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Fashion your Finesse

God created the universe skilfully. His mandate for us is to do every work diligently and skilfully excelling in every field. God gave specific details to Noah to make an ark to protect themselves from the flood Gen. 6:14-16. He did exactly as the Lord told him, a well-equipped, first artisan in the Bible!

Later in the building of the temple, the artists, Bezalel and Oholiab played a key role. "God has filled them with the skill to do all kinds of work as engravers, designers, embroiderers in blue, purple, and scarlet yarn and fine linen, and weavers—all of them skilled workers and designers. So, Bezalel, Oholiab and every skilled person to whom the LORD has given skill and ability to know how to carry out all the work of constructing the sanctuary are to do the work just as the LORD has commanded." (Ex. 35:35, 36:1). They were thoroughly equipped to carry out the task.

When it comes to careers today, it is highly competitive, and fitting into the specified job/roles is a challenge. There seems to be a huge gap between the learning and the skills required for practical application of the learning in employment. There is a great need to bridge the gap to enhance career/job-focused learning, identifying skills to suit the career, seeking God's help in equipping and in employment, aiming high, and getting equipped proportionately.

Education aims to equip one to engage actively in the respective field translating the knowledge to practical application. Having the right attitude towards the subjects and skill-based knowledge is often lacking in our system; bookish knowledge is enhanced instead of equipping students to suit their careers.

An urgent necessity is to ensure that both information and skills are entwined in the curriculum resulting in the best performance of candidates in their respective fields rather than just being exam-oriented aiming for a higher score. Learning to apply the skills to fit into the specific jobs they will be employed for in the future, is the need of the hour.

I invite you to explore more on the theme by the experienced writers who will take us through different perspectives.



Jessy Jacob

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CAREER-SPECIFIC SKILLS: THE MARKET DEMAND AND OUR RELEVANCE



THE CASE:

From technology to operational processes to adopted business methodologies, everything has been changing in the world in the last 15 years at a very fast pace – be it in manufacturing, or servicing; with Govt and non-government sectors. Also ever evolving are their needs that require their employees to scale up with due knowledge upgrades and upskilled talents. The Pandemic of Covid-19 has extremely influenced these changes.

UPDATING AND UPSKILLING:

Hence, we must understand very well the nature of the 'new normal' to survive and succeed in our personal, professional, and

ministerial roles; not only to be relevant to the current context of challenges and opportunities but also to avoid becoming obsolete and getting fired! The Bible says the horse should be prepared for the battle well (Proverbs 21:31); so we are in our professions. The Lord taught Joshua that the strategy applied to capture Jericho (Joshua 6) was no more relevant to take on Ai (Joshua 8). God instructed the Israelites while going for various battles differently: once to take on the targeted city head-on, another time to adopt an ambush and running away (to invite out the city men to chase them) but only to return soon and burn that city by sandwiching its warriors to win over them. Similarly, we need to update

our professional knowledge, upskill our capabilities to continue to be in demand in employment, at least at the same pace the employers are going through changes and challenges. We need to be people who understand the changing times and seasons, and the threats and opportunities they bring in (Matthew 16:3).

THE NEW NORMAL:

As for organizations, dynamic and faster change of everything will be the new normal. Unless an organization does everything to adapt to such rapidly changing trends, faster than their competitors, the perils of steep fall will be imminent and quicker.

Any organization can survive in the future only if it masters over on key performance indicators like productivity, quality, efficiency, product effectiveness, service delivery, etc (both to meet its potential levels, and to win over the competition); not as an occasional exercise, rather on a continuum. 'Continuous Improvement' of everything has become the norm for survival. Hence, organizations not only try to adopt new futuristic trends but also resort back again to traditional ones like Lean Manufacturing, Kaizen, Quality Management tools, etc.

This challenge of an organization demands it to hire and retain 'only' those employees who can contribute effectively to help it face its challenges; it also means that, in the future, it won't hesitate to replace the non-contributing staff team by re-hiring fresh and younger talents. Retaining the same set of employees who don't upskill themselves to be future-compatible, but with an ever-increasing annual cost of their salary increments, is not going to happen for long.

Employers have also started moving away from lifetime engagements of employees towards adopting the 'gig economy' of project-based hiring for a shorter season assignment, and task-based remuneration (just the financial value of the work done). While this poses a serious job-security risk to comfortably-settled employees, those upskilled ones with futuristic talents and certifications, will not only continue to retain their great jobs but also will be in huge demand with ever-increasing pay-packs from multiple job providers. It may also lead to the opportunity that they will be capable of getting job-orders of 100s or 1000s of hours a week, which they can garner from organizations and provide jobs to others, which will potentially make them become entrepreneurs (service providers),

hiring employees in dozens to many 100s!! Those who have upgraded skills and certifications will be provided with more (Matthew 25:29)!!

Let's see below some highlights of trends that impact Individual employee levels:

- Career-specific skills are more in demand in addition to general skills.
- Gaps between one's academics-based knowledge vis-à-vis practical application of them in their work are no more tolerated.
- Academic courses alone are not enough to go forward, whereas job-specific professional certifications are needed for job retention and faster promotions.
- People typically wish for dream jobs according to their qualifications rather than acquiring new skills and certifications, whereas whatever the fast-track career growth professionals used to do previously, are now expected with every employee.
- Continuous 'Updating and upskilling' is not only the norm of the IT industry but every other industry as well.
- Everyone got to be a specialist in some area mandatorily, as generalists face serious insecurity.

THE NEW OPPORTUNITY:

Hence it is so important to understand the new trends of job opportunities, which can help us understand the kind of skill-sets that are in demand:

1. External world context: While the IT industry has opened up great opportunities during the past 4 to 5 decades, and will continue to evolve itself and take the world ahead technologically, some of the other important new demand industries that are promising to provide opportunities currently and in the coming decades, are: Biological sciences (including Bio-Technology, Pharma, Research, etc), Internet-based digital solutions (including Augmented reality developing, Social media marketing, virtual teaching, online coaching, etc), Physical and Cyber Security solutions, Virtual gaming (that will evolve into industrial usage like forecasting), etc. Many of them are available on office-site as well as work-from-home models; they are also available on employment-based, or consulting models.

2. Workplace context: Inside any organization, a working professional can easily observe new business wings newly opening up in areas of Business Excellence/Transformation, Big data analyt-

ics, Data mining, Machine learning, Data Science, Automation, Robotics, Artificial Intelligence, etc. It is easy to ignore them today, whereas they are such powerful areas that are going to completely impact all the business processes of various business teams in an organization. The future is there and all the global big brands are hugely betting on them. They will be influencing the way work is being done currently in every process of every business team. As of now, there are hardly 15% takers of such jobs compared to the number of jobs available in such areas. There are currently very high-paying jobs starting with around Rs. 8 lacs p.a. for a fresher, while Automation and Artificial Intelligence job roles fetch an average of around Rs. 18 to Rs. 22 lacs p.a. The real challenge is, they may soon easily eat up a majority of the non-specialist job roles. All the software majors are big-time gearing up to provide IT solutions towards this angle. Hardly a meager % of working professionals understand this serious risk, which also comes with great job change opportunities with huge salary hikes, that requires just some certification of a few months training and related expertise.

2 major big global telecom

brands, which are completely shifting their manufacturing operations to Automation and Artificial Intelligence, are soon to establish their global production centers in India, and soon most of the Indian manufacturers and service providers too will join the bandwagon. As we see in the Parable of Ten Virgins (Matthew 25), the wise ones will be greatly rewarded and those who are unprepared and lethargic will face severe repercussions.

3. Job level context: Whatever the work one does, (s)he can check what skills and qualifications are more required and in-demand (now and in the future) in that process. For example, someone working in Operations / processing roles can consider obtaining extra qualifications in the area of Analytics, or Quality management/audit. Those who are already in such roles can consider areas of Transformation / Business excellence. Obtaining such certifications can open up future job opportunities by either promotion in the same organization, or by moving away to other opportunities. On the other hand, whoever is already in such specialization roles (like QA or 6-Sigma), should be willing to shift back to mainline job roles like Operations, because many such

roles are considered as NVA (Non-Value-Add luxuries) per 'Lean' philosophy (as not directly contributing the Value Streams (VSM) of the business).

THE ACTION REQUIRED:

Some areas of new opportunities highlighted above are only samples, and there may be some more such opportunities. When some traditional opportunities are closing, our God who faithfully sustains us

will always ensure that the new opportunities are arising. Instead of waiting for the opportunities based on the qualifications we have, our students and graduates need to lift their eyes and see the abundance of opportunities ready for harvest (John 4:35)! The Lord will bless us with more, if we are faithful and proactive in small things, we will receive more to handle (Matthew 25:29). Are we ready?!!!



Peter Christopher Raj, has been with UESI since 1985, starting as an EU student for 8 years and later as a graduate in all major 6 cities of India. He has been responsible for Career Guidance Cell in UESI-TN for the last 4 years. Currently he is part of the OPEC. He served in corporate world for 17 years in Investment Banking sector from middle to top management roles. His specialization is in Operations, Quality Management & Process Transformation. Since 2014 he is freelancing as a Management Consultant. He is married to Anne, a structural engineer and works for a USA company, being part of global Quality Leadership team. He is blessed with two daughters, Michelle in 5th year Architecture & Sharon in 2nd year Biotechnology. They are based at Chennai.

Themes for Campus Link - 2022

May-Jun 2022: Campus Engagement

Articles to be submitted by 20th April 2022

July-Aug 2022: Work vs Vocation

Articles to be submitted by 20th June 2022

Word limit - Article = 1400 words maximum,
Poem = 16 lines maximum





Skilling and Re-skilling - The Future of Jobs

Career skills are usually defined and redefined every few years. This is because we live in a fast-changing world where consumers and markets are constantly evolving. Technology shifts at an ever-increasing pace and therefore the demands from an employee change, and hence the skills required to fulfill these demands need to keep up with these changes. The time period in which these changes are required is shrinking, mainly due to the accelerated pace at which technology adoption is transforming the business landscape. Further, automation and AI are making certain jobs totally redundant on one hand, and on the other hand, these are throwing up the need for new skills which are needed as there is a new division of labour between humans, machines and algorithms.

In the past, most people simply followed the crowd, as far as education was concerned. Science, Commerce and Humanities were streams you chose which put you on a path, where options for the future

were limited to specific areas of study. But in the last 15 years, much has changed – with increasing awareness, students want to find areas of study which they will enjoy pursuing and to build satisfying careers. The education systems available at school level have also grown – schools now offer options of CBSE, State Boards, ICSE, IB, IGCSE – all aimed to giving students more flexibility to choose various subjects with hybrid choices across the traditional Science, Commerce and Humanities streams.

Education curriculums mostly focus on building subject matter knowledge. The understanding is that students will get basic subject matter knowledge from their degree education and then need to keep updating themselves with other skills from vocational/ specialized education providers. So where does this leave students as far as career skills go? The definition of core skills has shifted from just subject matter knowledge and single domain expertise, to lifelong skills required

for employment. Critical thinking and analysis, problem-solving, self-management, resilience, stress tolerance and flexibility, are all now prized skills that are deemed as essential skills for future jobs, according to the World Economic Forum's Future of Jobs Report 2020.

This also is in line with the expectation that students who graduate and enter the workforce now, would require to reskill and retrain several times in their working life. This requires a shift in thinking from the traditional Indian mindset of somehow getting good grades in 12th grade and getting into a good college and completing post graduation by the time one is 23, and then "settling down" into a career.

The pandemic accelerated many changes in the modern workplace – automation, remote working, AI, all have made their way into the workplace and have impacted almost every occupation. The mix of occupations is now expected to shift quite significantly post-pandemic over the next decade. The Future of Work after Covid-19 report by the McKinsey Global Institute opines that some segments – Women, young, less-educated workers, ethnic minorities and immigrants may need to make more occupation transitions after

COVID-19. Added to this, employers will expect employees to learn more social and emotional skills along with technological skills to move to occupations in higher wage brackets.

Some of the skills required where significant re-skilling will be done are mentioned in the table below. *Source: [The future of work after COVID-19 | McKinsey](#)*

So when we are in 2022, what are these career specific skills one should try to master? And how do we get these?

The answer lies in 2 things – 1. Discovering your real interests and engaging to improve and grow in those. 2. Being flexible to be willing to stop, examine, re-orient and re-skill yourself from time to time.


The things we feel very passionately about may completely change over time or may become redundant. For example, in my own domain area of Marketing: Usually brands would spend lakhs of rupees building an ad film. Usually a local brand would produce one ad film once in 2 years and larger brands produced ads maybe once or twice a year. Entire production houses, media directors, agencies, etc. were employed to create these brand films and the creative directors measured the success of their ad films by how

often these films were aired and how many people recalled these and how memorable, evocative and creative the film was.

Fast forward now to 2022 -> Entire marketing budgets have turned on their head! Digital for the first time has overtaken TV spends and the

Demand for technological and social and emotional skills may grow across all countries.

Percentage change in demand for skill in post-COVID-19 scenario, 2018–30¹

Increase  Decrease

		Advanced					Emerging		
Skill/skill category		France	Germany	Japan	Spain	United Kingdom	United States	China	India
Technological skills	Basic computer skills	52	25	31	50	49	37	75	171
	Scientific research and development	21	12	13	15	21	26	25	71
	Technology design, engineering, and maintenance	18	6	14	9	13	15	22	61
	Advanced IT skills and programming	10	1	2	-2	2	14	49	78
	Data analysis and computational skills	-26	-21	-21	-37	-19	-29	-1	26
Social and emotional skills	Interpersonal skills and empathy	32	25	25	28	28	42	60	70
	Leadership and managing others	23	15	17	20	18	28	24	15
	Advanced communication and negotiation skills	22	13	15	19	17	24	1	10
	Entrepreneurship and initiative-taking	22	19	26	10	18	25	32	37
	Adaptability and continuous learning	11	-2	8	18	9	16	21	32
	Teaching and training others	14	6	4	5	11	13	22	40
Higher cognitive skills	Creativity	24	15	24	23	18	31	26	56
	Critical thinking and decision making	15	6	6	9	10	15	-3	4
	Complex information processing and interpretation	-4	-7	-5	-6	-4	1	2	19
	Project management	0	-5	-4	-5	-5	1	3	0
	Quantitative and statistical skills	-25	-36	-25	-20	-21	-28	-19	0
	Advanced literacy and writing	-19	-24	-4	-17	-17	-26	3	13
Physical and manual skills	Gross motor skills and strength	8	-4	-10	-3	2	2	-9	17
	Fine motor skills	-1	-8	-11	-7	2	5	-14	8
	General equipment repair and mechanical skills	1	-7	-8	-3	3	1	-18	9
	Craft and technician skills	-12	-17	-20	-15	-8	-4	-29	12
	General equipment operation and navigation	-12	-19	-25	-14	-4	-7	-23	5
	Inspecting and monitoring	-19	-23	-21	-19	-14	-7	-25	-1
Basic cognitive skills	Basic literacy, numeracy, and communication	-11	-16	-9	-11	-12	-11	-4	9
	Basic data input and processing	-26	-29	-29	-25	-26	-29	-17	0
Change in size of labor force due to demographics		4	-5	-5	-1	3	3	-5	14

1. Based on estimated 2030 labor demand; we modeled labor demand by occupation in 2030 after effect of long-term trends such as aging populations and rising incomes as well as COVID-19 trends like accelerated automation and increased e-commerce. Using O*NET data, we then broke each occupation into work activities and time spent on each work activity, then classified work activities into 25 categories of skills and calculated change in hours spent on each category due to changes in labor demand.

Source: McKinsey Global Institute analysis

content produced has completely changed. Yes, some great ad films are still being made, but the bulk of spends have moved to creating short format, more authentic content. User generated content is valued highly and the medium of consuming this content has largely moved from the TV screens to mobile phones. Memes, influencers, SEO, FB Reels, are now the new weapons used by marketers. As the marketing tools have completely changed, the expectations from a Marketing Manager are unrecognizable from what they were even 5 years ago. So how does one keep up?

Keeping up requires an open mind – Continuous learning and constant upskilling is the new normal and will be necessary regardless of your domain and whether you work for a large company, a start up or have your own venture. Have the humility to recognize that you do not know everything, the courage to step in and work with people smarter than you, and give credit to others and network like never before.

Millenials in the workplace often gravitate towards the young and exciting world of start-ups and entrepreneurial ventures. Designations, positions and hierarchies are no longer the most relevant markers in these new

workplaces. The millenials bring with them an energy, creativity and skills that are so relevant in this new world. Even traditional workplaces are now looking to bring in millenials with the aim that these youngsters will be change drivers in the organization. The seniors by age then need to be open to learn and adapt. The youngsters on the other hand need the soft skills to be able to engage with the system, so change can happen. All organizations today require their employees or entrepreneurs to work hard, be innovative and to deliver results, while creating strong processes and systems – this is a tall ask, but that is where working together as teams is also emerging as one of the strongest skills to have.

Another major shift in the workplace is the emergence of the Gig economy. While earlier generations depended on stability of employment, and prized the same (remember the preoccupation with acquiring government jobs), the emerging gig economy allows for participation from many with very low entry barriers and with the flexibility of being able to choose the quantum of work one would like to opt for. Many gig platforms have now emerged, which give workers the freedom to structure work around

their own schedules and personal preferences. While these platforms are price competitive and may not offer the highest compensation, the benefit of flexibility they offer often far supercedes the drawbacks.

Young people today have many options, but also do not have the security jackets of yester-years. Work is exciting and new, and yet uncertain and challenging. It is important to recognize this reality and also separate one's individual identity from the work that one does. Your identity needs to be strong and rooted in your beliefs and convictions. Work is what you do to earn a living and be productive, and you will acquire many skills over your life time to do your work. Your identity needs to be independent of your job title, the company you work for or the careers you choose. Once you have this understanding sorted out, it frees you up to develop yourself to be the person God wants you to be. Career skills will then be tools that you look for and employ as and when you need, to bridge gaps that

you see and to skill up in areas that interest you.

So when you ask a 5 year old what she wants to be when she grows up, she could very well be a doctor – and - a pilot – and - a teacher – and - a graphic designer – and - an interior stylist – and – a Pilates instructor - and - a chef!!

Successful parenting and mentoring would be to raise a generation that will be brave, flexible, ready and willing to passionately and creatively respond to the needs in society and will acquire the needed career skills along the way.

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Sharpen Your Skills: Diligent in Career



A career does involve many different types of jobs, but it is much more than a job. A career can be defined as a journey of the entire work life of an individual while a job is short-term and for a few years. We may change many jobs in a lifetime career. Job is a means to fulfill our needs, while a career is an end in itself. Education is the basic requirement for getting a job, however, a career requires planning, specific training to upgrade existing skills, make new connections and increase the network, and gain experience.

Expectations from an employee in a job are that they must do the same action in the same position with the same skill. An employee building their career does not have the same liberty and will need to work harder, learn new things, and align their work with personal growth – which is directly related to the growth of the organization. The employee must be attached to

the organization and have a sense of ownership as it affects their prospects.

A career-oriented employee must direct their free time during office hours, in acquiring new skills and sharpen their work patterns and constantly improve themselves. This may entail identifying and tracking innovations in the domain of operations. These technologies are usually disruptive as they change the way things were handled a couple of years ago and the period may be only a few months. Employees may have to pick up many new skills and the same may be ever-changing.

Some examples of disruptive technologies are – e-commerce, smartphone, blockchain to name a few. We can buy fast food, provisions, clothes, spectacles, electronic gadgets, travel tickets – air, train or bus/cab, all of them and many more using a computer

or a smartphone. No long queues now in any of these shops or railway lines. We used to have many devices - camera, handy cam, walkman, iPod, radio, digital diary (storing phone numbers), laptop or desktop for communicating or browsing the internet, Bibles, bank passbooks, newspapers, alarm clocks, calendars, ISD calls and many more – but these all are replaced by a smartphone. We can make international calls at a very affordable cost of internet data only on WhatsApp or Skype. We would send money using banks or currency exchanges by paying big amounts of transaction charges. Now we can do transactions for free or for a very little amount and transfer funds to anywhere in the world using bitcoins / other cryptocurrency.

We all understand these technologies now and in many similar domains. A career-oriented person can learn such technologies all by themselves. With the advent of the Internet, there is no need of attending a college or training center to acquire these skills. Many videos on YouTube and MOOC courses are available at almost no cost on Coursera, Udemy, Udacity, and our desi Swayam and NPTEL. Many working professionals have weekend courses – both in online and offline mode. Many courses are self-

paced and can be completed in 6 months to a year.

Career Skills for Students:

All EU students must excel in their studies. Earlier excellent students were not seen in the EU and EU students were not excellent. Things are slowly changing and recently many EU students have excelled in their universities and topped the institutions as well. However, the majority of our EU students are not eligible for placements as they have not secured the minimum percentage requirement. EU students must realize that the first responsibility on campus is to be regular in classes and must excel in their academics. Graduates and staff workers must help students not only in spiritual matters but also take initiative to discuss the struggles in grades and backlogs if any.

EU students must manage time effectively and balance between activities and programs in EU and academic, co-curricular, and extracurricular activities. EU students are not actively engaging in discussions on how their particular discipline is shaped by Christian belief. They must be able to Christianly think through their discipline. UESI encourages Study Forums on various disciplines so that students of like domains can

exchange ideas and build a Christian perspective of their discipline. This will also create an interest that God is the actual author of the discipline and students would like to explore and excel when they see God's hand in everything.

The spark will be fanned to a great fire and students will focus on excellence in their discipline. If EU students realize, they are in a course because God has chosen them to be in that specific course and specific institution, they will put in extra effort. Daniel and his friends were not afraid of the King's decisions as they were sincere in their work and were fully aware that God was in control. They resolved to obey God and God blessed them with excellence. EU students must also prioritize obedience to God in spiritual life and academic life. They must be like Daniel - neither negligent nor corrupt in their classes and assignments. Then they will be obtaining grades and placements as well. They will look for various avenues for practical exposure. There are so many do-it-yourself (DIY) projects available online that it is very easy to pick up the experience needed all by themselves.

Students who can demonstrate that they have done small projects/ experiments stand a better chance

is securing Internships in various MNCs and reputed companies. EU students must be able to balance their summer camps and internships in academia/industry. UESI must also make camps available on different dates to cater to such students.

EU students must be encouraged to write their Vision Statement for their own life, maybe in the first and second years in the EU. Staff and graduates can spend time and explain the various available career options, and the pre-requisites needed to achieve the goals. EU students must be able to prioritize involvement in their spiritual nourishment and academic excellence. Many EU students do not have a clear plan for their higher education and the kinds of jobs that they want to take up. This plays a detrimental role in their career choices and it is too late by the time they realize.

Career Skills for Graduates:

If excellence becomes a fabric in an EU student, then it continues with them in their workplace as well. In the book of Genesis, we see Joseph excelling as a slave in the house of Potiphar, even when he was imprisoned, and lastly as a Prime Minister. We must maintain excellent work ethics and be sincere and punctual. We must reach



on time and be available for the entire duration and then only the expected output can be delivered.

Some of the graduates may be talented and maybe in a position to multitask. Many graduates may be skilled and sincerely do the job with utmost sincerity. Many times, they are not ready to move to uncharted waters and take challenges. It is very important to add on skills while on the job. There is no luxury of taking a break for training and equipping. The pandemic of the last two years, has taught us how to run online camps, committee meetings, Bible studies, and many aspects of how to use online tools – Zoom, Google Meet, WebEx etc. We have attended/conducted online classes and even exams as well.

Skill Development is not an option anymore. It is a necessity. A few years ago, we never knew ways to communicate socially – Facebook, WhatsApp, Insta, Snapchat, Telegram, Hangouts – all online. We learned how to use smartphones and touch screens. No one taught us nor did we take training. Our parents and elderly relatives have also learned to use some of the tools I mentioned. What was a necessity is picked up. Hence if we have a vision for life, we make out time for things that matter.

Graduates also must be clear about their vision for life. Young graduates must be taught to have a dream/ goal / plan. If they have set a vision statement while being a student, then there must be a check on how they have progressed. A course correction is needed in case there is not much progress or if there is a change in passion or interests. There is always a tension between the good versus the best. We are tempted to pursue the good as it is easier and the best option appears to be intangible and very difficult.

Graduates need to rise above the level of mediocrity and must be willing to organize themselves and put in an extra effort in the right direction. We may have wasted much time by being complacent. Paul encourages us to press on to take hold of that for which Christ Jesus took hold of us. We must be willing to upgrade and create a version 2.0 of ourselves. We must be adaptable to take up new roles and different assignments. We may fail miserably but we would have learned useful lessons. Who knows we may have been an overwhelming success?

We hear about start-ups and innovation everywhere and we see many hackathons being conducted. If we are concerned about our work, the people around us, and

the society at large – our heart will make our minds work to make this world a better place for all whom we see suffering or in some great need. The government provides many incubation facilities for the right kind of ideas to break ground and take root. If our idea succeeds, we can become job creators and not just job seekers. As an entrepreneur, we can not only facilitate jobs but build the careers of many people.

What are we waiting for? We need to wake up from slumber. We have relaxed much. Time is running out. It is time for action now. Apostle Peter

encourages that we must strengthen our spirituality by adding faith, goodness, knowledge, self-control, perseverance, godliness, mutual affection, and love. If we possess these qualities in increasing measure, they will make us effective and productive in our lives. King Solomon in his wisdom challenges us to be someone skilled in work. He encourages that we will serve before kings. Let us be diligent in all that we say and do that we can be influential in our colleges and workplaces. May God help us to be improved workers in His vineyard.



Dr. Pilli Emmanuel Shubhakar, a former Machilipatnam ICEU student presently working as an Associate Professor in MNIT Jaipur, a board Member of UESI and Chair of the Training Department, lives with his wife Phoebe Vanmathy Julius, a School Teacher and daughter Pramiti Evangeline studying in Class IX.

WANTED TEACHERS

A Christian Organization, established by former UESI Graduates,
managing an English Medium Higher Secondary School in
KACHCHH, GUJARAT

is looking for **TEACHERS**.

Young and enthusiastic persons having
Graduate/Post-Graduate Degree + B.Ed.

and who possesses good command over English may apply to:

THE PRESIDENT

Kachchh Christian Charitable Trust,
C/O St. Andrew's School,

Tapkeshwari Road, Bhuj - 370 001, Dist. Kachchh, Gujarat

e-mail: kcctbhuj@rediffmail.com **Mobile:** 9925162037





Career & kingdom building: Nurturing skills for tomorrow

INTRODUCTION

During the month of December 2021, job loss figures soared to 10.5 million salaried employees and entrepreneurs as per the *Centre for Monitoring Indian Economy*. Naturally, the lingering gloom over the Indian job market remains a weighty concern among our young. When overthrowing Saul, David brought in men from the tribe of Issachar who could understand the time and plan accordingly (1 Chronicles 12:32). Likewise, today's students must understand the demands of our time and be equipped with the right skills in building the Lord's Kingdom on earth through their vocation.

Prior to the topic of skills, a healthy theology of work is helpful for

setting the right tone of this article.

Often, we see our career and job as secondary in Christian life. It is left to the 'secular' domain along with education, finance etc. At best, we see 'secular' engagements as opportunities to make a living and share the good news of Jesus Christ with unbelieving friends. But when Jesus redeems us, every area of our lives is to be lived out for Him and His purpose. 1 Peter 2:9 reminds us that we are a royal priesthood in Christ – Kings and Priests at the same time. We are priests who restore the world to a right relationship with God in Christ (Deuteronomy 33:10, Leviticus 10:11, Hebrews 5:1). We are also Kings appointed by God to be stewards over all creation through God-given skills and wisdom (Genesis 1:26-31, Matthew

6:10, Ephesians 2:10). In this regard, our calling to work in this world matters. The Trinitarian God is a God of all creation. All subjects, disciplines and knowledge belong to Him. We merely steward these resources on His behalf for the peace and prosperity of all. Every employment or entrepreneurship opportunity can be the fulfilment of the Lord's calling to build His Kingdom *'on this earth as it is in heaven'* where we glorify the Lord and serve humanity through the outcome of our work.

BUILDING THE RIGHT SET OF SKILLS

Once we see the intentionality of human life, education and skill development become more substantial as means to glorify God and serve His people. I still remember pondering during my higher secondary classes, "Lord, if the Bible doesn't ask me to study maths and science, why should I learn these complex theories and intricate ideas?" When 17th century German Astronomer Kepler said that learning and discovering laws behind the universe are about "thinking God's thoughts after Him", he was able to see the purpose behind pursuing knowledge. Learning can be much more joyful if we perceive it rightly.

You might be a student of arts, science, commerce, management or any other discipline. To make your knowledge and skill set relevant to human needs around us (a.k.a. job market demand), I propose 3 sets of skills that can be nurtured.

1. Systems Oriented Skills

These are skills associated with your expertise in the domain that you are interested to work in. It can be categorised into two: Core and allied skills. Core skills are those must-do skills for the required job while allied are those that aid the task to be done efficiently. Some examples are given below (kindly figure out for your own domains)

Developing both sets of skills is decisive in getting into jobs that you desire. Some of the ways in acquiring industry relevant skills are:

1. **Internships** in companies (paid/unpaid) based on the length of your vacations. Even though companies might not have explicit internship opportunities, use your networks or referrals to get such opportunities. LinkedIn can help in building networks.
2. **Online Courses** have made learning easier, accessible and flexible. Udemy, Coursera and EdX provide quality content with certifications at a reasonable cost from premier universities.



DISCIPLINE	CORE	ALLIED
Computer Science & Engineering (B Tech)	Data structures & Algorithms, Database Management, Operating system etc.	Languages such as Java, C++ & Python, Blockchain, Full stack web development
Journalism & Mass Communication (M A)	Theories of Communication, Media Research, Advertising and Marketing etc.	Public relations, Copywriting, Research
Commerce (B Com)	Financial Accounting, Business management, Taxation, etc.	Tally, Stock market analysis, Certifications such CFA, CMA etc.
Fisheries (B F Sc)	Fishery Genetics and Breeding, Diseases and Management, Refrigeration Technology etc.	Business plan development, Basic accounting skills, MS Excel skills
Management (MBA)	Corporate Governance, Public Policy, Supply Chain Management etc.	Statistical tools like R, infographics tool like Tableau, Programming language like Python

3. **Clubs** in campuses related to your subjects can make learning fun and experiential. I vividly recollect memories of a batchmate who built small cars as part of Team Unwired (Engineering & Technology Club). Today, he is the founder of an upcoming electric bike company.

4. **Live projects** of faculties can be rare opportunities to enrich your experience in hands-on knowledge of subjects and to publish research papers. (Hence build good relationships with them!)

2. People Oriented Skills

Organisations are looking for those who can collaborate and be team players. It is here where our EU fellowships play a big role. The upbringing in EU fellowships include leading Bible studies, mentoring, working in teams, serving each other selflessly and giving generously. These engagements build deeper qualities in our EU students that are often not found elsewhere. Several college activities such as sports, music clubs, group assignments, college festivals and other initiatives are also fertile ground to build these skills. I would like to recommend a



skillset that's badly missing these days: reading newspaper and good books. It will not only enrich us and help us understand the times, but also relate with people from diverse backgrounds.

Here are a few people skills the industry is looking for as suggested by *Forbes*:

It is interesting to note that many of these values are actively promoted by the Bible. The world out there is implicitly acknowledging the divine wisdom in the Word when they incorporate the value of 'Servant leadership' in a prominent software development model known as AGILE. A true Christian will innately build these values as they grow in the Lord in the company of

believers and the institution of a local Church.

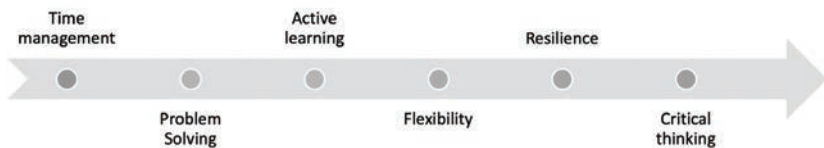
3. Self-oriented skills

These are skills that prepare you for changing environments, newer challenges and untrodden paths at your workplace. Some examples are:

When our workplace becomes more than a routine chore that earns us a monthly salary, and instead the fulfilment of a calling of a lifetime, that passion will enable us to face new challenges.

TRICKS OF THE TRADE: GETTING A JOB AFTER GRADUATION

Getting a job after graduation requires more than expertise in the domain. Here are some tips to catch the attention of the recruiter and to communicate your skillset.



1. Creating a **catchy resume** using free online tools such as www.canva.com or www.overleaf.com and don't forget to mention the 3 set of skills you have made. Share it with seniors who are engaged in senior managerial levels for feedback.
2. Maintain an active **LinkedIn account** with articles/features from your academic background.
3. **Talk to professionals** who are engaged in similar jobs. UESI family has a wide pool of all sorts of professionals who can share their story with you.
4. **Job referrals** are a much easier way of getting a job than a walk-in-interview. Hence keep talking to people in your circles, and feel free to reach out to extended relatives or mutual friends to see if there are opportunities in your area of interest.
5. **Practicing mock interviews** before the actual interview will build confidence. Steps such as preparing potential questions, reading in depth about the company/organisation and checking current affairs material related to your domain will help.

THE ROAD NOT TAKEN: FREELANCING, ENTREPRENEURSHIP AND GOVT SERVICES

Freelancing is where you get paid for the specific work delivered. With the rise of 'gig economy' in India, it is home to second fastest growing freelance market in the world with an estimated 15 million freelancers. Very few within our UESI circles take the road of freelancing, entrepreneurship or government services out of the fear of failure and risk. Here is where informed decisions can be taken through conversations with people who have gone ahead of you in these domains. Many in our EU circles are impact making entrepreneurs in domains such as IT services, banking, development sector, industrial automation and livelihoods. Likewise, many are employed in All India services, central services and state services across the nation, striving towards public good. Remember that you are not stand-alone individuals but those standing on the shoulders of giants who have gone ahead within the body of Christ.

CAVEATS & THE WAY AHEAD

Many of the North Indian states (especially in Tier 2 and Tier 3 cities) have job opportunities with lack of good human resources and hardly any Christian presence. As the 'salt of the earth', prepare yourself with the right skill sets to prevent decay and promote prosperity in these parts of India with your time, talent and intellect.

Let me conclude here with a caveat. Timothy Keller in his book *Counterfeit Gods* quotes, "An idol is whatever you look at and say, in your heart of hearts, 'If I have that, then I'll feel my life has meaning, then I'll know I have value, then I'll feel significant and secure.'" Finding our identity in Christ alone, let us walk as sojourners and pilgrims on earth, imitating Christ in love and service through our vocation/work.



Dipin V Panicker is a software engineer turned policy consultant working with Govt of Meghalaya in the area of skill development, livelihoods and entrepreneurship. He is married to Rijo Ann Varghese who is an IT professional. He is currently the Chairperson of EU2EGF Transition Task Group, NEGF Committee, UESI.

Unhidden* - Written based on Psalms 139

Thick walls or high roofs,
Locked phones or dual space,
Incognito mode or underground garage,
Nothing can hide my acts from God.

Thick overcoat or woolen jackets,
Kashmiri shawl or modest outfits,
Layers of make-up or fake smiles,
Nothing can hide my feelings from God.

Lord, I simply acknowledge,
You formed my inward parts,
You knitted me in my mother's womb,

My frame is not hidden from you.

Search me, O God, and know my heart!

Try me, Lord and know my thoughts!

Guard me and guide me Lord,
Lead me safely to eternity



Anitha John Wesley is a graduate working as a Biostatistician. She currently resides in East Tambaram with her husband John Wesley and daughters Abigail Johanna and Annshel Jochebed.





Professional Education

Over the past 2 years with major technology advances a new era has begun. Amidst pandemic challenges, we have seen new mindsets being born. But complications follow on the career aspects as firms now push more towards adopting competitive, sustainable models for talent acquisition. Cracking interviews for MNC's has become more challenging than ever.

My journey of finding a job started during my final year of my bachelor's course in Information

Technology. I was selected for an interview and somehow made it to the final round only to find out that I was rejected since I had no hands-on experience with any skill set I had mentioned. There were only a few skills in my resume for which I could give justice. I learned that relying only on my college will take me nowhere and I would have to work hard on my own if I want to clear my interviews. Ever since my quest to enhance my skills began. I noted all my learnings from my mentors' experience, favorite YouTube influencers, books and kept an

open mind. While I was enrolled in my master's course I participated in most opportunities that came by and through those I came to know my new interests which aligned to my coursework and later developed those into skillsets.

Knowledge and Skill go hand in hand. Without skills, knowledge is useless. Here's an official definition:

'Skills' means the ability to apply knowledge and use know-how to complete tasks and solve problems. It's the responsibility of the college to equip us with knowledge and our efforts to develop skills. And these are the aspects that are looked for while you're applying for a job.

So why not start with the question WHY? -- why do you want to be skilled? Rather than what. You can note the answers in your journal as it will help you in the future in case you lose track.

For this very reason, the article will give a direction to restructure the approach as you get skilled in your area of interest. This approach may help those who are in college and trying to apply for jobs in the coming year.

You can easily find the skills required in your area of interest by just a google search or by visiting any job posting website and start

learning those from day one which is fabulous but as you progress you need to give that learning a purpose and meaning as that will help you excel your upcoming interviews.

My experience is based on my observations in the IT industry but feel free to use these approaches in your respective fields too.

Here are some things to begin with:

- 1. Get a Mentor** - As important it may sound but it's the best thing you can do from day one as it will give you a head start. If you feel one is not enough you can have multiple mentors across different disciplines and expertise. They will be sure to help to give you guidance, connections, and job opportunities. And the best part if your mentor is open enough then you can even learn from their failures and mistakes.
- 2. Basics** - Make sure you know your course, certifications, etc in and out. Important basics like Microsoft Office, etc must be known. For example, if you're applying for a Fullstack development job the basics of a web framework are must know. And expect cross-questions if you've added skill in your resume. That's why specificity



also plays a big role here. If you know only the basics of a coding language you can put up “Java (Basics)” in your resume.

3. **Awareness** - As Science and technology progress it is equally important for everyone to be aware of new changes, discoveries, technological advances happening in the domain/ area of your interest. This will give you an idea of what new opportunities lie ahead of you and also ignite curiosity. One way to keep updating yourself with the latest updates is via blogs, TED videos and Twitter handles like @tech-crunch.
4. Brainstorm ways on how you can be an asset to the organization using the tools. Spark a conversation with your recruiters on new opportunities in the processes they are working on and how adopting them can cut costs and provide better results.

Some other important areas of focus:

Problem Solving Skills -

Problem-solving skills help you solve issues quickly and effectively. It's one of the key skills that employers seek in job applicants, as employees with these skills tend to be self-reliant. Problem-solving

skills require quickly identifying the underlying issue and implementing a solution.

One can practice coding with the intent to solve different problems through platforms like HackerRank and HackerEarth.

Building your portfolio - All these skills boils down to finally building your portfolio, which includes past experiences in the form of volunteer, hackathons, projects, etc. The best way is to make it available in the online space.

For eg. If you have written any articles/blogs make sure you have posted them on some popular sites. The same goes for any websites you might have developed. You can publish them to the online space through free hosting mediums.

“But he gives us more grace. That is why Scripture says: “God opposes the proud but shows favor to the humble.”” James 4:6

This verse reminds me no matter what our achievements are, we are vulnerable to letting pride take control and that's where we lose track but in everything, our duty



must be to avoid this so that God can work in our lives.

And not to forget that we believers are always called to serve and glorify our Lord rather than ourselves.

Background Checks -

For experienced ,Individuals the drill-down of interviews will be more on the process and how they apply their experience into developing what the organization aims to do.

For freshers, the focus is more on your approach to problem-solving, curiosity, creativity, learning attitude, and adaptability to the changing environment.

Here's a rough plan one can follow to be job-ready by the time you graduate:

Approach -

The first year - Spend more time learning, understanding basics, and making simple solo projects.

Second-year - Apply for Internships/ group projects.

The third-year - Apply for Internships /make live projects.

Fourth Year - Placement year (the year when you'll be busy with placement, etc)

Those who have passed out - They can apply for jobs if not internships/ training that can get converted into a full-time offer.

You can prioritize these activities other than your regular academics -

1. Internships - It will give hands-on experience for students. As students, you can start with unpaid internships and gradually jump towards paid ones.
2. Projects, Hackathons - Participate in challenges that are organized by companies that visit on campus via hackathons.
3. Certifications - Networking and cloud certifications go a long way and one can get these certifications done.

I know all these will be a handful but as careers become more challenging I believe working hard and showing persistence at least for the initial 3-4 years will pay off and with God's help we can continue to grow in our careers.



Othniel Alexander is from Mumbai, right now working at Colgate as a Data Engineer. He has been involved in EU since college and also was part of ICEU committee. He enjoys cycling, outdoor adventures, music, designing, coding and through it he is passionate to explore creative ways of evangelism.





Interview - A Select/Delete button ?

Is the interview we face for any job recruitment a select or delete button or something more? In the present day, Employers are in high competition: they want people with great caliber to take up the tasks than people with mere academic qualifications. Though many employers train the candidates once they are recruited, many prefer people who can start working after a short induction and learn on the go. So, the process of recruitment looks for skilled people who can take up the task immediately as well as keep learning.

Fresh graduates remark, “everyone is asking for experience” and as they don’t have that experience, they put off their search or turn back disappointed. Beyond college degrees or grades, companies look for skills to match their work and environment; here comes the real challenge. The tasks in each job may be different, so work experience in one company may not match that of another. Employers mostly consider skills developed or acquired as a major part of the needed experience. If you can present yourself as a potential candidate with highly sought skills, then experience may not matter. Some ways of presenting yourself are your biodata and what you showcase

online, which exhibit your skills. These days one can also do projects that can be displayed. If it matches with the job requirements, then they want to evaluate your attitude, and stock of skills communicated. This process is called a personal interview.

The Bible has a say on all walks of our life, and therefore, let us now, see what the Scripture tells us about doing a job or taking up a career. When God wanted to build his temple, He gave the details to Moses, and He also gave the persons to do the task with. God filled them with the Spirit of God, with wisdom, knowledge, understanding, and with all kinds of skills (Exodus 31: 2,3.). These are needed to do the job or career as per God’s standards (which is also required in the world). Knowledge is what you acquire through your education. If you study your curriculum thoroughly, then your knowledge will be more than what the employer needs. The other qualities are wisdom, understanding, and all kinds of skills. These are God’s gifts, which management gurus call intelligence or creativity, attitude, character, etc. The Bible says, “Behold Fear of the Lord that is wisdom and to depart from evil is understanding (Job 28: 28 NJKV). There are two

ways of attaining wisdom: one is by learning (Proverb 6:6) and the other by asking from God (James 1: 5). God-given wisdom is liberating and without reproach. Now that you know where you are, start maximizing your knowledge, wisdom, understanding, and skills.

In one of my career guidance programs for young Christians, someone asked, 'Why don't we clear interviews?' The answer I gave was based on Judges 7. There is a great interview or selection process. A call was given to do a task, 32000 people, who thought they were fit, came forward. As the management requirement number was low, they run the first test. 'Who is fearful and afraid to take up the task may leave', 22,000 men left and 10,000 remained! These are the people who have the fear, 'not to fail'. Two out of three persons have this thought or internal fear. Leave all your fears and the correct fear (fear of the Lord) will lead to wisdom.

But the number was still too big from the job giver perspective, so the second test was given to 10000 persons. They were asked to do a simple task to drink water but in an unusual way. A simple one everybody thought. 9700 people failed in the task. They assumed for such a task they may

need large numbers of people and their calculation failed. As some preferred to take an easy way, many would have followed. Normally in personal interviews, the candidates get misguided by hearing opinions from others.

The second category that got rejected was people not using God-inspired wisdom and understanding. A small number of 300 persons who are self-styled or original in their approach got selected to do the task or they are the people who persevered till the end. If you make the mathematics only one in a hundred is fit for the specified task. (Lord's kingdom ratio matches. Luke 15:7). Supply outweighs the demand is a challenge always due to which interviews are creative to weed out those who are not adequately skilled.

So, the challenge is to measure yourself where you are missing to make yourself self-initiated personnel. Take stock of what is available and what is demanded and start making improvements. You can approach the interview, not as a Select or Delete button but as an Enter button. May God who is the source of all knowledge and understanding fill us with His spirit to do what He wants us to do in an exceedingly skilled way.

G. Thilaka Roy (Edited and Published with the Author's Permission)





Excel in Skills

We are living in uncertain times. In these times such as Covid, we need to learn to trust in God and move forward. For every passing tide, we need to understand the times and know God's will for our life.

One of the major issues of these times is anxiety and worry, which ends up causing loneliness and depression. Students going through such a phase can become anxious about their future and career. What will I do next? How I am going to move forward? Questions like these become a matter of concern.

One of such prime stressors today is the lack of jobs. With the advancement in technology, many jobs are lost to automation. Unless we excel in what is given to us we cannot achieve what we set out to. A few years back if one studied to get an MTech, it would appear their work is done, because the next objective in line is a job - that is no longer the case. One cannot merely study to pass an exam,

but has to study to acquire a skill that would help in achieving their goals. We need to work hard and give importance to what we are entrusted with. Always think a step ahead. We have opportunities and we can do numerous courses and many of them are certified free courses where we can acquire skills within a limited period.

How do we bridge this gap of learning and the skills required for practical application of that learning in employment?

There is no shortcut to acquiring skills. It requires patient effort. First, let us develop faith in Christ Jesus, that I can do all things through Christ Jesus who strengthens me. This became the driving force in my life when I found it difficult.

Second, grab every opportunity that comes before you. This is an essential attitude that shaped me. Even though you may not have the skill, you need to have a Godly attitude towards such opportunities in life. Through these opportunities,

you will learn and improve your skills. The road might be hard as it requires perseverance as it says in Romans 5:3-4 “ because we know that suffering produces perseverance; perseverance, character; and character, hope”

Next, communication is key to acquiring any sort of skill. Learning and using the English language definitely helps any individual across the world. Many know English but struggle to speak it. I improved my language by writing a journal every day and watching documentaries. I also made an effort to speak with any individual I met along my journey. This paved the way for me to explore and identify my hidden talents and skill.

We have to excel in what we are entrusted with and should have an open mind to learn and discover and bring forth creativity. We need to help each other to acquire skills. In UESI we have a wide variety of students across our country, and we have many graduates and people from various walks of life who can help us. Let us be open and willing to be used by God.

I want to turn the clock back and take you all on a journey in my life. When I was in 9th grade, my principal asked me what I wanted to become. Without a doubt, I replied, “I want to become a missionary”.

She paused and said “Yes that’s a wonderful calling, but don’t you want to have a job and a skill that meets your desires” That was when I realized that I need the skills to do what I wanted to do. I chose science but I was also open to various fields that are out there. There are numerous opportunities and skills out there we need to ask the Lord and give space for creativity.

I started designing a lot in those days and I began to develop an interest in computers. When I passed my 10th, I heard varied voices advising me to take Medicine or Computer science or Humanities, and so on. I understood my skill and I knew my ability was in the field of computers but due to various reasons, I did not take computers in my 11th and 12th but I took Bio Maths. Although I didn’t like what I was studying I persisted and I finished my 12th. When my turn came to apply for college admissions I deviated to computer science. I had no background in computer science but the Lord provided my heart’s desire in one of the top colleges in Kerala by the way of a miracle. I studied a skilled course that enabled me to develop my skills and I never doubted the Lord.

I still haven’t forgotten my calling but I wanted to acquire skills, and so the Lord helped me to achieve them in my 3 years of college life.



It was during these days that I started involving in EU and the Lord opened doors for me to acquire the skills that I required. From designing to speaking to writing to singing to leadership level to creativity and it goes on because the Lord who began a work in me is faithful till now. I started to learn the word of God and I learned the importance of being a faithful steward before my Lord.

In my final year when placements came, I was amazed that out of 46 students only 2 of us were placed, and even though there were talented students, many lacked the skills. That I was able to gain those skills is God's mercy and favor.

While being a student I was still aware of my calling but attending the 'State Students Leaders' Meeting in the year 2020 reaffirmed my calling. In the end, I was so confirmed that I thought of serving the Lord in the mission field. I talked with one resource person and she said to me "Chris you have an amazing opportunity in your hand and are you going to leave that and go into missions?"

She gave me some advice which struck me. She said "When you start working you will know that your life needs to be ordered, and God will bring that discipline and once you acquire that skill you become ready for missions" I felt peace in my heart and I took my job where I get to study at the same time

Many people have asked "how are you managing it and I would say the Lord is faithful" He has been leading me thus far and he is faithful. When difficult points in life come, turn to God in prayer and seek guidance from mentors and seniors in our community and then we can bridge the gap. You will never be able to perfect a skill because you will keep on learning and He prepares you.

To conclude, the most important thing that prepares us is a driving passion for the Lord. I set my goals, grabbed my opportunities and leaned towards the Lord and I believed that I have a bright future ahead. Let us press on and let us go for the prize. Let us always think that we have a higher calling towards our Father. Engraving this truth in our hearts will prepare us to achieve anything in life.



Chris Paul is an MTech student at Bits Pilani and also a graduate who is working at Wipro Cochin. He did his Bachelors in Computer applications at Mar Ivanios College, Trivandrum and was part of Trivandrum ICEU committee. He loves doing creative designs and serving the Lord in the EU ministry and in the wwChurch.



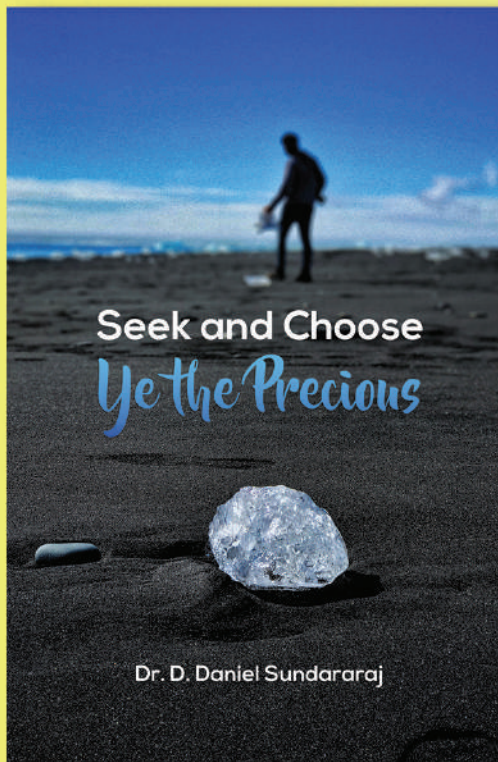
Description of Dynamic Disciples

They love the Word and not the World.
 They rever God.
 They love fellowship and long for Prayer and Fasting.
 They are teachable and ready for correction.
 They have dynamic (saving) Faith.
 They always speak the truth in love.
 They are peace makers and peace seekers.
 They love people and are compassionate towards others.
 They respect and honor people.
 They are sensitive to others' feelings.
 Their temper is under control.
 They practice patience and are long-suffering.
 They are slow to speak and eager to listen.
 They are quick to forgive and forget others fault.
 They never defend themselves.
 They always think about growth.
 They are content with what God gave them.
 They are Spirit-controlled.
 Their spirits are sensitive to sin.
 They do not have holier-than-thou attitude.
 They are always optimistic and not pessimistic.
 They are pure in every aspect.
 They compete to be models (not modeling).
 They discuss but do not argue.
 They never shout at others.
 They are good in extending hospitality.
 They follow the Master and not men.
 They never maintain lobbies/groups.
 May we be True Disciples of our GREAT GURU



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Seek and Choose ye the Precious



As human beings we always look and seek for good things and choose those that are pleasing and acceptable for us. In this material world, there may be many desirable things which we may wish to have for in our lives, not only for the needs but also for our happiness. Thinking and looking a little higher than these matters of this physical world, the spiritual urge pushes our minds towards the heavenly outlook. Here comes the most precious ones, which or whom we have to seek, choose, possess and enjoy in our personal lives whether young or old.

My good, loving and Almighty God has been taking me through the various aspects, stages and experiences of my Christian life, till now in my hundred and three years. All through the various vicissitudes, the Spirit of our Lord in His grace has been leading, guiding and urging me to choose the Most Precious ones in my life.

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