A warning Canada should hear

By Dale Jodoin
Columnist

A warning has come out of the Vatican, and whether people are religious or not, it should make them stop and think. The message is simple. Christians are now being described as the most persecuted religious community in the world. Archbishop Ettore Balestrero, speaking in Geneva on March 3, said almost 400 million Christians around the world face persecution or violence, and nearly 5,000 were killed for their faith in 2025. Vatican News and Open Doors both point to the same broad picture, saying more than 388 million Christians face high levels of persecution and discrimination worldwide. That is about one in seven Christians.

That number is so big it can feel distant. It should not. Behind it are real people. Families. Churches. Children. Workers. Old people trying to pray in peace. Some are attacked with open violence. Some are jailed. Some are driven from their homes. Some lose jobs, safety, or standing in their community because of what they believe. The Vatican's point was not only that Christians are being killed. It was that persecution also comes through false detention, seizure of property, forced exile, and pressure that makes people afraid to live openly by their faith.

That matters because many people still think persecution only counts when it is bloody and obvious. They picture mobs, burned churches, gunmen, or prisons. Yes, that is part of it. But the quieter forms matter too. A person can be punished without being dragged off in chains. A society can weaken freedom little by little, until people learn to keep their beliefs to themselves. That is often how decline begins. Not with one loud moment, but with a slow change in what people are allowed to say in public without fear. This is the part that should concern Canadians.

Canada likes to believe it is above that kind of danger. We tell ourselves we are calm, fair, and balanced. We like to think the ugly things happen somewhere else, in countries with obvious corruption or open hatred. But history is full of places that thought they were too decent to lose their way. Free countries do not usually change overnight. They change step by step. First comes the language. Then the rules. Then the pressure. Then people begin to understand, without being told directly, that some beliefs are welcome in private but risky in public.

That is why Bill C-9 deserves attention.

Bill C-9 is called the Combating Hate Act. It is now before a House of Commons committee. Parliament says it would amend the Criminal Code on hate propaganda, hate crime, and access to religious or cultural places. The federal Justice Department says the bill would create offences tied to intimidation and obstruction at places such as houses of worship, create a specific hate motivated crime offence, add a definition of hatred to the Criminal Code, create an offence for publicly displaying certain terrorism or hate symbols to wilfully promote hatred, and remove the need for Attorney General consent before hate propaganda charges can be laid.

Now, a fair person should admit this right away. Some parts of that bill sound reasonable. Most Canadians would agree that nobody should be intimidated on the way into a church, mosque, synagogue, temple, school, or community centre. Most people would also agree that real violence and clear threats should be taken seriously. The government says the bill is aimed at serious conduct, not ordinary disagreement, and its Charter statement says the law is supposed to target extreme detestation or vilification, not simple dislike or mere offence.

Still, that is not the end of the story. Laws are not judged only by how they are introduced. They are judged by how they can be used later, especially when the mood changes. The same Charter statement says Bill C-9 engages freedom of religion, freedom of expression, freedom of peaceful assembly, liberty, and bail rights. That should tell Canadians something important. Even the government knows this law touches core freedoms. Once the state gives itself stronger tools around speech, motive, and legal definitions of hatred, people have a right to ask where that road leads.

This is where many Christians, and many civil liberties supporters too, get uneasy. In Canada, the line between hate and strongly stated belief has already become a battle zone. Traditional Christian views on marriage, sexuality, gender, sin, and morality can now bring public backlash very quickly. In that kind of climate, some people fear new hate tools will not stay aimed only at obvious extremists. They fear those tools will slowly expand outward. First a complaint. Then an investigation. Then a lesson is sent to everybody else watching. Stay quiet. Soften your words. Keep your faith inside the walls.

To be clear, Bill C-9 does not say Christians are the target. It does not openly attack churches. The concern is different. It is that Canada may be building a legal and cultural climate where traditional religious belief is treated with growing suspicion. That kind of shift rarely arrives with a drumroll. It comes through policies, complaints, workplace rules, school standards, tribunal language, and public pressure. It comes dressed as safety and fairness. But if the result is that believers become afraid to speak plainly about what their faith teaches, then something vital has already been lost.

This is why the Vatican warning should not be treated as a faraway church story. It connects to a bigger truth. Freedom of religion does not mean very much if it only protects silent belief. Real freedom means a person can live by that faith, speak it, teach it, and bring it into public life without being treated as a threat. Once that right starts shrinking, the damage does not stop with Christians. It reaches everybody. Rights that only protect approved views are not really rights at all. They are permissions handed out by whoever holds power at the time.

Canada is not yet a country where Christians are being rounded up for their faith. That is true. But it would be foolish to think freedom can only be lost in dramatic ways. Often it is worn down more quietly. A sermon gets flagged. A speaker is cancelled. A teacher is disciplined. A pastor gets a visit. A believer learns the cost of speaking too clearly. By then, the law may still look tidy on paper, but the culture has changed under people's feet.

That is the warning here. Around the world, Christians are already paying a terrible price. Canada should be learning from that, not drifting toward its own softer version of the same mistake. People do not need to panic. They do need to pay attention. By the time a country admits faith has become a problem in public life, the damage is already well underway.

Who Told You to Spend Time Tailoring Your Resume?

By Nick Kossovan

Spend time on LinkedIn, and you'll notice the self-proclaimed "gurus" preaching about tailoring your resume for every job you apply for. Repeating themselves endlessly, they promote the unsubstantiated self-serving narrative that if job seekers don't customize every bullet point of their resume to match the keywords in a job description, their application will vanish into the black hole of the Applicant Tracking System (ATS).

Charlatan-like career coaches and influencer-wanderers love endlessly evangelizing the resume "tailoring" myth because it validates their service, which relies on job seekers' vulnerability. Their goal is to make job hunting seem complicated and labour-intensive, so you'll pay them to help you navigate the job market. However, while you're spending your time playing "keyword bingo," rearranging your resume for the umpteenth time this week, you're missing the forest for the trees.

Following wrong advice, which is usually self-serving, wastes your time and money.
The harsh reality—which I've repeatedly stated in The Art of Finding Work columns—is that employers don't care about your ability to mirror their job description. Employers care about one thing and one thing only: Can you add value to their profitability? Can you make them money? Can you save them money? Can you make their operations more efficient? If you're not clearly answering these questions, which most job seekers aren't, in a no longer than 2-page resume, no amount of "tailoring" will get you an interview.

If your resume and LinkedIn profile don't clearly show how you added value to your previous employers, you're choosing to remain unemployed longer.
Instead of creating twelve versions of a mediocre resume, create one stellar resume. Create a "Master Value Document" that shouts, "I improve an employer's profitability!" When a recruiter or hiring manager reviews your resume, they aren't looking to see if you used the words "synergy" or "team-player" because they were in the job posting; they're looking for evidence that you understand the bottom line.

Most resumes are essentially a list of "who gives a sh*t" responsibilities. "Responsible for managing the budget." "Handled customer inquiries." That's not a resume; it's a job description in the past tense, not a way to convey your value to an employer.
When it comes to capturing the reader's attention and helping them picture your value to their company, your bullet points must be "value-add," using quantifying numbers (numbers are the language of business) to highlight your results, not just your tasks.

No value: Led a team of 10 inside sales reps.
Value-Add: Scaled inside sales team revenue from $8.5M to over $12M by coaching 10 reps on asking open-ended discovery questions, increasing the 2025 close rate by 45%.
No value: Reduced company expenses in the shipping department.
Value-Add: Decreased LTL (Less-Than-Truckload) costs by 18% ($65k/year) by consolidating 12 regional carriers into 3 primary strategic partners.
No Value: Managed 5 customer service agents.
Value-Add: Boosted customer retention 20% by architecting an automated FAQ system that cut resolution times by 70% (from 48 to 14 hours).
No value: Created marketing materials for a variety of social media platforms.
Value-Add: Designed a "Flash Sale" story series that generated $18k in attributed revenue within 48 hours, achieving a 6.5x Return on Ad Spend (ROAS).
No value: Managed help desk.
Value-Add: Lowered support cost-per-ticket by 22% ($15 to $11.70) by migrating 40% of inquiries to a self-service AI chatbot.

Notice the difference? In each of these examples, the employer can see how the candidate contributes to a universal concern among employers: financial health. Whether you're applying to a tech startup or a 100-year-old manufacturing firm, profitability and efficiency are always in style.

You may be thinking: "But Nick, what if the job is slightly different? Don't I need to show I have specific skills?"

That's what your LinkedIn profile is for.
Think of your resume as your "Value Executive Summary." It's your hook. Your LinkedIn profile, however, is your digital portfolio, where you have more room to explain the "how" behind your value. Use your LinkedIn "About" section to tell your career story.
Use the "Featured" section to link to projects, testimonials, or presentations that demonstrate your expertise and value-add. If a recruiter is impressed by your value-packed resume, they'll go straight to your profile, which your resume provides a link to, to get a full picture of your career, value-add, and what your LinkedIn activity looks like (read: can you manage your emotions).

Maintaining one high-impact resume and a robust LinkedIn presence will not only save you hours of soul-crushing "I hope these edits will get me an interview" work; it'll position you as a specialist in achieving results that impact an employer's profitability.

Don't worry about being the "perfect fit" for a mythical robot; that's not universally programmed the same way. Hyper-focus on showing employers that you're a "profitable choice." Write one resume. Make it about the money.

Use your LinkedIn profile to expand on your value-add and show how you think. Most importantly, stop letting the "gurus" rent space in your head with their manufactured complexity, trying to sell you aself-serving lie because a simple truth—that one value-driven resume is all you need—doesn't make them money.