



ZAGNY

ZOROASTRIAN ASSOCIATION OF GREATER NEW YORK

February 2013 Newsletter

CONTENTS

UNITED NATIONS EVENT 1	
UPCOMING EVENTS	2-3
NAVROZE CELEBRATION REGISTRATION FORM	4
ASK THE LAWYER	5
WHERE ARE THEY NOW?	6
COMMUNITY CORNER	7-8
MEMBERSHIP FORM	9
NEW BUILDING DONATION FORM	10
NOTES	11
SAVE THE DATE	12

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ZOROASTRIAN PRAYERS OFFERED

AT THE UNITED NATIONS



World Interfaith Harmony Week was proclaimed by the United Nations (UN) General Assembly and adopted on October 20, 2010, on the premise that mutual understanding and inter-religious dialogue constitute important dimensions of a culture of peace and a way to promote harmony between all people regardless of their faith. World Interfaith Harmony Week is an annual event observed during the first week of February since 2011.

To mark the World Interfaith Harmony Week 2013, an event, 'United for a Culture of Peace Through Interfaith Harmony', was organized on February 14, 2013, at the United Nations General Assembly Hall, by the Office of the President of the 67th Session of the United Nations General Assembly, The United Nations Educational, Scientific and Cultural Organization (UNESCO), and The Committee of Religious NGOs at the United Nations.

Nina Mistry had the honor to represent the Federation of Zoroastrian Associations of North America (FEZANA) at the "United for a Culture of Peace Through Interfaith Harmony" event. The event comprised of three parts - The Role of Interfaith Harmony in the Peaceful Settlement of Disputes; Symphony of Peace Prayers; World Peace Flag Ceremony. Several world faiths were represented - Indigenous, Baha'i, Buddhist, Christian, Hindu, Humanist, Jain, Jewish, Muslim, Sikh and Zoroastrian. The Symphony of Peace Prayers in the General Assembly Hall is of historic relevance



as prayers are not usually offered in the General Assembly Hall. However, to highlight different religious and spiritual traditions sharing a message of peace, representatives from each of the diverse religious, indigenous or faith traditions were invited to offer prayers, readings and invocations with a message of peace.

At this truly unique opportunity for Zoroastrian prayers to be recited in the General Assembly Hall, Nina recited in

Avestan, Yasna Verse 60.5 and from the Ahunavaiti Gatha, Yasna Verse 29.10, followed by an English translation of the prayers. The prayers called for the triumph of peace over discord, generosity over greed, devotion over arrogance, and that with the Good Mind, we may bring the world peace and happiness.

Also attending the event, seen here with Nina Mistry are (from left to right) Ervad Pervez Patel, Virasp Davar, Mahrukh Cama, Rohinton Cama, Maya Mistry and Adil Mistry.



UPCOMING EVENTS

MEMORIAL SERVICE
SATURDAY, MARCH 9, 2013

A MEMORIAL
SERVICE
IN CELEBRATION OF
THE LIFE OF



Piroja Irani

NOVEMBER 11, 1923 - NOVEMBER 28, 2012

ON SATURDAY, MARCH 9, 2013

AT THE DARBE MEHR
106 POMONA ROAD, SUFFERN, NY 10901

AT 12 NOON
FOLLOWED BY LUNCH

FOR QUESTIONS, PLEASE CONTACT
ZAGNY PRESIDENT GEV NENTIN
HOME: (631)462-0763 ; CELL: (516)398-5067

ZAGNY NAVROZE CELEBRATION
SATURDAY, MARCH 23, 2013

Navroze Mubarak

ZAGNY invites you to celebrate Navroze with your family and friends

On: Saturday, March 23, 2013

At: 6:30pm

Venue: Darbe Mehr, 106 Pomona Road, Suffern, NY 10901

Join us for an entertaining evening that promises to create memorable moments



6:30pm: Registration and ZAGNY Directory 2013 Distribution

6:45pm: Short Prayer

7:00pm: Cocktails (Cash Bar) and Appetizers

8:30pm: Presentation on the Cyrus Cylinder

8:45pm: New Darbe Mehr Building Presentation
and
Kick-off Electronics Raffle fundraiser

9:00pm: Dinner and Dessert
Catered by Palace at the Ben

9:30pm onwards **Karaoke Night** and **Dancing**



Register online at www.zagny.org
or

*Rush your completed registration form (page 4) along with your check to
Mahrukh Cama, 383 Waltham Avenue, Metuchen, NJ 08840*

For questions, please call Mahrukh Cama at (732)494-7566

Registration deadline is March 14, 2013

REGISTRATION FORM FOR NAVROZE 2013 CELEBRATIONS

NAME: _____
LAST FIRST

EMAIL: _____ **PHONE:** (_____) _____

ADULT MEMBERS (ZAGNY / ZAPANJ) _____ @ \$35.00 = \$ _____

SENIOR CITIZENS (65 YRS & OVER) _____ @ \$30.00 = \$ _____

CHILDREN (11 TO 14 YRS) _____ @ \$25.00 = \$ _____

CHILDREN (5 TO 10 YEARS) _____ @ \$20.00 = \$ _____
(UNDER 5 YRS FREE)

NON-MEMBERS _____ @ \$50.00 = \$ _____

DONATION (OPTIONAL) _____ = \$ _____
(PLEASE SPECIFY WHICH FUND)

TOTAL VIA CHECK # _____ **= \$** _____

MEAL PREFERENCE: VEGETARIAN - _____ ADULTS _____ CHILDREN'S MEAL

NON-VEGETARIAN - _____ ADULTS _____ CHILDREN'S MEAL

PLEASE MAKE YOUR CHECK PAYABLE TO ZAGNY AND MAIL **BEFORE MARCH 14, 2013**
TO:

MAHRUKH CAMA, 383 WALTHAM AVENUE, METUCHEN, NJ 08840

At-the-Gate-Fee and Registrations received after March 14, 2013 will be charged \$55 per person

Please note that At-the-Gate registration is a courtesy only for last minute guests. Community members are requested to kindly register before the deadline date.

ZAGNY reserves the right to close registration at any time

Registration fee is NON-REFUNDABLE

One of my readers writes "My immediate supervisor and co-workers have ganged up on me. They're doing everything they can to get rid of me short of actually firing me. They clearly want me gone. HR is not doing anything to step in and help. In this economy, it is difficult to find another job. What can I do?"

Don't fret reader, there is help for you! Employment law does create protections for those who are subject to what is referred to as a "hostile work environment." Generally speaking, a hostile environment exists when an employee experiences an offensive, intimidating, or oppressive atmosphere. In most instances, for the harassment to be actionable (meaning you can sue in court), the harassment has to be linked to the employee's race, gender, sexual orientation, military status, pregnancy, political affiliation, disability, or age.

The federal government created the Equal Employment Opportunity Commission (EEOC), whose main focus is handling employment law matters. For you to be able to sue in court, you need to obtain what is called a "right-to-sue" letter. What this letter will say is that the employee has a potential claim. The EEOC will conduct its own independent investigation to determine whether to provide the employee with a right-to-sue letter.

However, there is one step you must take before contacting the EEOC. First you have to exhaust all administrative remedies at your workplace before you go to the EEOC. If there's a written policy (personnel manual or anything like that) setting forth a procedure for complaints, you have to do everything in that policy. So if the policy says you go to HR, that's what you do. If there's no formal policy, you complain to whomever you think appropriate. Either way, you have to wait and give them a chance to cure the problem before you go to the EEOC, because even if you manage to get a right-to-sue letter, the employer will have an affirmative defense, in that you reported it but didn't give them an opportunity to fix it. And if you fail to exhaust all administrative remedies, that's another affirmative defense.

So it's basically a two-step process. First you exhaust all your administrative remedies, then you contact the EEOC to obtain a right-to-sue letter. Consulting with an experienced attorney can also never hurt!

Thank you reader, for your question. To anyone reading this column, feel free to send me your questions. Your anonymity will always be protected, and everyone will learn a little more!

The information contained in this article/response was prepared solely by Zarnosh Maneckshaw and has not been reviewed or approved by ZAGNY or its' Board members/Trustees at Large. ZAGNY and its' Board members/Trustees at Large hereby disclaim any and all liability and responsibility for the content of the above article/response, including any action or inaction taken by any person based on or in reliance upon the content of the above article. Neither ZAGNY nor its Board members/Trustees at Large are affiliated with the author of the above article. The information above shall not be construed as legal advice, opinion or counsel given by ZAGNY and its' Board members/Trustees at Large and all readers are encouraged to seek formal legal advice for their particular facts and circumstances.



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(215) 965-9770

Zarnosh@ManeckLaw.com

www.ManeckLaw.com

Look for our column in this issue's Newsletter!





WHERE ARE THEY NOW?

BY: ZARAH KAVARANA

My name is Zarah Kavarana, and I am a current Boston University (BU) freshman, where I study Journalism at the College of Communication. I have been a contributing writer for The River Journal, a newspaper in my hometown in Westchester, NY, and The Daily Free Press, the independent student newspaper at BU. I have also attended The New England Center for Investigative Reporting Workshop, where I learned the basics of Journalism.

*I have been a ZAGNY member since the age of four, and would like to contribute to the community newsletter by reporting on the lives of some of my Zoroastrian peers and fellow ZAGNY religion class graduates. My page will be aptly called, **"Where are they now?"**. Through this page, I hope to keep the community connected to our ZAGNY youth once they have moved away from the threshold of our Darbe Mehr and allow for their contributions to society to be echoed back to our community. The first featured member is **Poruz Khambatta**.*

ZAGNY has always been enriched by lively groups of young individuals. They eventually graduate from toddlers swinging in the backyard of our Darbe Mehr, to swinging into great success beyond the peripheries of our small community. Numerous birthdays, successes, and joyous events are shared as month by month, they near the stark line between teen years and adulthood.

For Poruz Khambatta, the dynamics of ZAGNY are surely nothing new. The organization has been a part of his life for as long as he can remember. Khambatta often reminisces about his summers at the annual ZAGNY camp, where he valued the opportunity to hike, roast marshmallows, and become well acquainted with fellow Zoroastrians, leading to many meaningful friendships.

Since age nine, Khambatta has been known as one of ZAGNY's youngest priests, alongside his younger brother, Karl. The two participate in various ceremonies both for ZAGNY and for the rest of the Zoroastrian community. He says that the experience has changed him by shaping him into who he is, and who he aspires to become.

Khambatta spoke of how ZAGNY has guided him through the years.

"ZAGNY has woven itself into the fabric of my life," he said. "I've had the chance to attend and teach religious classes, as well as take part in numerous religious ceremonies there. These experiences have shaped me significantly; they have taught me a great deal about my faith, heritage and community. Furthermore, it has given me the chance to share this knowledge with others, which has been really rewarding. I feel very lucky to be part of an organization like that."

Now 21, Poruz is a Class of 2009 graduate from Bergen County Academies, a public magnet high school in Hackensack, NJ, close to his hometown of Ridgewood. He then took off for California, studying Cognitive Science at UC Berkeley and recently graduated in 2012 with highest honors.

Currently, Khambatta works in a social psychology research lab at the UC Berkeley Haas Business School. There, he says he has been "collaborating on a new study exploring environmental influences on ethical decision making and deception, helping construct study materials and measures, compiling reviews of extant literature, running subjects, collecting behavioral and physiological data, coding nonverbal and verbal behaviors, analyzing data and assisting in the preparation of manuscripts for publication."

As a side project, Khambatta has been working with a few of his college peers on a project that aims to develop and share research about the affect of stereotypes on a student's academic performance, the methods of improving attention with teachers, and how the human memory functions. The project gives Khambatta a head start at the goals he has planned out for the future. He aspires to use emerging findings in cognitive science towards improving people's lives.

"I'm interested in conducting research and seizing opportunities to apply what I learn in the research lab to the classroom, court room and board room," he said.

From ZAGNY classrooms to research labs, Khambatta's successes are easily apparent. With the support of the ZAGNY community behind him, his aspirations and endeavors are attainable. Best of luck, Poruz!

COMMUNITY CORNER

ZAGNY 2013 MEMBERSHIP

ZAGNY Board invites you to be a part of the tri-state Zoroastrian community. Become a 2013 ZAGNY MEMBER and avail of member registration rates for ZAGNY events; be a part of our email list to receive community news-flashes and event updates; subscribe to our info-packed newsletters; bring your tots-n-teens to the Darbe Mehr for monthly Religion Classes; and receive a new and updated ZAGNY Directory this year!

New members are encouraged to join our growing tri-state community! Existing members, kindly renew your membership to continue to participate in ZAGNY events and activities. Your Board has strived not to increase membership dues and has maintained the same membership rates as in the past year.

Please complete the 2013 Membership Form on page 9 of this newsletter and mail along with your check or sign up online at www.zagny.org

We look forward to your participation as a 2013 ZAGNY MEMBER. Thank you!

ZAGNY ANNUAL GENERAL MEETING

The ZAGNY Annual General Meeting shall be held during Religion Class on **Sunday, April 7, 2013 at 1:30 pm** (after circle time).

All members are invited to attend and participate in the discussions. As a courtesy please RSVP Sheroo Kanga at secretary@zagny.org or Jasely Dukandar at jdukandar@pomeroy.com by March 31, 2013, if you will stay for lunch (and are not a Religion Class attendee).

SAD DEMISE



Belle Wittlin, mother of Barry Wittlin and mother-in-law of Piroozi Cooper-Wittlin, passed away on January 20, 2013 at the age of 88.

Mrs. Piroja Mogal, mother of Beroz Kasad and mother-in-law of Jehan Kasad passed away at the age of 102, in Mumbai, India.

ZAGNY extends it's heartfelt condolences to the grieving families

ZAGNY'S HURRICANE SANDY RELIEF EFFORT

THANK YOU to our generous members for joining in ZAGNY's ongoing efforts to support and aid those in our community who were hit hard by hurricane Sandy in October 2012.

We received one request for assistance from a community member and your contributions shall go a long way in providing some financial support to help get this family back on their feet.

CONGRATULATIONS! ZAGNY ACADEMIC SCHOLARSHIPS 2012 – 2013 RECIPIENT

ZAGNY is pleased to announce that our very own **Neville Dusaj** was the sole applicant and recipient of the ZAGNY Academic Scholarship for 2012-13. The scholarship is in the form of a loan for \$2,500/- and a grant for \$500/- accompanying the loan.

Neville, recently graduated from Montville Township High School, Class of 2012 where he achieved the number two spot in his class of 352 students and was recognized as a Salutatorian. Neville is now pursuing a Biochemistry major at the University of Pennsylvania, where he has been invited to join the Vagelos Scholars Program in the Molecular Life Sciences and looks forward to continuing on to medical school.

ZAGNY looks forward to hearing of Neville's continued success!

NEW DARBE MEHR INITIATIVE UPDATE

BY: EDUL DAVER

Dear Community members,

We are happy to share this progress report on the new Darbe Mehr initiative –

- ◆ We have reached a 'Tipping Point' and the question is no longer will it happen, but WHEN will it happen?
- ◆ The detailed design is complete and we should be putting it out to bid by March/April.
- ◆ The Construction Permit approval process is underway and we also expect this to be completed by April. *A side note of interest is that the Building Model we had taken to the Planning Board hearing was a hit and the statement, "A picture is worth a 1000 words" was validated! The only complaint heard was, 'why are you placing such a beautiful building so far from the road?'*
- ◆ \$40,000 of the surplus from the XVI North American Zarathushti Congress 2012 was allocated by the ZAGNY Board to the New Building Fund. We have also recently received other significant donations.
- ◆ We are meeting every month or two in small groups to explain the project status in detail, answer questions, obtain suggestions and hopefully also add a pledge to our kitty. Please let us know if you would like to be included in our next meeting.
- ◆ The Fund Raising process is in full swing. However, less than 100 people have made significant donations. This is OUR second home, YOUR second home....please open your heart and donate generously to make a significant commitment. A donation form can be found on **page 10**.
- ◆ Other Fund Raising ideas in the pipeline: return of the popular 'Jamva Chaloji' dinner; a Natak; a gala dinner with a high profile dignitary / Zoroastrian dignitaries. Should you have any additional ideas / helpful contacts, please email Edul at eduldaver@gmail.com

We are sure you will appreciate that a significant number of committed people are investing a lot of time and energy to make our dream come true. **Don't miss our next update/presentation at the Navroze Function on March 23, 2013 and a community meeting on May 5, 2013.**

- NDMI Volunteers

FEZANA PERFORMING AND CREATIVE ARTS SCHOLARSHIP

The FEZANA Performing and Creative Arts Scholarship (P&CAS) provides financial support to Zarathustis who are performing artists in music, drama, etc. or practice other creative art forms like literature, poetry, fine arts, sculpture, painting, etc. The purpose of the scholarship is to enable the recipients to study with experts in their field and thus fine tune and enhance their talent and capabilities, BUT NOT FOR BASIC EDUCATION IN THE ABOVE FIELDS.

ELIGIBILITY CRITERIA

Applicants must (1) profess and practice the Zarathushti faith (2) be high school graduates (3) be legal residents or citizens of USA or Canada. Foreign students holding legal status in USA or Canada may also apply provided they have been in North America for at least one year. Awards will be determined on an annual basis by the judges chosen by the P&CAS Committee. Applicants will be eligible to receive a maximum of two awards, which may or may not be in consecutive years.

SELECTION CRITERIA

Applicants will be judged on their academic preparation, and past record in their program of study, their commitment to pursue the chosen art form, their annual financial need, the assistance pledged by other sources, extra curricular activities and services performed for the Zarathushti community.

APPLICATION PROCEDURE

Application forms will be available on the FEZANA website or from the members of the P&CAS committee. However, applications cannot be submitted electronically as examples and proof of the applicants work (portfolio) will be required. Application deadline is **June 30, 2013**.

For further details, please contact P&CAS Committee Chair, Sherazade F. Mehta, at sherazadem@yahoo.com, or phone (972)385-4847.



ZOROASTRIAN ASSOCIATION OF GREATER NEW YORK

2013 MEMBERSHIP FORM

WEB: WWW.ZAGNY.ORG | FACEBOOK: FACEBOOK.COM/ZAGNYUSA | TWITTER: TWITTER.COM/_ZAGNY

NAME: _____
Last Name First Name Middle Name Name of Spouse

NAME OF CHILDREN:

HOME ADDRESS:

Street City State Zip Country

CONTACT

Home Tel Cell Phone Spouse Cell Phone

Email Address Spouse's Email Address

MEMBER

SPOUSE

ORIGINALLY FROM: _____
PROFESSION / TITLE / BUSINESS: _____
COMPANY NAME: _____
ADDRESS: _____
EMAIL: _____
TELEPHONE: _____

TYPE OF MEMBERSHIP: REGULAR ☐ ASSOCIATE ☐

REGULAR MEMBER: AT LEAST ONE MEMBER OF THE FAMILY IS ZOROASTRIAN
ASSOCIATE MEMBER: NO MEMBER OF THE FAMILY IS ZOROASTRIAN

CATEGORY OF MEMBERSHIP:

FAMILY @ \$ 120 ☐
INDIVIDUAL @ \$ 60 ☐
SENIOR CITIZEN @ \$ 35 EACH ☐
STUDENT @ \$ 30 ☐
NON-RESIDENT FAMILY @ \$ 45 ☐

**ALLOCATE DONATION TO THE
FOLLOWING FUND(S)

NEW BUILDING \$ _____
GENERAL FUND \$ _____
SCHOLARSHIP \$ _____
CRITICAL ASSISTANCE \$ _____
LIBRARY \$ _____

MEMBERSHIP: _____

DONATION**: _____

TOTAL VIA CHECK: \$ _____

CHECK # _____

NEWSLETTER DELIVERY BY

☐ EMAIL

☐ US POST

MEMBERSHIP CATEGORY:

FAMILY: PARENT(S) AND CHILDREN UNDER 21 YEARS

INDIVIDUAL ADULT: 21 YEARS TO 65 YEARS

SENIOR CITIZEN: 65 YEARS AND OLDER

STUDENT: ENROLLED FULL-TIME AT AN ACADEMIC INSTITUTE

NON-RESIDENT FAMILY: RESIDING OUTSIDE THE
TRI-STATE AREA OF NY, NJ AND CT.

PLEASE MAKE CHECKS PAYABLE TO **ZAGNY** AND MAIL ALONG
WITH THIS FORM TO:

MAHRUKH CAMA

ZAGNY BOARD MEMBER

383 WALTHAM AVENUE METUCHEN NJ 08840

TEL: 732 494 7566



NEW DARBE MEHR PROJECT AT POMONA, NY

YES! I WOULD LIKE TO SHOW MY SUPPORT TOWARDS THE NEW DARBE-MEHR BUILDING PROJECT

1. Personal Information

Last Name: _____ First Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Email: _____

2. I would like to show my support with a gift of – \$ _____ \$100,000 / \$50,000 / \$25,000 / \$10,000 / \$5,000

(Please note that gifts of \$100,000 and more will be recognized by permanent naming of various rooms in the new Darbe Mehr. Please contact Toos Daruvala at toosdaruvala@aol.com / Edul Daver at eduldaver@gmail.com for details)

3. Gift Options

☐ **CHECK ENCLOSED** – Check # _____

(Please make check payable to “**Darbe Mehr Zoroastrian Temple/Special New Building Fund**”)

☐ **SECURITIES** (Stocks, Bonds etc.)

Estimated Value: \$ _____

(Please contact DMZT-Treasurer, Minu Dutia at dutiaminu@yahoo.com for transfer instructions and other details)

☐ **PLEDGE OF \$ _____** to be paid (please circle one)

ONE-TIME / ANNUALLY / SEMI-ANNUALLY / QUARTERLY / MONTHLY

Number of Installments _____; Beginning (month/year) ____/____

For a total gift of \$ _____ (should be same as in Item 2 above)

4. Please designate my gift (Please write name(s) as you would like them to appear on the Donor List)

☐ In HONOR OF, NAME: _____

☐ In MEMORY OF, NAME: _____

☐ In MY FAMILY NAME: _____

☐ ANONYMOUS

5. Donor List

☐ I CONSENT to disclosing the name(s) listed in Item 4 above on the Donor List on a website, e-blast communications or printed in ZAGNY newsletters

☐ WITH the amount of my gift where amounts are stated

☐ WITHOUT the amount of my gift where amounts are stated

☐ I do NOT wish to disclose the names listed in Item 4 above on the Donor List on a website, e-blast communications or printed in ZAGNY newsletters

Signature

Date - MM / DD / YYYY

Please return completed form to: Minu Dutia, DMZT-Treasurer, 5 Amethyst Court, West Nyack, New York 10994

Darbe Mehr Zoroastrian Temple is a 501(c)3 organization. Your gifts may qualify for federal and state tax deductions or credits as laws allow. Please consult your tax advisor for the actual tax deductibility of your gift. A receipt will be sent to you after your gift has been received.

SHEROO KANGA
ZAGNY SECRETARY
159 ARISTOTLE WAY
CRANBURY, NJ 08512



MARCH 2013

03/03, Sunday

- ZAGNY RELIGION CLASS

03/09, Saturday

- MEMORIAL SERVICE FOR
MRS. PIROJA IRANI

03/23, Saturday

- ZAGNY NAVROZE
CELEBRATION AT THE
DARBE MEHR

APRIL 2013

04/07, Sunday

- ZAGNY RELIGION CLASS
- ZAGNY ANNUAL GENERAL
MEETING

MAY 2013

05/05, Sunday

- ZAGNY RELIGION CLASS
- DMZT ANNUAL GENERAL
MEETING