



Arulmighu Subramaniya Swamy Temple
Marudhamalai - Coimbatore



Arulmighu Kallazhagar Temple - Madurai

Part 6



Shri. V S Jayabal

ADMINISTRATION

Scope of this manual

This part of the manual explains the duties and responsibilities of the HR&CE Department. Eventhough HR&CE act is available these additions will make it more transparent in the functioning of the department in its true spirits.

Few more additional supplementary departments are added for more efficient functioning.



Uchipillayar Temple
Malaikottai - Tiruchirappalli



Arulmighu Dhandayuthapani Swamy Temple - Palani

Contents

| | | |
|-----|---------------------------------------|-----|
| 6.1 | Introduction | 565 |
| 6.2 | Human Resource Development Department | 567 |
| 6.3 | Archaeology | 568 |
| 6.4 | Engineering | 570 |
| 6.5 | Information Technology Team | 571 |
| 6.6 | Real Estate Team | 572 |
| 6.7 | Finance and Audits | 574 |
| 6.8 | Security | 576 |
| 6.9 | Conclusions | 577 |

6.1 Introduction

Conservation, Preservation and Maintenance of TamilNadu temples, the **Agamas** governing the temple rituals and the temple's enormous properties including the lands, real estates, Jewelleries, Moorthies / Vignagams, the management of Vedic schools etc., is a hilarious task.

This needs to be done professionally, more like an enterprise.

One of the possibilities is by creating various new departments under the umbrella of HR & CE.

The creation of new dedicated departments like, Archaeology, the Engineering, Vedic schools, Research wing, Sthapathis, HRD, Legal, Security, Information Technology, Finance and Audits becomes a mandatory.

The details are dealt with in this Conservation manual.

Over the past half a century, we have witnessed and are witnessing enormous legal disputes / battles relating to various issues, possibilities are more in the future.

It's an appropriate time, though not too late, to analyse the various issues, write down the procedures, train / upskill the personnel periodically, empower them and establish the systems to avoid the re -

occurrence of such issues , atleast can be minimized.

Centuries before, we were the richest county in the planet not only in terms of money but also the values of our rich Heritage, Educational systems, Astronomy, Scientific inventions, Technologies, Civilised life and so on.

It's our responsibility now to carry forward the legacy to the successive future generations and to sustain our culture and tradition, taking it to next levels is the primary responsibilities of each and every devotee / citizens.

It has been said and explained in many texts that proper management of our temples, **Agamas**, Traditions and the religious way of life will pave the way for healthy and peaceful co - existence in the planet.

குறள் 615:

இன்பம் விழையான் வினைவிழைவான் தன்கேளிர்
துன்பம் துடைத்தானறும் தூண்.

விளக்கம்:

இன்பத்தை விரும்பாதவனாய்ச் செயல் செய்வதையே
விரும்புவன், தன் உறவும் நட்புமாகிய பாரத்தின் துன்பத்தைப்
போக்கி, அதைத் தாங்கும் தூண் ஆவான்.



6.2 Human Resource Development Department

HR&CE Department to be handled by the Hindu religious personnel only, who has a strong faith and belief in Hindu religious ways of living and intend to carry forward further the legacy of our culture and civilization to the well being of the devotees thronging the temples in search of happiness and peaceful living.

These dedicated personnel belonging to different departments shall be inducted into the department right from the beginning and train them constantly in the respective areas enable them discharge their duties and responsibilities.

Promotions and rewarding the personnel shall be based on their skill, performance / contributions in their respective areas so that they get encouraged to perform well.

At least on an annualized basis, the help of an experts from outside the department shall be taken to upskill them, conduct exams and issue the certificate of proficiency based on their performance.

6.3 Archaeology

It is imperative to have a dedicated Archaeologist and the team for HR&CE Department only, inducted from the beginning. This archaeologist is responsible for the activities in his domain to familiarize him with the temple related activities and functions.

1. Documentation of the stone inscriptions (கல்வெட்டுகள்) of the different temples and the areas where these inscriptions were found in the temples possible with the map and the photographs.
2. Documentation of the Moorthies / Vigragams in different temples, the material of construction, the estimated age, vaganams, jewelleryes, the temple utensils in both electronic as well as hard copies incorporating the colour photographs with footnotes for each and everyone of it, and the location of these Moorthies / Vigragams in the temples supported by the layouts and the locations.
3. These Moorthies / Vigragams shall be secured with close circuit television cameras (CCTV) capable of monitoring both from the Head office as well as the Executive officer's office.
4. Documentation of the periodical new constructions and the renovations done to the temple buildings in a pre-determined format.
5. Establishing a museum wherever possible in all the big temples. The museums shall include the temple history, the ancient

photographs of the temples, period of construction / additions, the relevant textbooks and publications published from time to time and the place for the devotees to come and learn from these publications.

6. The hard and soft copies of all the above documents shall be made available in the Head office and as far as possible in all the major temples.
7. These inventories must be audited and certified by the third party approved Archaeologist and such Audit reports shall be stored and exhibited in the respective museums.
8. The respective temples Executive Officers and the Board of Trustees shall be included in the auditing team as much as possible.
9. They can also organize regular lecture programmes in the medias for the information of the art lovers, devotees and to bring interest / to promote spirituality (ஆன்மீகம்) and devotion to the citizens.

Already thousands of Moorthies / Vigrags are stolen /robbed/ illegality shipped/ mutilated over the period of centuries. Displayed in many museum worldwide. Now our prime responsibility to safe guard the few existing ones. Many more Constance donated by the devotees.

6.4 Engineering

It is imperative to have a dedicated Engineering team for HR&CE Department only, inducted from the beginning. This team shall consist of Civil, Mechanical and Electrical Engineers. These Engineers shall be trained both by Archaeologist and the Sthapathies as far as possible on-site in both theory and practice; wherever possible external technical faculty help shall also be availed.

The duties and responsibilities of the Engineering team and the documents to be maintained by them is explained in Part-1 of the manual.



Arulmighu Kapaleswarar Temple, Mylapore - Chennai

6.5 Information Technology Team

This Information Technology (IT) team will work in close association with the Archaeologist, Sthapathies, Engineering and administration department.

The relevant hardwares and softwares shall be provided in their Head office as well as in all the major temples.

The datas thus generated shall be stored in a hard disk dependently in different locations, as discussed and prescribed by the department, to ensure the safety of the datas in the event of any mishaps. These hard disks shall be properly secured from external theft and viruses to ensure safe retrievals of the data wherever and whenever required.

The datas include the temple rituals (wherever the agama rules permit), festivals and related activities.

The temple real estates. The IT department will work in close association with personnel responsible for the real estates and document all the relevant documents in both hard copies as well as soft copies.

6.6 Real Estate Team

It is amazing to note that the TamilNadu temples own approximately 4 to 5 lac acres (1800 sq. km) of land in TamilNadu, in all wet land, dry land and real estates (buildings) in almost all the districts and villages. This quantum forms about 1.5 percent of the total area of TamilNadu which is approximately 1,30,000 sq. km (1 sq. km = 250 acres).

These real estates have been donated by the respective kings who built the temples centuries ago, with the sole purpose of maintaining the temples. Even today, the visiting devotees continuously donate the real estates for the well being of the temples so that the temple can be managed independently.

To manage these real estates it is imperative to have a dedicated team of Thasildhars, Block Development Officers (BDO), Village Administrative Officers (VAO).

The temple wise documentation of these real estates shall be maintained at the Head office as well as major temples, alongwith the parent documents.

In this present times, the values of these properties would have increased exponentially and the market value of the same shall also be documented.

If these properties are leased out the systematic documentation shall be maintained taking into account the current rental values both for farm lands and for city real estates.

Consequently the income generated from these properties shall be properly monitored, collected and deposited in the bank. These details shall be subjected to audit by the Finance department as well as the approved external audits.



Arulmighu Patteeswarar Swamy Temple
Perur - Coimbatore

6.7 Finance and Audits

The major revenues of the Tamilnadu temples is the income generated from their real estates alongwith the Hundi collections and the money collected through tickets for different purposes as defined and approved by the department.

The devotees also constantly donate the jewelleryes and the real estates. These details shall be monitored with the help of the real estate team and the Information technology department.

These proceeds shall be utilized for,

1. Management of the temples.
2. Some of the Vedic schools existing already are supported by some private mutts.
3. The Vedic schools both existing / new Vedic schools to be established need to be funded by HR&CE from the income derived from the temples.
4. To support the temples in the rural areas where there is no much income.
5. To promote the religious tourism and cultural aspects of the Hindu religion and to bring awareness of our cultural values to the citizens both domestic and international. This can also contribute to the income.
6. **If any surplus income is left out, the disposal of the same shall be done by the organising committee. The committee shall consists of the Jeeyars and the Madathipathies**

wherever possible in association with the religious leaders.

7. The income generated by the temples shall be documented and the financial reports shall be prepared monthly, quarterly, half yearly and annually.
8. These audit reports shall be tabled to the respective Chairman Board of Trustees in their quarterly, half yearly and annual meetings in different temples in the presence of the Temple Administration.
9. The audited financial reports shall be made available in the public domain for the benefit of the devotees / citizens.



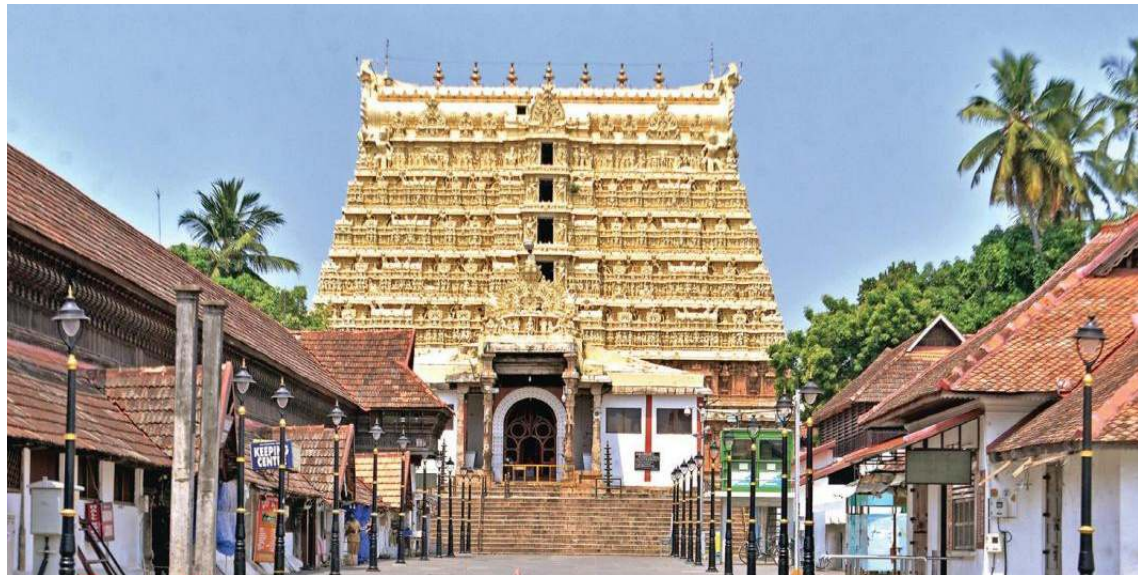
Arulmighu Subramaniya Swamy Temple - Tiruchendur

6.8 Security

The security is a primary concern in almost all the temples in both urban and rural areas.

The invaluable Moorthies / Vigrags shall be protected adequately well in association with Sthapathies, Archaeologists, Information Technology department and the Administration departments.

Apart from this the general security is also paramount importance in all our temples supported by proper close circuit television cameras (CCTV) and the alarm systems.



Sree Padmanabhaswamy Temple
Thiruvananthapuram - Kerala

6.9 Conclusion

- 1. Establishment of an Archaeological Department**
- 2. Establishment of the Real Estate team**
- 3. Establishment of Information Technology Department**
- 4. Refining the Finance Department**

The enormous properties both real estates and the jewelleries owned by the temples is a phenomenal one. To prevent pilferage and misappropriation of these properties is also a herculean task. This can be done only with the proper assistance of Auditing system both internally and externally by the qualified and recognized Auditors. Displaying these information in a public domain will bring least amount of legal disputes and if any can be settled in a short time.

These transparent management will enhance the spiritual and cultural value of our Temples and bring in spirituality to the visiting devotees.

This will establish to carry forward the legacy of our Religious and Cultural landscape and the Hindu way of living for many centuries.

குறள் 462:

தேர்ந்த இனத்தொடு தேர்ந்தெண்ணிச் செய்வார்க்கு
அரும்பொருள் யாதொன்றும் இல்.



மு.வரதராசன் விளக்கம்:

ஆராய்ந்து சேர்ந்த இனத்துடன் (செயலைப்பற்றி) நன்றாகத் தேர்ந்து,
தாமும் எண்ணிப்பார்த்துச் செய்கின்றவர்க்கு அறிய பொருள் ஒன்றும் இல்லை.

சிவயோகி சிவக்குமார் விளக்கம்:

பழக்கமான கூட்டத்தில் தேவையானவர்களை தேர்ந்தெடுத்து அவர்களுடன்
ஆலோசித்து கூட்டாக செயல்படுபவருக்கு அடையமுடியாத பொருள்
என்று எதுவும் இல்லை.

