bachelor, (Born in October 1991), Ht. 5' 11", Wt. 65 kgs, Fair Complexion, Edn. B.Com., well employed, working as Sr. Customer Care Executive. Contact email : gerardd754@gmail.com, Mob: 9594766322 / 9930620943

**6250. MUMBAI :** East Indian Roman Catholic Bachelor, (Born in January 1974), Ht. 5' 8", Wt. 76 kgs, Wheatish Complexion, Edn. B.A., working as a Manager. **Contact email : cardoz.clint@gmail.com OR 9833563182**

**6764 MUMBAI :** Goan Roman Catholic Bachelor, (Born in November 1977), Ht. 5' 10", Wt. 76 kgs, Fair Complexion, Edn. MBA PGDM, working as an Asst. Vice President. Contact email : shamlcoutinho@gmail.com

**6763 MUMBAI :** Mangalorean Roman Catholic Bachelor, (Born in May 1978), Ht. 5' 7", Wt. 60 kgs, Fair Complexion, Edn. HSC, working as a Captain. Contact email : harrydsilva3@gmail.com

**6756 MUMBAI :** Goan Roman Catholic Bachelor, (Born in December 1977), Ht. 5' 5", Wt. 78 kgs, Wheatish Complexion, Edn. 12th std. (HSC), working as an Admin. Assistnat in **DUBAI**. Contact email : charlotteirani@yahoo.com

**6751 MUMBAI :** Goan Roman Catholic Bachelor, (Born in December 1990), Ht. 5' 10", Wt. 70 kgs, Wheatish Complexion, Edn. B.Sc. (Hospitality), working in UK Cruise Line. Contact email : asharcfernandes@gmail.com

**6750 AUSTRALIA :** Goan Roman Catholic Bachelor, (Born in October 1985), Ht. 5' 6", Wt. 70 kgs, Wheatish Complexion, Edn. Bachelor in Communication, working as a Media Ana-

lyst. Contact email artemiamaria@gmail.com

**6636. MUMBAI :** East Indian Roman Catholic Bachelor, (Born in September 1983), Ht. 5' 9", Wt. 80 kgs, Wheatish Complexion, Edn. B.E., working as a Technical Lead. Contact email : joy.dominic@gmail.com

**6830. BAHRAIN :** Goan Roman Catholic Bachelor, (Born in February 1988), Ht. 5' 11", Wt. 97 kgs, Wheatish Complexion, Edn. MBA, Marketing Professional in Public Sector. Contact email : rolsonvaz@gmail.com

**6845. MUMBAI :** Goan Roman Catholic Bachelor, (Born in November 1982), Ht. 5' 7", Wt. 67 kgs, Fair Complexion, Edn. B.Sc., working as a Internet Manager. Contact email : dsilvaahimsa@gmail.com

**6838. MUMBAI :** Mangalorean RC Bachelor, (Born in October 1974), Ht. 5' 4", Wt. 55 kgs, Wheatish Complexion Edn. VII std, working as a Electrician in BEST. Having House. Seeks a simple, understanding and good natured girl. Contact email : belindacardoza777@gmail.com

**6833. AUSTRALIA :** Mangalorean RC Bachelor, (Born in November 1986), Ht. 5' 7", Wt. 78 kgs, Fair, Handsome, PR Holder, Edn. Masters by Research in Biotechnology from QUT, Australia, Currently working with reputed company in Quality Assurance dept., Seeking a qualified and God fearing Mangalorean RC girl. Contact email : lizbf2017@gmail.com

**6940. MUMBAI :** Mangalorean RC Bachelor, (Born in November 1984), Ht. 5' 5", Wt. 73 kgs, Wheatish Complexion, Edn. SSC, working in **MAURITIUS** a Screen Printing Machine Operator in Textile Company. Contact email : ryanfernandes84@gmail.com OR 9819353213

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**7008. USA :** Separated Roman Catholic, (Born in October 1983), Ht. 5' 7", Wt. 62 kgs, Wheatish Complexion, Edn. MD, MS, working as a Senior Engineer. Contact email : jesumary58@yahoo.com

**7007. MUMBAI :** Goan Roman Catholic Bachelor, (Born in September 1977), Ht. 5' 8", Wt. 72 kgs, Fair Complexion, Edn. B.Com., MBA in Aviation. Contact email : gerald-white@hotmail.com

**7005. DUBAI :** Goan Roman Catholic Bachelor, (Born in May 1986), Ht. 5' 6", Wt. 50 kgs, Fair Complexion, Edn. BMS /CFA, working as a Head Treasury in Dubai. Contact email : matri3119@gmail.com

**6830. BAHRAIN :** Goan Roman Catholic Bachelor, (Born in February 1988), Ht. 5' 11", Wt. 97 kgs, Wheatish Complexion, Edn. MBA, Marketing Professional in Public Sector. Contact email : rolsonvaz@gmail.com

**6777 MUMBAI :** Wanted Bride (Spinster, widow or Divorcee) Mangalorean or Keralite christian for a Bachelor Mangalorean R.C., Ht. 5' 9", Age 49 years (Born in April 1968), Own Business, own house in Mumbai & Mangalore. Girl should be min. HSC, Ht. above 5' 5". Contact email : patberin@yahoo.com OR Mob: 09322156322

**6489 MUMBAI :** Roman Catholic bachelor, (Born in June 1988), Ht. 5' 5", Wt. 65 kgs, Fair Complexion, Edn. Graduate, working as a Front Office Clerk in DUBAI. Contact email : sam\_sin88@hotmail.com

**6507. MUMBAI :** Mangalorean Roman Catholic Bachelor (Hearing Impaired) (Born in September 1989), Ht. 5' 9", Wt. 62 kgs, Fair Complexion, Edn. HSC., Dip. in Computer Hardware. Working as a Cashier. Contact email : clifford9948@gmail.com OR

9920331773

**6485. MUMBAI:** North Indian R.C. Bachelor, (Born in October 1974), Ht. 5' 7", Wt. 75 kgs, Wheatish Complexion, Edn. B.Com., working for an MNC in Mumbai as Back Office Executive. Contact email : awr88@rediffmail.com

**6228. MUMBAI :** Mangalorean Roman Catholic Bachelor (Born in December 1972). Ht. 5' 8", Wt. 65 kgs., Wheatish Complexion, Edn. S.S.C. A/C Tech. Course, working as a A/C Technician in Voltas. Contact email : lawrencedias321@gmail.com Mob: 8291056939

**6172. MUMBAI :** Goan Roman Catholic Bachelor, (Born in February 1978), Ht. 5' 9", Wt. 86 kgs, Wheatish Complexion, Edn. M.Com., Position : Financial Consultant. Seeks a alliance from RC graduate/pst graduate spinster. Contact email : raceangelreb@yahoo.in

**6508. MUMBAI :** Mangalorean Roman Catholic Bachelor (Born in October 1986), Ht. 5' 10", Wt. 80 kgs, Fair Complexion, Edn. B.E.. working as a Asst. Manager in German Company. Seeks a tall, well educated homely Mangalorean girl. Contact email : colind.3010@gmail.com

**6434. MUMBAI :** East Indian Roman Catholic Bachelor, (Born in November 1978), Ht. 5' 5", Wt. 50 kgs, Fair Complexion, Edn. MD, MS., Doctor by profession. Contact email : rayanvincent@rediffmail.com

**6573. VALSAD :** Goan / Mangalorean Roman Catholic Bachelor, (Born in February 1986), Ht. 5' 5", Wt. 68 kgs, Fair Complexion, Edn. B.E. Mechanical, working as a project engineer in SAUDI ARABIA seeks a well quified girl from a good family background. Contact email :

ian.roshan.dsouza@gmail.com

**6664 MUMBAI :** Mangalorean R.C. Bachelor (Born in December 1982) Ht. 5' 3", Wt. 68 kgs, Fair Complexion, Edn. B.Com., A.C.A., LLB., C.A. by Profession. Contact email : saldanha\_ryan@yahoo.com OR 9820670158.

**6707 MUMBAI :** Goan RC bachelor, (Born in June 1975), Ht. 5' 10", Wt. 70 kgs, Fair Complexion, Edn. B.Sc., having own business. Seeks a Family oriented girl. Contact email : maxabreo@yahoo.com / maxabreo@vsnl.net

**6713 MUMBAI :** Mangalorean RC Bachelor, (Born in September 1989), Ht. 5' 6", Wt. 67 kgs, Wheatish Complexion, Edn. B.E. (Extc) working as a Sales Engineer. Contact email : coelho.helen@yahoo.co.in

**6841 MUMBAI :** Anglo Indian / Keralite Roman Catholic Bachelor, (Born in May 1991), Ht. 170 cms, Wt. 78 kgs, Fair Complexion, Edn. M.Com., working as a Sales Executive. Contact email : mrsannieroy@yahoo.co.in

**6353. MUMBAI :** Mangalorean Roman Catholic Bachelor, (Born in December 1977), Ht. 5' 11", Wt. 80 kgs, Fair Complexion, Edn. HSC + Dip. in Catering, working on cruise line in store department. Handsome, sober, having own house, seeks a simple, godfearing, working Mangalorean girl. Contact immediately. Contact email : lewisroyston@yahoo.com OR 7208759704

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**7009. MUMBAI :** Goan Roman Catholic Spinster, (Born in September 1988), Ht. 5' 3", Wt. 54 kgs, Wheatish Complexion, Edn. MBA Finance, working as a Manager in Bank. Contact email : shirley0982@gmail.com

**7006. DUBAI :** Mangalorean Roman Catholic Spinster, (Born in June 1987), Ht. 5' 4", Wt. 68 kgs, Wheatish Complexion, Edn. B.Com., working for Bank. Contact email : liddysouza@gmail.com

**7003. MUMBAI :** Tamilian Roman Catholic Spinster, (Born in May 1991), Ht. 5' 1", Wt. 47 kgs, Fair Complexion, Edn. B.Sc., IT, working as a Software Engineer. Contact email : annette.anthony10@yahoo.in OR 9967681810

**7002. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in December 1987), Ht. 5' 3", Wt. 60 kgs, Wheatish Complexion, Edn. Masters in Management Studies, working as a Administration Professional. Contact email : kaazar2019@gmail.com

**7001. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in August 1994), Ht. 5' 4", Wt. 48 kgs, Fair Complexion, Edn. B.A., working as a **AIR HOSTESS** Lead Cabin Attendant. Contact email : stephen@thesocialstreet.asia

**7000. USA :** Goan RC Spinster, (Born in January 1993), Ht. 5' 5", Wt. 55 kgs, Fair Complexion, Edn. Masters in Information system, working as a Business Analyst. Contact email : joe\_dots@hotmail.com

**6999. PUNE :** Goan RC Spinster, (Born in May 1991), Ht. 5' 4", Wt. 60 kgs, Very Fair Complexion, Edn. MBA Finance from Symbiosis Institute of Business working as a Senior Credit Analyst. Contact email : andreagemd-souza@yahoo.co.in

**6967. MUMBAI :** Mangalorean RC Spinster, (Born in June 1991), Ht. 5' 2", Wt. 57 kgs, Wheatish Complexion,

Edn. MBA (Finance), working as an Asst. Manager. Contact email : rcmumbai91@gmail.com

**6962. LONAVLA :** Mangalorean RC Spinster, (Born in February 1990), Ht. 5' 5", Wt. 65 kgs, Wheatish Complexion, Edn. M.Com., working. Contact email :

fernandesjennifer90@yahoo.com

**6961. MUMBAI :** Mangalorean RC Spinster, (Born in March 1988), Ht. 5' 4", Wt. 60 kgs, Wheatish Complexion, Edn. MBA., Working as a Deputy Manager in Franch Bank. Contact email : preethi.dsouza@ymail.com

**6959. MUMBAI :** Alliance invited from well settled RC Goan bachelors upto 30 years. for RC Goan Spinster (Born in November 1990), a B.A. graduate, done IATA, presently working in **DUBAI** in a travel company as a corporate travel officer, Ht. 5' 3", (preferable working overseas) Contact email : sabjf1963@gmail.com OR Cell No.: 8828998414

**6958. BANGALORE :** Mangalorean RC Spinster, (Born in November 1987), Ht. 5' 4", Wt. 50 kgs, Fair Complexion, Edn. B.E. (Biotech), working as a Business Analyst. Contact email : rodrigues.kavin@gmail.com

**6955. MUMBAI :** Mangalorean RC Spinster, (Born in November 1993), Ht. 5' 1", Wt. 53 kgs, Wheatish Complexion, Edn. BMM, working as a HR. Contact email : librettaserrao11@gmail.com

**6954. MUMBAI :** Goan RC Spinster, (Born in October 1987), Ht. 5' 2", Wt. 47 kgs, Fair Complexion, Edn. B.Com., CA., working as a Finance Executive. Contact email : merissa5@yahoo.com

**6953. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in December 1992), Ht. 5' 5", Wt. 55 kgs, Wheatish Complexion, Edn. Bachelor in Vet Science, Doctor by profession. Contact email :

andrea-lobo786@gmail.com

**6950. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in July 1990), Ht. 5' 3", Wt. 68 kgs, Fair Complexion, Edn. Post Graduate, working as a Relationship Manager in Private Bank. Contact email : mendoncas2307@gmail.com

**6944. MUMBAI :** Mangalorean RC Spinster, (Born in July 1991), Ht. 5' 8", Wt. 74 kgs, Fair Complexion, Edn. M.Com., working as Accounting & Finance. Contact email : lavinadsouza16@gmail.com

**6894. MANGALORE :** Mangalorean RC spinster, (Born in February 1989), Ht. 5' 3", Wt. 50 kgs, Fair Complexion, Edn. M.Sc., Medical Pharmacy, working as a Research Scientist. Contact email :

menezesmangalore@gmail.com

**6892. BANGALORE :** Mangalorean RC Spinster, (Born in March 1993), Ht. 5' 5", Wt. 50 kgs, Fair Complexion, Edn. B.Com., BBM., working as a Investigator. Contact email : stelinedsouza@gmail.com

## MATRIMONIAL

**6903. MUMBAI :** Mangalorean Roman Catholic spinster, (Born in June 1987), Ht. 5' 4", Wt. 75 kgs, Fair Complexion, Edn. B.E. (EXTC.), M.S. (International Business Management), working as a Client Consulting Manager. Contact email : mendonca\_luke@yahoo.co.in l2018anselm@yahoo.com

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**6890. MUMBAI :** Goan Roman Catholic Spinster, (Born in April 1985), Ht. 4' 10", Wt. 50 kgs, Wheatish Complexion, Edn. Graduate, working, Contact email :

diniz\_priyanka@yahoo.com

**6887. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in August 1989), Ht. 5' 5", Wt. 50 kgs, Fair Complexion, Edn. M. Sc., (Nursing), Nurse by profession. Contact email : mauricequadrass@gmail.com

**6882. MANGALORE :** Mangalorean Roman Catholic Spinster, (Born in April 1988), Ht. 5' 3", Wt. 60 kgs, Wheatish Complexion, Edn. M.V. Sc. Assistant Professor by profession. Contact email :

clarencemiranda5811@yahoo.co.in

**6881. MUMBAI :** Goan Roman Catholic Spinster, (Born in September 1990), Ht. 5' 5", Wt. 64 kgs, Fair Complexion, Edn. MDS in Endodontics, working, Seek alliance from well settled RC Bachelor upto 30 yrs. Kindly reply with full details & Photograph to email :

virgo14\_1990@hotmail.com

**6880. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in September 1988), Ht. 5' 4", Wt. 66 kgs, Wheatish Complexion, Edn. B.A. Contact email : ben864@yahoo.co.in

**6877. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in October 1991), Ht. 5', Medium Weight, Fair Complexion, Edn. B.Com., working for Bank in Investment Department, Contact email :

ashwinilewis18@gmail.com

**6876. DUBAI :** Mangalorean Ro-

man Catholic Spinster, (Born in May 1985), Ht. 5' 3", Average built, Wheatish Complexion, Edn. MBA - (Finance), working in MNC in DUBAI. Seeks educated, well settled bachelor from decent & respectable family between the age 34-38 yrs. preferably working in U.A.E. Contact with photo & details to email : saldanha.leena7@gmail.com

**6873. MUMBAI :** Affluent family R.C. Mangalorean Spinster, (Born in August 1980), Ht. 5' 3", very beautiful and pretty. B.A., E.A. (Secretarial Course), worked for foreign MNC's, currently managing Father's Business. Contact email : lvbsh16@gmail.com

**6871. MUMBAI :** Goan Roman Catholic Spinster, (Born in January 1989), Ht. 5' 2", Wt. 56 kgs, Wheatish Complexion, Edn. MA., Teacher by profession. Contact email :

andreaandrade310@gmail.com

**6870. MUMBAI :** Goan Roman Catholic Spinster, (Born in July 1974), Ht. 5' 2", Wt. 65 kgs, Wheatish Complexion, Edn. B.Ed., Self employed. Contact email : caand.reb@gmail.com

**6869. MANGALORE :** Mangalorean Roman Catholic Spinster, (Born in December 1985), Ht. 5' 2", Wt. 52 kgs, Fair Complexion, Edn. B. Com., pursuing MBA, working as an Executive Asst. in BANGALORE. Contact email :

weddingvow85@gmail.com

**6848. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in September 1990), Ht. 5', Wt. 50 kgs, Wheatish Complexion, Edn. M. Phil, Ph. D., Child Psychology, School Counsellor. Contact email :

gonsalvesprikita@gmail.com

**6843. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in October 1990), Ht. 5' 4", Wt. 59 kgs, Fair

Complexion, Edn. M.Com., Accounts and Finance, working as a Sales Mis., Contact email : ncleret@yahoo.in

**6837. MUMBAI :** Mangalorean Roman Catholic Spinster, (Born in April 1992), Ht. 5' 2", Wt. 85 kgs, Fair Complexion, Edn. MBA, Profession : Baker. Contact email :

ludvinalobo@yahoo.com

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## MATRIMONIAL

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## MATRIMONIAL

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**ROYAL CHRISTIAN FAMILY,  
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Fort, Mumbai - 400 001.**



**WORKING IN A team is a core part of many organisations and hence, building the right team culture is an important part of company productivity. A great team culture is great for business and will enable success and attract more talent**

**B**uilding strong teams that are focused on collaboration is a key element for success. A team that takes ownership of their contribution and how they work together they will have a strong shared vision and will continuously search for ways to improve. Do not underestimate the importance of building a great team culture.

**Create a bigger vision :**

An important part of developing a strong team is having a group of individual who are focused on a collective effort greater than themselves. A compelling purpose is a key element in building a strong team. People cannot simply be forced to take part in a team; they need a desire to belong and contribute. So the most important job of any leader is to clearly articulate a vision and how the team will achieve it. The members of the team need to understand how their

contribution fits into the bigger picture.

**Meet regularly :**

Having a regular meeting that takes place weekly will make a big difference in great team culture. Regular meetings will build rapport, encourage productivity, and bring the importance of improving the team to the forefront. The meetings should be scheduled in advance and every-



one should be familiar with the agenda before the meeting begins. Have clearly defined roles for meetings; for example, one person can lead the meeting, one can act as a timekeeper, and one can take notes on the discussion. These meetings should focus on discussing problems and coming up with solutions; they should also be an opportunity to build relationships.

**Create leaders :**

A great culture is one that emphasizes

mentorship over management. Cultivating leadership will play an important role in establishing the culture of the team. Communicate clearly with team members so everyone is on the same page. Develop schedules that are designed to offer flexibility so everyone can do their work in the way that is most effective for them but not so flexible that they become unmanageable. Teach members of your team how to give constructive feedback that encourages productivity rather than causing shame or embarrassment. Facilitate and participate in improvement efforts along side your team members.

**Provide feedback :**

Proactive, constructive feedback is one of the best ways to help your team continue to improve. Don't over-complicate this process; feedback should not be the same for every person either. This is another reason why it is so important to develop relationships with your team members; they will take your suggestions to heart because they know you have their best interests in mind.

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