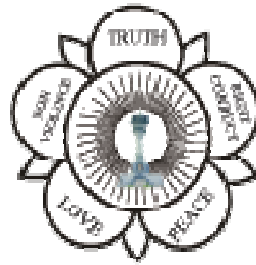
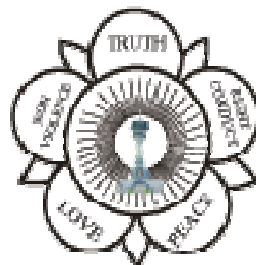


Sri Sathya Sai Baba Organization In Canada



GUIDELINES



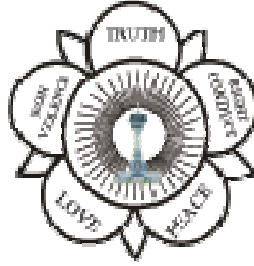
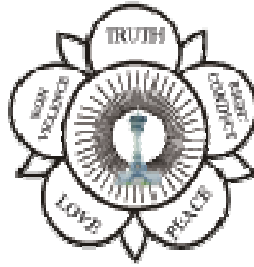


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Guidelines for Sri Sathya Sai Baba Centres and Sai Devotional Groups in Canada

1 Sai Organization

The Sri Sathya Sai Organization is a spiritual organization founded for people of all faiths, without any distinction on the basis of religion, race, colour, creed, or national origin. The Organization aims to achieve Unity, which brings Purity, and Purity leads to Divinity. It is a non-political and not-for-profit organization.

“I have not come on behalf of any exclusive religion. I have not come on any mission of publicity for any sect or creed or cause, nor have I come to collect followers for any doctrine. I have no plan to attract disciples or devotees into my fold or any fold. I have come to tell you of this unitary faith, this spiritual principle, this path of Love, this virtue of Love, this duty of Love, this obligation to Love.”

-Baba

2 Structure of the Canadian Sathya Sai Organization

The Sri Sathya Sai Baba Centre or Devotional Group is the primary focus of all activities of the Sai Organization. Centres and Devotional Groups of each Province are grouped into geographical regions, each served by one Regional Coordinator.

The Sathya Sai Baba Central Council coordinates national policies. The Centre and SDG Presidents, with the help of the Regional Coordinators implement the Council's directives.

The Central Council consists of the Central Coordinator, Canadian Chair, the Secretary, the Regional Coordinators, the National Coordinators for Educational, Spiritual, Service, and Youth, and representatives of the Publications and SSS

Baba Book & Information Centre. These national Coordinators assist the Council in developing the national policies in their respective areas.

The Overseas Sathya Sai Organization (outside India) is headed by the Chair, Prashanti Council based in Prashanti Nilayam, Andhra Pradesh, India. The world is divided into geographical areas called “Zones”. Canada is in Zone 1 region 13.

2.1 Protecting the Name of Bhagawan Sri Sathya Sai Baba

The name of Sri Sathya Sai Baba is **NOT** to be used in the names of Businesses or in any business related materials.

2.2 Epilogue

These guidelines and rules are outlined to maintain order and authenticity in Sai Centres. If you have any comments or concerns regarding the guidelines or Centre operations, please bring them to the attention of the Regional Co-coordinator or the secretary of the Central Council so that they reach the right officers in the Organization.

Members are encouraged to consult the current edition of the Charter of The Sathya Sai Organizations and Rules and Regulations (For Overseas Countries) for a more thorough explanation of the organization and structure of the Organization.

3 Why do we need regulations?

You may ask, “What is the need for rules and regulations for those engaged in a spiritual quest?” The reason will be clear from a simple example. When you plant a sapling, you protect it in the early stages of its growth. You erect a fence around it so animals cannot touch it. After the plant has grown into a sturdy tree, there is no need for the fence. Similarly, even on the spiritual path, one has to observe some restrictions and restraints so that one's spiritual growth will not be affected by what is happening in the outside world. In the Sathya Sai Organization, we call our members brothers and sisters. Whether members are from America, Japan, Germany or Russia —wherever they may come from— they are called that. If all members are brothers and sisters, how can we have different rules for America, Japan, or Germany?

-Baba

4 Sai Centre

The main unit of the Sathya Sai Organization is the Sai Centre. There are Sai Centres in every major city in Canada. The principal objectives of the Sathya Sai Baba Centres are:

1. To help individuals to become aware of the divinity that is latent in them and to conduct themselves accordingly, so that they may achieve the ultimate goal of spiritual enlightenment.
2. To practice divine love towards all beings in daily life, thereby bringing peace and harmony in one's life, community, and the world.
3. To ensure that all human relations are governed by the spiritual principles of truth, righteous conduct, love, peace, and nonviolence.

To create awareness of the teachings of Sri Sathya Sai Baba by practicing them.

In order to achieve the above objectives and to become worthy instruments of our divine Master, members shall follow a strict code of conduct including *sadhana* (spiritual exercises), enunciated in Sri Sathya Sai Baba's teachings, as outlined in the Nine Point Code of Conduct and the Ten Guiding Principles.

All Sai Centres and Sai Devotional Groups (SDGs) in Canada shall function under the authority and supervision of the Central Council of Canada.

5 Nine-Point Code of Conduct

Centre members are expected to do their best to practice the Nine-Point Code of Conduct in order to be examples of Sathya Sai Baba's teachings:

1. Daily meditation and prayer.
2. Devotional group singing or prayer with members of family once a week (if possible)
3. Participation in educational programs (SSE/SSEHV) organized by the Centre.
4. Participation in community work and other selfless service (*seva*) programs of the Organization.
5. Attendance at least once a month at group devotional singing organized by the Centre.
6. Regular study of Sai literature.
7. Speaking softly and lovingly to everyone.
8. Not indulging in talking ill of others, especially in their absence.
9. Putting into practice "Ceiling on Desires" and utilizing savings generated for service to mankind.

6 Ten Guiding Principles

1. Love and serve your country. Do not be critical of others' countries.
2. Honour and respect all religions as pathways to God.
3. Love all humanity as part of your family.

4. Keep home and surroundings clean.
5. Help the needy with food, clothing, and shelter. Help them become self-reliant when possible.
6. Be examples of honesty. Do not participate in any corruption such as bribery.
7. Curb jealousy, hatred, and envy.
8. Develop self-reliance.
9. Observe your country's laws and be exemplary citizens.
10. Love God and avoid sin.

7 Criteria To Become A Centre

- There shall be a minimum of nine (9) active members, not from the same family.
- Members joining the Centre shall be familiar with the Centre guidelines.
- In order to qualify as a Centre, a group shall provide its members the opportunity to participate in the following types of activities: spiritual, educational and community service.
- **Swami has recommended that a Centre or SDG should not hold Bhajan in any type or religious building, such as a Church or a Temple.**

8 Activities of a Centre

8.1 Devotional Meetings

Every Centre shall have a weekly meeting that includes devotional singing, prayer, and meditation. These meetings may be combined with other types of Centre meetings.

“*Bhajans* (devotional singing) charge the atmosphere with divine adoration; that is why I insist on group singing of the names of the Lord.”

-Baba

8.2 Dress Code

Satsang (Devotional meetings):

Men:

White shirt and white pants is preferred, but not mandatory.

Dress pants and shirts are recommended. No shorts or jeans to be worn.

Ladies:

Saris or salwar kameez are not mandatory. No transparent, tight fitting clothing. No jeans or shorts. If shoulders are exposed, they should be covered with a shawl.

Dresses, Dress pants, long skirts with shirts/blouses are recommended.

Study Circles: Same as satsangh.

Seva Activities: Practical work clothes, suitable for the specific activity

8.3 Recommendations for a Uniform Satsang

Duration of Satsang: Approximately one hour.

Satsang format: 3 *Omkars*
Gayatri mantra (3x)

Bhajans – Ganesh followed by others; Always include English *Bhajans* and a Sarva dharma *Bhajan*
Discourse/message of Swami
Om Thath Sath
Arati
Asatoma
Samasta Loka
Vibhuthi mantra

Additional items like 108 names of Swami, *Saithri*, other mantras, prayers from other religions, etc., are optional, depending on the type of devotees in the congregation. In any case, it would be good to keep the satsang short, sweet, and vibrant.

Saithri: Sathya Sai Gayatri, Sai Surya Gayatri, and Sai Hiranyagarbha Gayatri: Please make sure that someone who is well versed in Sanskrit and/or *Vedic* mantras teaches the three *Gayatri mantras* to the devotees for correct pronunciation before they are recited in the Centre by everybody.

Jyothi meditation: For those of you, who have *Jyothi* meditation as part of the *satsang*, it would be good to recite the *Gayatri mantra* just before the meditation since it helps us in meditation.

Arati: Not mandatory

English Version of Arati:

Pranams at the Lotus Feet of Bhagawan Sri Sathya Sai
You have come to foster your devotees, foster and protect your devotees
Lord Sai of Putaparti Oh Lord of the Universe

Your face is radiant as the moon and you fill us with energy and light
Swami fill us with energy and light
You are the saviour of devotees, answering all the prayers of devotees
Lord of those in need, oh Lord of the Universe

Sai You are Mother and Father, teacher and Divinity itself
Swami You are Divinity itself
You are the cause of all creation , the cause and all its manifestation
You are the One reality, Oh Lord of the Universe

You are the sacred word of OM the formless in human form
Swami you are the formless in form
Now accept this flame of Bhakti, please accept this flame of Arati
We praise Your majesty, Oh Lord of the Universe

Narayana Narayana Om , Sathya Narayana Narayana Narayana Om
Narayana Narayana Om Sathya Narayana Narayana Om Sathya,
Narayana Narayana Om, Oh Lord of the Universe

***Vibhuthi* mantra:** If you are reciting the Sanskrit and English versions, please see the correct version in Sanskrit and the English translation

Paramam Pavitram BàbàVibhüthim
Paramam Vichitram Leelà Vibhüthim
Paramàrtha Ishtàrtha Moksha Pradàtam
Bàbà Vibütim Idamàshrayàmi

Sacred, Holy, and Supreme is Baba's *vibhuthi*
Sanctifying, awe-inspiring, glorious *vibhuthi*
The treasure of salvation is its exalted blessing
Yearning for redeeming grace, I take refuge in Thee.

Or

Sacred holy and Supreme is Baba's *vibhuthi*
Pouring forth in brilliant stream, His play of *vibhuthi*
So auspicious is it's might, it grants liberation
Baba's *vibhuthi*, it's power protects me.

8.4 Rituals in the Centre

Keep rituals to the minimum. During celebrations of festivals, understanding the significance of the festival is more important than the procedures. If the congregation desires the *Vedic* procedures, please explain the purpose and meaning before you do them. If the congregation consists of non-Hindus in majority, it is better to keep the rituals at the minimum, again, after explaining the purpose and meaning. Swami's discourses are wonderful sources for these.

Please remember that the satsang should create an atmosphere of devotion and give an elated feeling of bliss for the devotee.

8.5 Study Circle Meetings

The purpose of the Study Circle is to help members to deepen their understanding and strengthen their practice of Baba's teachings.

“Study circle is not just reading books. It means taking a point and discussing what it means to each member. The study circle looks at the different facets. But as in a diamond, there is one facet that is flat, and from it all can be viewed. To discover this top facet is the task of the study circle.”

-Baba

Study circles are an integral part of all Sai Centres activities. These are not forums for debate or controversy but training grounds in a number of important communication and listening skills, in gaining self confidence in fostering values, in cooperation, in turning knowledge into wisdom, and in clarifying our spiritual objectives. The main activity of all spiritual activity is to develop a capacity to experience happiness and peace in our core, irrespective of life's circumstances.

- The Spiritual Coordinator must see to it that the study circle is facilitated by a person who knows Baba's teachings well and who can inform devotees about the references in Sai literature. The facilitator must explain to devotees that often there is no one interpretation. All should be invited to give their own interpretation of the text so that the various possible facets of understanding the text may enlighten all.
- **The devotees to have a copy of the text discussed so that they may later read it and remind themselves of the teachings and appreciate them.**
- The topic for the next study circle may be announced so that devotees can prepare any questions they might have concerning the topic that will be discussed.
- **The focus should be on Baba's teachings, although other spiritual texts may be chosen to highlight the uniformity in all religions. The spiritual coordinator should encourage the reading of Sai Literature.**
- A period of questions and answers should be encouraged.
- The facilitator should use the following guidelines for productive participation:

8.5.1 Guidelines for Study Circle

1. The meeting should start with *Omkar* (3 *Oms*) and a prayer or spiritual song to raise the atmosphere of the meeting room. This creates a climate of brotherhood and cooperation among all participants and a feeling of working toward a common goal. If study circle occurs after a devotional song meeting, it is not necessary to sing additional songs.

2. **The study circle is not a debating society.** It is an exploration of viewpoints. Each participant should feel free to speak without fear of judgment or personal criticism.
3. **Active and equal** participation should be sought from all members. The facilitator may need to encourage new members to speak. New or quiet members often require a break in the conversation to present their views and, as such, give a chance to the new participant who is ready to speak.
4. Dominant members must take care not to monopolize the conversation. A time limit may be placed on individual comments to deter enthusiastic members from lecturing the group. However, tact and courtesy should be used in observing this rule.
5. The facilitator and members should avoid reading long quotations. The study circle is not a reading club. Lengthy quotations often prove tiring. Reading long passages in foreign languages, which other members do not understand, is particularly inappropriate.
6. Each group member should be engaged in turn. Taking turns, with members speaking in a circular order, does this. Although reticent members should be encouraged to speak, they should not be required to do so. They may elect to pass and perhaps comment after all others have taken their turns.
7. Quotations or anecdotes should be relevant to the topic. Quotations particularly should be chosen from sources that all members would consider authoritative. The most appropriate quotations are from the discourses and writings of Sai Baba.
8. A facilitator should be named in advance for one or more discussion sessions. It is that person's duty to see that participants follow study circle guidelines. The facilitator is responsible for helping the group to adhere to the meeting format and for keeping the discussion moving. The facilitator for the week need not be the person presenting the topic.
9. A single specific question should be posed to the group for discussion. **It should concern a practical aspect of spiritual life.** In small circles, more than one question may be posed if time allows. It is helpful to make several minutes for reflection on the question before starting the discussion.
10. The discussions should be simple as to make everyone comfortable in their understanding. We should take Swami as an example - He explains complicated philosophy in very simple terms

If these guidelines are followed, the study circle should proceed well. All must be respected and feel welcomed.

8.6 Service Activities

Selfless service to others is at the heart of Sathya Sai Baba's teachings. Service should be performed with love and humility, without the slightest desire for publicity, recognition, power, or even spreading of Sathya Sai Baba's name. Each member should devote time each week for service to the community and/or the Center. Center members should develop a program of group service activities and should meet regularly to plan and review their service projects. There should be no display identifying the service project with the name of Sathya Sai Baba. However, if asked, it is appropriate to identify the group as the Sathya Sai Baba Center of (name of the city or area).

“Service is the essence of devotion, the best cure for egotism. Consider service as the best spiritual discipline. But do not believe that you can by means of service reform or reshape the world. You may or may not; that does not matter. The real value of service, its most visible result, is that it reforms and reshapes you. Do service as a spiritual discipline; then you will be humble and happy.” –Baba

8.7 Sathya Sai Spiritual Education (SSE) and Sathya Sai Education in Human Values (SSEHV)

Sai Spiritual Education classes are designed to teach Sathya Sai Baba's universal message of unity of all the major world religions to the children of Sai devotees. Every Centre shall have classes for each age group. Group 1: ages 6-9; Group 2: ages 9-12; Group 3: ages 12-15; Group 4: ages 15-18.. Prior to teaching SSE, teachers shall receive training sponsored by the Sai Organization of Canada. **Please see section 14 for guidelines**

Sathya Sai EHV classes are designed for the public at large. SSE and SSEHV classes differ only on target audience and emphasis, and not in substance. SSEHV teachers will be trained before they undertake to conduct community SSEHV classes.

The Education wing is also responsible for carrying out Sathya Sai Dynamic Value Parenting workshops for devotees and where needed to public. Facilitators for conducting these workshops will be trained by the Organization. Please see section 13 for guidelines.

“Bal Vikas (SSE) is the primary basis of the great movement to restore *dharma* (right conduct) in the world.”

–Baba

8.8 Youth Program

8.8.1 Definition of Youth

“The age span 16–35 is crucial, for that is the period when life adds sweetness to itself, when talents, skills, and attitudes are accumulated, sublimated, and sanctified. If the tonic of unselfish service is administered to the mind during this period, life's mission is fulfilled - the process of sublimation and sanctification will be hastened by this tonic...”

Baba

8.8.2 Objectives of the Youth Wing

- To create a holistic environment for youth to develop their talents and abilities for spiritual transformation and future leadership.
- To imbue youth with a sense of enthusiasm and love for Sai and His Teachings.
- To provide the opportunity to develop their own leaders and programs within the frame work of the Charter and rules and regulations of the Sai Organization.
- To become aware of and understand the needs of the community and assist in the development of a better society.
- To learn and understand other religions and promote unity of faiths.
- To gather and mobilize the youth and encourage them to become active in the affairs and activities of the Sai Movement and the Sai Center in particular.

8.8.3 Membership

There shall be two youth groups: the Teen Youth Group for those aged 16 to 21 and the Young Adult Group for those aged 22 to 35.

Membership is open to individuals between the ages of 16 to 35 years regardless of caste, creed, or religion and who are willing to subscribe to the principles and philosophy of the Sri Sathya Sai Baba World and local Organization.

A member may be disqualified if they act contrary to the Sri Sathya Sai Organizational guidelines.

8.8.4 Code of Conduct

Youths must attempt to study, understand, and imbibe into their daily lives every aspect of Baba's teachings, and this should be reflected in their conduct. They should understand fully the role of Sai Centres and the ideals they stand for and work toward unity at the Center, Regional, and National level.

Youth should under no circumstances be influenced, affected by, or get involved in differences of opinions and conflicts that may arise with adults of Sai Centres or between Sai Centres. They must project Swami's highest ideal of universal Love, Brotherhood, and that 'Unity is Divinity'. Every youth must at all times follow implicitly the instructions and advice of the Center President and the Youth Coordinator where it involves work and activity of the Center. Since Sai Baba has allowed male and female youth to work together for all activities (except sitting

separately for bhajan, and study circles) youth should in no way by word or action betray this trust. At all times all youth should behave as brothers and sisters. Any breach of this discipline will result in instant dismissal.

Fully cognizant of their role as the future leaders of Sai Centres, the youth must begin to equip themselves fully for this great challenge. But to be a good leader you must be a good follower and this is where the youth are expected to fulfill their *dharma* to the fullest.

8.9 Membership in a Centre

“The qualifications for a membership are to be an eager aspirant for spiritual progress, to have full faith in the name that the organization bears ... and to have won recognition as a good person. That is all the qualification needed; nothing else counts. “

-Baba

Any individual may join a Centre after becoming familiar with its purpose and the guidelines under which it functions. By becoming a member, the individual agrees to accept the framework of the Centre and to honour the rules and regulations and makes a commitment to work in harmony with other members of the Centre.

Membership shall cease if the member resigns, ceases to participate in Centre activities, or engages in conduct deemed to discredit the Centre or the Organization.

In addition, according to the Charter, a member ceases to be a member unless they attend Satsang at least once per month.

An ACTIVE MEMBER is one who is engaged in Centre work for at least 4 (four) hours per week.

8.9.1 Membership meetings

Membership meetings should be held regularly to discuss, plan and implement Centre activities. The emphasis should be on understanding and communication. Besides exchange of information and ideas, such meetings may help resolve problems. Any problem or conflict shall first be brought to the notice of the President by members for possible solution.

All interactions of members should be in a spirit of selfless love and goodwill. Members should realize that the manner in which we discuss and resolve issues is a very important spiritual exercise.

8.9.2 Membership Lists

The list of members of a Centre is private and not for distribution. It should be used only to communicate to members about Centre-approved activities.

8.9.3 Selection of a President of a Sathya Sai Baba Centre

1. Who can take up the position of the President of a SSSB Centre?

- a. A Sai devotee who is well versed in Swami's teachings and is practicing these teachings in his/her life (Nine codes of conduct)
- b. One with leadership qualities as described by Swami
 - Ability to interact with everyone with Love
 - Ability to assign responsibilities and guide in the dispensing of the responsibilities
 - Ability to recognize potentials in others and utilize those potentials for spreading Swami's message
 - Easy accessibility
 - Humble yet firm
 - Ability to implement discipline with Love
- c. - Must attend President's meetings, called for by the Sai Council of Canada, or send a proper Representative.

2. Can a person who has come into Saifold recently take up the President's position?

Taking up and performing any job needs training. The person mentioned here might have all the qualities described above. Yet he or she might need some time to grasp the Sai philosophy and develop firm unshakable faith in Swami and His teachings.

He or she also would need to understand the spiritual principles, vision and mission of the Sri Sathya Sai Baba Organization to lead the devotees in the Centre.

Thus it would be ideal for a "new devotee" to spend some time learning and understanding before taking up a leadership role in the organization

3. How is the President chosen for the Centre?

We have to remember Swami's explanation of "selection" vs "election". The leader has to be selected and accepted unanimously by the members/devotees of the Centre. Swami also reminds us that the process is NOT an "election, because this is a spiritual organization and all the activities are based on 3HV – (practicing human values through head, heart and hand).

4. What is the process of selection of the President?

Usually every Centre has an advisory committee (Executive Committee, Office Bearer's Committee), as per resolutions of the Overseas Presidents' conference, 1998 in Prasanthi), consisting of Past presidents and/or other past office bearers. The members of this committee help in the

process of selection by way of their experience, knowledge and Love for Swami.

The members/devotees of the Centre, especially active members, are requested to suggest a name for their leadership. The advisory committee sees that this person has the qualities described in answer 1 and feel that he/she will be a suitable Sai sevak (servant). They approach the person, describe the role and responsibilities of the President and find out whether that person is willing to accept the responsibility and if the answer is yes, he/she is appointed.

If more than one name is suggested by the congregation, the advisory committee goes through the qualities (NOT qualifications) of both persons and talks to both of them. The committee also describes the role and responsibilities of the President and request them to give their willingness or otherwise.

Since this is the process of selection, one of them will have to automatically withdraw. That person can be appointed as Vice-President to be trained for future leadership.

Where and when needed, the Regional Coordinator can be consulted and involved in the process of selection.

Points to remember:

- This is purely a process of selection
- Anyone coming forward to be the President has to self-evaluate oneself to make sure he or she will be able to serve Swami effectively with Love
- If and where necessary, one has to be ready to sacrifice the desire to be President. Swami reminds us “Sacrifice is the hall mark of a true devotee”.
- There should be no jealousy, hatred or ill feeling which would lead to undesirable vibrations in the Centre. This is especially necessary for one who is aspiring to be a leader.

If there are numerous nominations and none are willing to withdraw, then their names can be placed at Swami’s Feet, and after prayers a child can be asked to pick out a name. Everyone must accept this as Swami’s choice and be happy!

8.10 General Rules for Centres

Meetings: Centre meetings shall be conducted with discipline, dedication, and respect so that a devotional atmosphere is maintained at all times.

“At *Bhajans* as well as other meetings, men devotees should sit apart from women devotees. The rule should be applicable to all members — whether they are Indians or non-Indians, in India or elsewhere. It is part of the spiritual discipline that is necessary for devotees.”

8.10.1 Centre Meeting Sites

The Centre location should have a clean and suitable appearance, have adequate capacity, and be located in a wholesome area that is accessible to the membership.

If the Center meets in a private home the owner/member will determine which areas and facilities of the site will be made available to the Center. **The owner will not have any special privileges regarding governance of the Centre. He/she should realize that once offered for this purpose, their home becomes a Sai Centre/Devotional Group which opens it up to any spiritual aspirant.**

Centres shall avoid selecting a church, temple, or other location related to a specific religious organization as a regular meeting site.

All who attend the Centre shall respect the premises and behave appropriately.

8.10.2 Finance

There is no membership fee to join a Sai Centre. No donations of any kind are solicited from the members or the public.

Centres pay no fees to the Sai Organization at any level. Officers of the Sai Organization are not entitled to use Centre funds to cover personal expenses incurred in carrying out their duties. Centres shall meet their expenses by allowing members to make voluntary, anonymous contributions.

Special projects shall be discussed and approved by the members and acted upon only after funds have been donated in the above manner. If the amount is insufficient, the Centre officers shall either make up the deficiency themselves or cancel the project. Centres are advised not to embark on projects for which there are insufficient resources of money, time, personnel, energy, or skills.

Any financial considerations will be the collective responsibility of all the Centre officers under the direction of the President. Meticulous records of all financial transactions of the Centre shall be kept and made available to the members at the annual general meeting.

These rules are in keeping with Sathya Sai Baba's injunction that Centres should have as little to do with money as possible, since it draws attention away from the spiritual focus.

8.10.3 Advertisements

Centres are not permitted to recruit members. Members should be courteous to visitors; visitors shall never be pressured or coerced into becoming Centre members.

Informational announcements concerning the Center's events, location, and meeting times may be placed in the local newspapers and posted at local colleges, bookstores, the Internet, and other appropriate locations.

Centres may be listed in the local telephone directory.

8.10.4 Maintaining Harmony

Questions or disagreements that arise in a Centre regarding any matter shall be answered politely and lovingly and not dismissed by the officers. If the President does not settle the dispute satisfactorily, a pre-selected senior member of the Centre who is not part of the executive should handle it. If the problem persists, it shall be reported to the Regional Coordinating committee for advice and guidance. Unresolved disputes should be referred to the Central Council for final disposition.

8.10.5 The Altar

A photograph of Sri Sathya Sai Baba shall be displayed prominently on the altar. Display of other pictures and idols should be discouraged unless there is a strong feeling from the majority of members for display of a particular idol, or on special occasions such as festivals.

Pictures and quotations representing world religions may be displayed on the walls to emphasize the unity of all faiths.

9 Accreditation of Centres

Formation: A group of persons interested in forming a Centre or a Devotional Group may obtain a copy of the guidelines and an application for accreditation and submit the completed application to the Regional Coordinator. If the group is meeting regularly and in conformity with the guidelines, the Regional Coordinator will recommend to the Central Council that the group be accredited as a Centre or a Devotional Group. It is recommended that the group should initially be recognized as a SDG for at least 1 year.

Names of Centres: An accredited Centre is normally referred to as the Sri Sathya Sai Baba Center of or Sri Sathya Sai Baba Devotional group of (City or area in which it meets).

10 Selection and duties of Centre Officers

Term of Office:

Officers are selected for a term of two years. Officers may serve a second term for a maximum of 4 years, provided their second term is approved by the President. By exception, officers may serve for longer periods of time, with the unanimous approval of the Centre members and the President.

Term of office for the President:

The president is selected for a term of two years. The president may serve an additional two years, provided that this is the unanimous wish of the Centre membership, for a maximum of 4 years.

In addition, a longer term may be allowed, by exception, provided it is the unanimous wish of the Centre Members and upon approval from the Sai Council of Canada.

If at any time there is concern the president may seek the advise of the RC, who will seek help or guidance from the Sai Council if necessary, at which time the Sai Council can decide how best to handle the situation.

10.1 Selection of officers

The president has the responsibility for selecting the other officers, choosing people with whom they can work from among Centre/SDG members. He/She should select, as officers, people who have demonstrated selflessness, dedication, commitment and competence. This should not be competition. Ideally the process should culminate with unanimity among Centre members.

Duties of Officers: It is the responsibility of the officers of the Sri Sathya Sai Baba Centre or SDG to ensure that the Centre operates in accordance with the guidelines. The duties of the officers are as follows.

President: The president is the administrative authority within the Centre. It is the President's responsibility to provide the leadership by personal example; to participate actively in Centre programs; to coordinate meetings and activities; to direct the work of the other officers; to receive, distribute, and act upon communications from the Regional Coordinator, Central Coordinator and Chairperson; and to inform the Regional Coordinator about developments within the Centre. Attendance by the President or their designate at the National and Regional meetings is compulsory.

The President must reside in the same City/Town where the Centre is situated.

Vice-President: In the absence of the President, the Vice-President or an authorized person duly appointed by the President will carry out these administrative functions.

Secretary/Treasurer: The secretary/treasurer is responsible for financial book-keeping, recording the minutes of all the meetings, and making the minutes available to the membership. This individual also assists the President as requested.

Spiritual Coordinator: The Spiritual Coordinator coordinates the Spiritual Wing, under the direction of the president. The Spiritual Wing ordinarily comprises the Center's devotional activities, including study circles and meditation.

Bhajan Coordinator: A Centre may have a Bhajan coordinator, who may take on the duty of teaching bhajan/devotional songs, coordinate Bhajan singing during satsang and special celebrations, conduct bhajan practices etc. The bhajan coordinator reports directly to the President.

Education Coordinator: The Education Coordinator coordinates the Education Wing, under the direction of the president. The Education Wing comprises of the SSE program, SSEHV program and Sathya Sai Dynamic Value Parenting program and training of teachers and facilitators for the same.

Service (Seva) Coordinator: The Service Coordinator coordinates the Service Wing, under the direction of the president. The Service Wing ordinarily comprises maintaining order and discipline at functions organized by the Centre, visits to hospitals and homes for the aged or infirm, blood donation drives, feeding the needy, wheelchair clinics, etc. The Service Wing also assists in all other service activities undertaken by the Centre.

The Youth Coordinator

The Youth Coordinator coordinates youth activities within the Centre **with the guidance and approval of the President.**

In small Centres with limited human resources, one officer may take more than one responsibility.

Professional teachers of yoga, meditation, etc. may not be Centre officers, because their work may be confused by the public with teachings of Sathya Sai Baba.

Officers of the Centre may retain membership with other spiritual organizations but may not serve as officers of such organizations.

11 Organizational Structure and Protocol

1. Central Council will include only the following members:

- Central Coordinator for Canada
- Chairperson for the Central Council
- Secretary
- 7 Regional Coordinators – BC/Yukon, AB/NWT, SK/MB, Ont 1, Ont 2, Ont 3 and QC
- 4 National Coordinators – Spiritual, Education, Seva, Youth
- Publications Coordinator
- Book Centre Director

2. Central Council will meet with the Presidents of all Centres and SDGs, every year. **One meeting will be in the East and one in the West.**
3. The Regional Coordinators will form **Regional Coordinating Committees** in their respective regions.

Each Regional Coordinating Committees will include:

The Regional Coordinator, **Regional Facilitators** for Spritual, Education, Seva, and Youth (to be appointed by the RC upon approval by the Central Council) and the Presidents in that Region.

A secretary may be appointed, ex-officio to help with correspondence.

4. The Regional Coordinating Committee will **meet once every 3 months** to discuss the progress of existing projects and to plan new projects for their Regions. **The RC will submit the minutes of these meetings to the Central Council.** These minutes will be in addition to the monthly reports to be submitted by the RC to the Central Council. Copies of these minutes should always be sent to the Secretary of the Central Council for record keeping.
5. The RCs **will submit their action plans** to the Central Coordinator and the Chairperson who can direct these plan to the relevant National Coordinators to work with the RCs.
6. **Regional projects**, submitted by RC, or **National Projects**, submitted by the NC, should **include a plan of action and deadlines** for completing the tasks. Reports will be submitted to the Central Council at the end of every deadline and a complete summary will be submitted on completion of the project.
7. Protocol must be strictly followed:
 - a. Presidents ➡ RCs ➡ Central Coordinator and Chairperson
 - b. National Coordinators ➡ Central Coordinator and Chairperson
 - c. National Coordinators ➡ RCs ➡ Presidents
8. Any Sai dignitaries to be invited to Canada have to be approved by the Central Coordinator and/or the Chairperson through the proper channels.
 - If any of these visitors have suggestions/ideas suitable to be implemented in Canada, they will provide these suggestions/ideas to the Central Coordinator and/or the Chairperson.

- If such ideas and suggestions are presented in a public talk or during the meeting with Sai devotees by these dignitaries, the appropriate RC will submit them to the Central Council for approval.
9. If there is a time constraint to implement the above procedure, the Central Coordinator and/or the Chairperson will advise the RCs with regard to the line of action.

11.1 Central Coordinator

Duties:

1. Ensures communication between Canada and Prasanthi Nilayam
2. Acts as a liaison between Central Council of Canada and Chairman of Zone 1
3. Appoints and/or approves appointments of Sai Council Members
4. Ultimately responsible for all the activities carried out in all parts of the Country
5. Along with Chairperson approves all projects

11.2 Chairperson

Appointment: By the Central Coordinator

Duties:

1. Acts as link between Central Coordinator and members of Central Council
2. Provides leadership in all aspects of organization growth, according to the guidelines of the Canadian Sathya Sai Organization
3. Approves National projects and submits them to the Central Coordinator
4. Problem solving and conflict resolution: bring Love and Unity between all leaders
5. Approves all requests for Devotional groups and for Centres

11.3 Secretary of the Central Council

Appointment: By the Central Council

Term: 2 years plus 2 additional years upon approval of the Central Council. By exception the term maybe extended by approval from the Central Council.

Duties:

1. Works closely with the Central Coordinator and the Chairperson
2. Receives all monthly reports from Regional and National Coordinators
3. Prepares monthly reports for Sanathana Sarathi on behalf of the Central Coordinator
4. Maintains files on all the Canadian Sai Activities
5. Consolidates the Annual Report of Canadian Activities for Prasanthi
6. Records and distributes the Minutes of the Annual Council and Presidents meetings

11.4 National Coordinators

Appointment: By the Central Council

Term: 2 years plus 2 additional years upon approval of the Central Council. By exception the term maybe extended by approval from the Central Council.

Duties:

1. Work towards fulfilling the Vision and mission of the Organization.
2. Under the guidance of the Chairperson and the Central Coordinator, implements action plans for the Nation, that come from Prasanthi Council
3. Plans and executes National projects in the respective wings with the help of RCs
4. Co-ordinates National events and training workshops with the help of the RCs and the Central Council and helps to co-ordinate Regional events along with the Regional Coordinators.
5. Acts as resource person in his/her respective wing, for the Nation
6. Line of communication will be :
 - a. National Coordinators to Chairperson and Central Coordinator
 - b. National Coordinators to RCs to Presidents (Copy to the Chairperson and Central Coordinator).

11.5 Regional Coordinators

Appointment: By the Central Council

Term: 2 years and 2 additional years upon approval by Council. By exception the term maybe extended by approval from the Central Council.

Duties:

1. Liaison between the Centre Presidents and the Central Council (e.g. Any requests by the Presidents, to invite speakers from outside of the country would be first assessed by the RC and then submitted to the Central Coordinator or, in his absence, to the Chairperson).
2. **Information flow will be as per protocol – Presidents to R.Cs to Central Coordinator and Chairperson, with copy to the Secretary of the Council**
3. **Central Council to R.Cs to Presidents**
4. Oversees the functioning of the Centres in the Region according to Guidelines of the Organization
5. Meets regularly with the Regional Coordinating Committee to discuss the existing and/or new projects for the Centres
6. Visits the Centres on regular intervals
7. Collects reports from the Centres and submits them to the Central Council
8. Plans and coordinates Regional events
9. Interacts and works with the National Coordinators on National Projects and in arranging training workshops

10. Assists in the Selection of Presidents of the Centres **only if** requested by the President

12 Resignation or Removal of Officers

Officers failing to meet the obligations of their office may be removed from office by the President. If a dispute arises, the President may seek the intervention of the Regional Co-coordinator and eventually the approval of the Central Council. The President will then announce the new officers at a special membership meeting.

13 General Guidelines and Structure of Youth Wings

National Youth Coordinator

A National Youth Coordinator will be appointed by the Central Coordinator in consultation with the Chair of the Central Council.

The National Youth Coordinator will use appropriate communication channels in accordance with the organizational structure, will develop suitable programs for youth in order to foster the ability to function as responsible citizens, and will attend annual Presidents and Council meetings. The Coordinator reports directly to the Chair of the Central Council and will submit a half-yearly report to the Chair of the Central Council.

The criteria for their selection should be as follows: Preferably 35 years and above and an active member of the Center and preferably married (Parents would then feel more comfortable in having their children participate in the youth wing). Is established in their career. Possess leadership qualities. Previous leadership experience is an asset.

Youth Coordinator (at the Centre)

Youth Coordinators will be appointed by the President of the Sai Center. The criteria for their selection should be as follows: Should be a mature person and preferably married (Parents would then feel more comfortable in having their children participate in the youth wing). Is established in their career. Preferably 25 years and above and is an active member of the Center. Possess leadership qualities. Previous leadership experience is an asset. Is familiar with the philosophy and objectives of the World, National and Regional Sai Organization. Willing to take the responsibilities of the position and able to provide direction to the youth.

Responsibilities:

The Centre's Youth Coordinator Is responsible to report and take direction from the President of the Center. Appoints youth Representative's from the active members of the youth wing with approval of the president. Acts as a catalyst for the youth group. Establishes good working relationship with all the members of

the Youth Wing and the other three Wing coordinators. Assists youth representatives to organize study circles, workshops, group activities and meetings. Attends Executive Committee meetings and any other meetings where youth participation is required report back to the Center Presidents the discussions.

Prepares the Annual Youth Program and Activities, at the beginning of the Year and get it approved by the President.

13.1 Suggested Activities for Youth Group

- Study circles to include: Topics from *Summer Showers*, Sathya Sai Speaks, Pathways to God, Swami's discourses on Bhagavad Gita, understanding all religions, and any other topic the group decides.
- Bhajan Singing: Practice Bhajan songs that are normally sung at Canter's satsangh, Learn the meaning of the songs.
- Debates and Oratorical Contests

- Dramas/Sketches, Workshops & Performance during special occasions
- Essay/poetry/Newsletter writing Effective study methods Choir/Musical Band
- Expansion of Knowledge activities Viz. First Aid, Outings to factories, etc.
- Talks on Career Guidance
- Healthy life styles- Diet, exercise, meditation Thought, Time & Breath
- Holiday spiritual camps Teen youth classes (separate programs will be provided)
- Involvement in sports
- Learn about different faiths and religions by having guest speakers (Guest speakers must be approved by the President)
- Nine Codes of Conduct- understanding the codes, discussion on the failures and successes that youth have with each of the codes.

13.2 Suggested Activities for Young Adult Group (Age 22 - 35)

This group of youth would be in college, universities, graduated from their studies, looking for jobs or are working. The following type of activities would be beneficial as well as attractive to them:

- Public Speaking/ Effective Presentation
- Drama/Sketches
- Essay/Poetry/Newsletter Writing and Editing
- Talks on parenting, Love and Marriage
- Personal Management Program
- Games/Yoga Exercises
- Spiritual Retreat Camps
- Expansion of knowledge Activities:
- Handling Emergencies Training on First Aid Organizing special projects:

- Organizing activities for the Teen Youth Service/Human values awareness projects at the Center and community level.
- Commemorating Mother's Day, Father's Day, Grand Parent's Day (through Dramas, Songs etc.)

EXCELLENT Suggestion:

At the end of the normal weekly Bhajan (once a fortnight/month etc.), youth can be encouraged to stand before the devotees present to deliver excerpts of Baba's message and to speak on how the messages chosen have had relevance to their lives.

Under the same program, the Center can also introduce an item whereby youth are encouraged to deliver a 15 minutes prepared talk, without referring to any text, on the life and teachings of various spiritual master or inspirational leaders within their respective Traditions, Religion and Culture.

Arrangements can also be made to invite youth from one Center to speak at another Center. These activities help develop a core of knowledgeable effective public speakers in the Sai Movement which is important for creating a deeper understanding and spreading of the message of SAI.

SERVICE ACTIVITIES:

While the youth are urged to take an active part in their own SAI Center service activities, they should be encouraged to initiate and undertake service activities which adults may not be able to initiate e.g. playing games (football, basketball, etc.) with youth/residents of orphanages, handicapped homes etc.

It is vital that the youth uphold THE TRUST conferred upon them by adults who have allowed the freedom for youth to meet and organize programs under the SAI banner and also the trust of parents who allow youth to participate in these activities. ***SO YOUTH SHOULD SUPERVISE AND GUIDE ONE ANOTHER IN THIS SENSITIVE ISSUE OF RELATION-SHIPS.***

SWAMI'S ADVICE TO YOUTH:

Question: Swami! Modern youth, in the name of generation gap, are not prepared to pay heed to their elders. Advise and please give your message.

Answer: "This is meaningless. What are the changes you notice in the name of generation gap?"

The sun rises only in the east and never in the west. There is no change in the laws of nature.

Don't you feed the same stomach every day? Don't you wash the same Face every day? Don't you clean the same utensils every day? Don't you wear clothes? So, all the important things need to be done time and again. In the

name of generation gap you should not neglect doing things that need to be repeated.

You shouldn't turn a deaf ear to the advice of your elders branding them as senile, old hags. No. They are persons with rich experience. They are your well wishers. You must listen to them, obey and follow their instructions. The modern generation is not prepared to listen to the elders. It is The foolishness and utter ignorance to brush aside all that the elders say. It amounts to pride and egoism."

13.3 Swami's Message to Youth

"Be heroes for adventure. What the world needs today are young people full of universal love, enthusiasm to serve, and disciplined emotions. Young people need to be shaped into ideal individuals who, by their way of living, speaking and acting, can promote goodness, wisdom and a spirit of dedication in the world. Give up envy, anger, cynicism and fault-seeking. Keep your vision clear and pure, your emotions sacred and constructive. That is my message to you." (Baba's discourse on Gurupoornima Day 1976)

The youth program is established to encourage people 16 – 35 years of age to lead purposeful lives by learning and practicing spiritual values as defined and exemplified by the life and the teachings of Sathya Sai Baba.

Youth meetings should include educational and devotional activities within the Centre and should have strong emphasis on selfless service. Discipline, modest attire and separation of young men and young women are essential. Spiritual gathering does not mean socializing.

Youth advisors and leaders will not intervene in personal and /or family matters. Decisions by parents of youth take precedence over program decisions for the young participant.

Youth advisors/coordinators, by virtue of their knowledge of Sai teachings and the Sai organization, shall provide guidance and mature leadership in implementing youth activities. They shall strive to facilitate and not dominate. If there is a disagreement between the youth and their advisor, it shall be referred to the Centre President. All decisions made by the youth must be reviewed and approved by the Centre President prior to implementation.

14 Guidelines for Conducting Value Parenting Workshops

A. Conducting the workshops in the Centres / SDGs:

1. **Each Centre will have a Dynamic Value Parenting Facilitator**, appointed by the President of the Centre, under the Education Wing, who will coordinate the workshops.
2. The workshops will be planned and requested by the Centre/SDG President, or by the Regional Coordinator for a workshop to be conducted for all Centres in the Region.
3. The request by the President will be made to the Regional Coordinator, with copy to the National Education Coordinator. The request by the RC will be made directly to the National Education Coordinator.
4. The Regional Coordinator, in consultation with the National Education Coordinator and the available facilitators, will advise the President of the names of the facilitators available to do the workshop and also the time period of their availability.
5. The President will, in turn, inform the interested devotees.
6. The facilitator mentioned in item (1) will coordinate the workshop. This facilitator must provide to the President and the Regional Coordinator the names of all other facilitators who assist during these workshops,.
7. The facilitator in charge will compile a report at the completion of the workshop on behalf of all the facilitators and submit the same to the President of the Centre, the RC, and the National Education Coordinator.
8. The same report will be submitted to the Chair and Central Coordinator of the Canadian Sai Organization by the National Education Coordinator.

B. Conducting the workshops to the public (non-devotees):

Whenever Swami's message is taken to the public, we have the responsibility to see that it is appropriately presented by appropriate individuals, so that Swami's name or the name of the Organization does not get affected. Hence any such activity has to be carefully planned and implemented. To achieve this, the following line of action is recommended:

- a. Any workshop planned for the public on behalf of the SSS Organization using Swami's name *must* have the approval of the Chair and/or Central Coordinator of the Organization.
- b. The facilitator of the Dynamic Value Parenting program who plans a workshop session for the public should provide information on the audience, facility, brief overview of the proposed program, and information on the facilitators who will conduct the workshops to the Regional Coordinator and National Education Coordinator for approval.
- c. The National Education Coordinator will carefully review the proposal and will seek approval from the Chair and/or Central Coordinator.
- d. As soon as the workshop is completed, a report on the workshop will be submitted by the facilitator to the RC, without waiting for the half yearly or

annual reporting time. The RC can pass on the information to the National Education Coordinator, Chair, and Central Coordinator. Interim reports may be submitted if appropriate.

A list of names of all facilitators and coordinators and/or anyone who is involved in planning and conducting such seminars on a permanent and/or temporary basis should be sent to the Central Coordinator, Chair, National Education Coordinator and Secretary of the Sai Council, through the respective Regional Coordinators, for creating a data base of facilitators for Dynamic Value Parenting in Canada. The database will be updated periodically with new facilitators as necessary. This should be done immediately and without further delay.

By following this process, there will be continuity in the communication between the Centres, Regions, and Central Council.

- With the requirement from Prasanthi Nilayam for the submission of a monthly report, this line of communication will help the Central Coordinator to carry out their duty of submitting the said reports.
- The database will be useful to utilize the facilitators for conducting the workshops.
- This will also help organization administration to be aware of the important and noble activities being carried out by the Centres and Regions throughout the Nation, and the administration can help and guide where needed.

15 Guidelines for Teacher Training in Canada

1. Teacher Database

A database of SSE and SSEHV teachers in all the Centres in Canada is in the process of being created.

2. Training programs

At least two training programs each in SSE and SSEHV will be preset— one for new teachers and a refresher program for the existing teachers at the Regional level. A total of 4 workshops a year — carried out on a quarterly basis — January and June for SSE; March and September for SSEHV. The program will be carried out over a time frame of two full days.

3. Program Format

The format of the training program and topics to be discussed will be provided by the National Education Coordinator based on guidelines from Prasanthi Nilayam, accommodating the needs of the local conditions.

Process of arranging a training program/workshop for teachers

1. The Educational Coordinator in the Centre provides information to the President on the need for training new teachers or refresher workshops for existing teachers,
2. The President of the Centre sends the information to the Regional Coordinator and the National Education Coordinator.
3. The Regional Coordinator can check with the Centres in their region for such a need and utilize the Regional level training; or if there is an urgent need for new teachers, the training can be arranged in the centre level.
4. The National Education Coordinator interacts with the Regional Coordinator and helps in arranging the training program — dates, trainers, facilitators, etc. (The trainers can be drawn from the database.)
5. Once the program is finalized, a formal report will be submitted by the National Education Coordinator giving information on the location, date, and program details, to Central Council.
6. The National Education Coordinator and the Assistant National Education Coordinator will make themselves available for the training programs and workshops, working out the logistics of time, travel, etc.
7. At the completion of the training, a complete report on the program, including the evaluation by the participants will be submitted by the National EHV Coordinator to Central Council.

16 Devotional Singing Classes

Devotional singing creates a powerful spiritual atmosphere in the Centre. Hence it is necessary that both the lead singers and the members who follow them should be familiar with the songs. Centers should provide regular classes to enhance the quality of devotional singing by both lead singers and other members.

17 Conferences and Retreats

Workshops and conferences may be held at Center or Regional levels for focused learning of Sathya Sai Baba's teachings and their implementation. National retreats should be held with the guidance and permission of the Central Council.

18 Sri Sathya Sai Baba Book & Information Centre

Centres may have a selection of appropriate Sai literature consisting of books, audio and video tapes, and photographs available for sale or loan. In the official charter of the Sai Organization, it is stated that each country should have 1 distribution centre for Books and Audio Visual Materials. For Canada, the SSS Baba Book & Information Centre is that distribution Centre.

19 Publications

Centres may not publish or distribute books, tapes or other materials that come from outside the Sai Organization without permission of the Central Council.

Centers may publish and distribute “Sai Centre Bulletins” containing a calendar of events and announcements giving information regarding upcoming events.

Regions may publish and distribute regional newsletters if approved by the Central Council. Copies of any regional publications shall be sent to the National Publications Coordinator.

19.1 Periodicals

Centres should subscribe to *Sanathana Sarathi* and the Canadian Sathya Sai Newsletter and make them available for reading by members.

19.2 Free Literature

Introductory brochures describing the life and teachings of Sri Sathya Sai Baba and the purpose of the Sai Center and its activities should be available for new members. These are available at the SSS Baba Book & Information Centre. Reprints of interesting articles and Swami’s discourses may also be made available at Centre meetings.

20 Cultural Programs in Prasanthi Nilayam

For guidelines on presenting a cultural program in the Presence of Bhagawan Sri Sathya Sai Baba, please refer to the Secretary of the Canadian Council.

21 Public Meetings

On special occasions, public meetings may be held with a more flexible program. These meetings will enable interested public to learn about Sathya Sai Baba and His teachings and the activities of the Sai Centre. The program may include devotional singing, sharing of experiences, and a talk by a qualified speaker.

For guidelines on public meetings, see your Regional Coordinator or the Secretary of the Central Council.

22 Websites

For guidelines on websites, please refer to the Web Coordinator for Canada.

23 Media Relations

We do not seek publicity, but people with genuine interest are welcome at our Centres. People from the media shall be treated like all guests. They shall be greeted in a warm and loving manner and invited to join us and experience for themselves the meaning of Sai teachings.

If members of the media request personal interviews or indicate the intention of publishing an article or producing a film, the Centre shall refrain from making any commitments but refer the matter to the Chair of the Central Council, through the Regional Coordinator. The Chair will then give guidance in regard to the matter.

23.1 Filming and Media

Guidelines on filming Sai activities and other interactions with the media are available through the Secretary of the Canadian Sai Council.

24 Precautions

Centres and Devotional Groups are cautioned to ignore claims by individuals that they have messages from Sathya Sai Baba or special “inner” guidance for individuals, or claim to have “healing powers” granted by Baba.

Sri Sathya Sai Baba states that He has a direct relationship with His devotees and does not use anyone else as an intermediary for giving mantras or performing spiritual healings in His name. Should such activities occur, they shall be brought to the attention of the Regional Coordinator and the Central Council.

Rumors or stories of what Sathya Sai Baba has said or predicted should not be circulated as fact. Authorized information and news items from Prasanthi Nilayam are published regularly in the *Sanathana Sarathi*, the official publication of Sri Sathya Sai Organization, and reproduced from time to time in the *Canadian Sathya Sai Newsletter*.

Appeals for funds for any project associated with Sri Sathya Sai Baba's name should be brought to the attention of the Centre President, Regional Coordinator, and Central Council.

No occult or healing or messages by mediums are permitted in the Centres. e.g. Reiki, hands on healing etc etc.

24.1 Outside Speakers

The following protocol shall be observed in relation to inviting speakers from outside the Centre/SDG:

- A Centre/SDG may invite a local speaker from outside the group but must inform the Regional Coordinator.
- A Centre/SDG may invite a speaker from outside the region subject to the approval of the two Regional Coordinators concerned.
- A Centre/SDG may invite a speaker from outside the country subject to the approval of the Central Coordinator, or, in his absence, of the Chair of the Central Council.
 - **If a person comes to the this Country who makes money by using Swami's name in any way, e.g. Music concerts or Singing, this person will not be allowed to perform in any of the Sai Centres. (It is against the laws of this country to earn money if you are not a permanent resident. The Sai Organization does not encourage such illegal activities)**
 - **If the Centre breaks this guideline then the president will be responsible**
 - **President will be sent a warning by the Central Council**

24.2 Imposters of Baba

Divine Message of Bhagavan Baba: SSS10, Chapter 35. 22 November 1970.

"Units should have no contacts with cheats!"

Embodiments of Divine Atma! This Bharat land is the centre of spiritual progress for ages past and the region where Divine incarnations reestablish dharma for the good of humanity. In order to make known My Majesty and My Glory as the Divine that has incarnated, miraculous happenings of an amazing nature do take place in certain areas. Taking advantage of the attraction that those happenings draw upon them, many misuse them for personal propaganda and aggrandizement. They trade for money the vibhuthi (sacred ash) that the pictures in their altars shower! They go about pretending that they are "superior devotees" of a higher order and conferring boons and blessings on the innocent folk whom they fleece. Others put forth false claims that vibhuthi is emanating from the pictures of Baba in their homes, that amrith (nectar) is dripping from them or that material objects are falling from them, like written answers to questions. Samithis and other Units should have no contact with such cheats and crooks. Anyone who is attached to such or who encourages such can be immediately removed.

Others claim that I am speaking through them and answering questions put to them. These people must be either insane or hysteria-affected or they are possessed by some ghost or by the greed to earn money thereby. I can only tell you that it is not I that speaks through them. I do not need media; nor do I need substitutes or subsidiaries or representatives. Some crooks are publicizing that I

have allotted them some regions for ministration by them on My behalf, because, they say, My devotees have increased so much that I am unable to attend to all of them, single-handed! On the face of it, this is an absurd lie. Moreover, consider another aspect. Evil forces try to draw away aspirants.

Even those who cry in pure agonizing yearning, Sai Sai Sai, and Lead pure unselfish virtuous lives, even these find it hard to realise Me; how then can these low scheming vulgar men who know no sadhana, sincerity, truth and humility — how can these people claim that they have been blessed by me?

They may wear the same style of dress, imitate gestures and style of speech, but these will only bring their falsehood into greater prominence. That I am supposed to "possess" such people or speak through them or shower My Grace on them is an assumption of which one ought to be ashamed! How then can anyone believe it, I wonder.

Evil forces that design to damage or diminish the faith and devotion of the simple and the sincere do emerge into action and try to attract attention by devious means. They try to draw away aspirants from the spiritual path into worldly paths of avarice and malice. There is a big chasm of difference between the Sai Shakthi (Sai Power) and these inferior shakthis. Since the Opportunity has now offered itself, this has to be said."

25 Charter of the Sathya Sai Organization



PERMANENT CHARTER granted by BHAGAVAN SRI SATHYA SAI BABA to the SRI SATHYA SAI ORGANISATIONS, AT THE THIRD WORLD CONFERENCE, dated this 14th day of January, in the 55th year of His Advent, Anno Domini 1981. BHAGAVAN SRI SATHYA SAI BABA, out of His infinite Grace and Mercy sends blessings to all to whom this Permanent Charter shall be seen, showed or read.

WHEREAS the advent of Bhagavan Sri Sathya Sai Baba as declared by Him is for the establishment of Sanathana Dharma.

AND WHEREAS this World Conference is a Spiritual Organization founded for the whole Mankind, not recognizing any distinction or separateness on the basis of religion, caste, colour or creed.

AND WHEREAS this Organization takes within its fold persons belonging to all religions in order to establish unity of all faiths AND WHEREAS, it is for establishing and promoting the content of such Sanathana Dharma and also to establish oneness of all thoughts that the Sri Sathya Sai Organizations are taking existence.

AND WHEREAS the most fundamental object of this Organizations as laid down by Bhagavan is to “Awaken in Man the awareness of the Divinity INHERENT in him” by propagating through practice and example the basic principles of Sathya (Truth), Dharma (Righteousness), Shanthi (Peace), Prema (Love) and Ahimsa (non-Violence) set by Bhagavan Sri Sathya Sai Baba.

AND WHEREAS to experience this Divinity, mere environment and circumstances outside are not sufficient but a change in the minds of men is necessary.

AND WHEREAS the activities of the Organization are only a means to the spiritual progress in this direction and which progress will ultimately enable everyone to enjoy inner peace notwithstanding the stresses and strains, the frustrations and sorrows, the defeats and successes, the ups and downs of life.

AND WHEREAS to achieve maximum results towards these objectives:

IT IS HEREBY DECLARED:

- A. That this shall be the Charter governing the Sathya Sai Organizations all over the world.
- B. That all the office bearers and members of the Organization at present and all those who will join this Organization shall be one in Deed and in Name, by the name of Sri Sathya Sai Organizations and as such, they shall be entitled to carry on the activities in the name of the Organization.
- C. That in order to achieve the objectives as laid down herein above the members shall follow a strict Code of Conduct of Sadhana (Spiritual Exercises) so that they become worthy instruments of our Divine Master in the efforts to fulfil the objectives of this Organization.
- D. That no person shall be qualified to associate himself or herself as office bearer or worker with this Organization who willfully deviate from the Code of Conduct laid down hereinafter.

NOW THEREFORE IT IS HEREBY DECLARED as follows:

1. This Charter shall govern and regulate the functioning of the Sathya Sai Organization throughout the World.
2. Each and every function and activity, in whatever form, shall be performed and conducted under the name and style of the Sathya Sai Organization (hereinafter called “the Organization”).
3. In view of the objectives of the Organization as hereinafter laid down, all members of the Organization must observe the Code of Conduct hereinafter

prescribed by way of spiritual discipline (Sadhana), so that they may become worthy instruments of Bhagavan Baba and thus contribute to the achievement of the objectives of the Organization and the fulfillment of the Divine Mission of Bhagavan Baba.

25.1 The Code of Conduct

Every member of the Organization must undertake Sadhana (spiritual discipline) as an integral part of his daily life and abide by the following Code of Conduct:

1. Daily meditation and prayer.
2. Devotional singing/prayer with members of his family once per week.
3. Participation in the educational program conducted by the Organization for children.
4. Attendance at least once per month at group devotional programs conducted by the Organization.
5. Participation in community service and other programs of the Organization.
6. Regular study of Sai literature.
7. Putting into practice the principle of "Ceiling on Desires" and utilize any savings thereby generated for the service of mankind.
8. Speaking softly and lovingly with everyone with whom he comes into contact.
9. Avoiding talking ill of others especially in their absence.

Non-observance or violation of this Code of Conduct shall disqualify a member from holding any office or from being an active member in the Organization. The appropriate authority in the Organization may remove any such member from office and declare him disqualified to hold such office or to be an active member of the Organization without assigning any reason.

25.2 General Principles

In order to enable the Organization to be one in Deed and Name, every constituent of the Organization must compulsorily affiliate with the Organization in such manner as may be expedient from time to time and in the absence of such affiliation no person or body of persons, calling themselves Sai devotees, shall be entitled to use the name of Sri Sathya Sai Baba in any spiritual activities.

The Membership of the Sri Sathya Sai Organization or of any Unit thereof shall be purely voluntary and hence it cannot be claimed as a matter of right. All rights and privileges are reserved by the Organization.

No difficulty or dispute should ordinarily arise in respect of the affairs of the Organization in course of its functioning or administration. However, matters which are not covered by this CHARTER, shall be placed before the Central Office for guidance by the appropriate authority or person

25.3 Objectives of the Sai Organization

The Sathya Sai Organization is not an evangelical or proselytizing Organization. Its principal Objectives are:

1. To help the individual
 - i. To become aware of the Divinity that is inherent in him and to conduct himself accordingly
 - ii. To translate into practice in daily life Divine Love and perfection; and therefore;
 - iii. To fill his life with joy, harmony, beauty, grace, human excellence and lasting happiness.
2. **To ensure that all human relations are governed by the principles of Sathya (Truth), Dharma (Right Conduct), Prema (Love) Shanthi (Peace) and Ahimsa (Non Violence).**
3. To make devotees of the religions more sincere and dedicated in the practice of their respective religions.

These Objectives can be attained in the following manner:

1. By observing the four principles laid down by Bhagavan Sri Sathya Sai Baba, namely:
 - i. There is only ONE Religion, the religion of Love.
 - ii. There is only ONE Language, the language of Heart.
 - iii. There is only ONE Caste, the Caste of Humanity.
 - iv. There is only ONE God, He is Omnipresent.
2. By constant remembrance of God and looking upon all creation as only a manifestation of Divinity in different forms and shapes:
3. By underlining the essential unity of all religions and securing a proper understanding of all religions as based on Love.
4. By looking upon all works as service dedicated to the Divine.
5. By bringing to bear upon life's problems, attitudes flowing from Divine Love, such as understanding, compassion, tolerance, helpfulness, etc.
6. By basing all actions on Love of Divinity, fear of sin and steadfast observance of morality in society.
7. By engaging in spiritual, educational and service activities both at the individual and the community level, in an organized and systematic manner, without expecting any material reward or appreciation, but solely as a means of winning God's Love and Grace.

25.4 Activities of the Sai Organization

The Organization undertakes spiritual, educational and service activities under the inspiration and guidance of Bhagavan Sri Sathya Sai Baba through Sri Sathya Sai Centres.

- Spiritual Activities include devotional singing, study circles, public lectures, seminars, meditation, etc.
- Educational Activities cover Sathya Sai Education (SSE) and Education in Human Values programs, besides formal academic education combined with the development of the character of the students for age group of 6 to 15.
- Service Activities include items such as organizing medical check-up camps, adoption of under-developed villages for accelerating rural development, blood donation; cyclone and flood relief, visits to hospitals, old age homes, etc., conducting eye-testing camps, veterinary camps, vocational training classes, coaching classes, feeding of the poor, etc.

For the purpose of conducting these programs, Rules and Regulations for Overseas Centres have been formed by Central Office, which are set out in the following pages.

25.5 The Structure of the Organization

In order effectively to administer the affairs of the Organization, the administrative structure of the Organization shall be as follows:

There shall be a Central Organization or body at Prashanti Nilayam, India, comprising the Central Office, the All-India President and the International Chairman. The duties and responsibilities of the Central organization are:

- i. To guide and supervise the working of the various constituents of the Organization throughout the World.
- ii. To make rules and regulations and provide guidelines for the Organization in India and Overseas Countries from time to time.
- iii. To determine all matters requiring authoritative decision in the Organization and in relation to its constituent units.
- iv. To convene meeting of members or officers of the Organization as may be necessary from time to time.
- v. To compile information relating to the working of the Organization in each region.

Aum Sai Ram!