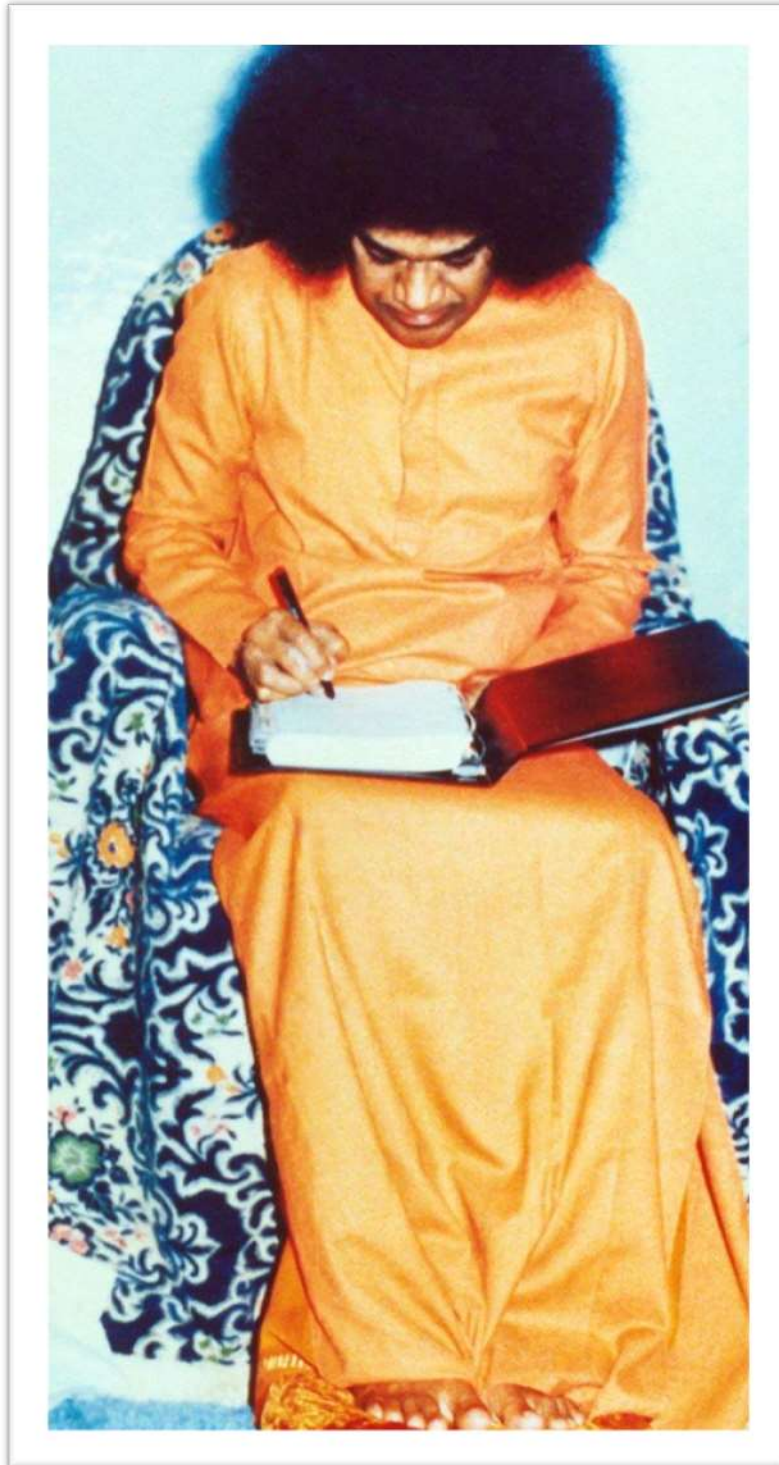




# Sri Sathya Sai Global Council- Zone 6 *Guidelines, Rules and Regulations*

*Supplement to the Operational Guidelines of the Sri Sathya Sai Overseas Organisation*





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## Zone 1 Committees

Zonal committees are established under the auspices of the zone chair to focus on the specific areas indicated by their names. These committees plan, advise and coordinate specific areas of work in the zone and advise the Zone Chair accordingly. After the approval of the Zone Chair, these committees may provide guidance and assistance to the SSS National Council in countries around the zone in their specific areas. Under no circumstances shall these committees function as executive bodies; rather they act as advisory bodies to Zone Chair. The following are current committees in Zone 1: (additional committees may be added by the Zonal Chair as needed).

1. Vedas and Sacred Chants:
  - Discuss and facilitate the introduction, teaching and regular practice of Veda chanting. Also incorporate education for meaning and significance as well as planning for periodic group sessions for world peace. Also explore educating on short chants from multiple faith traditions.
2. Cultural Integration and Public Outreach:
  - Explore commonalities and differences with Eastern vs Western cultures with regards to speech, customs, rituals, and norms so that each can understand each other better to further enhance quality of interactions and communication at center events, community service events, and any other community wide interactions.
3. Call Sai:
  - Set up means by which members can serve fellow members in need. Keep database of skill sets, volunteers who are willing to help and a common number to call to be directed to the right people
4. Humanitarian Relief:
  - Help coordinate evaluation response and education regarding floods, fires, hurricanes, and earthquakes with coordination for providing relief supplies and support.



5. Sri Sathya Sai Program for Awareness of Human Values and Educare: SSSPAVEE
  - Teaching opportunities in the community that are values based. Also provide template to approach low income/disadvantaged local school systems to offer volunteer tutors to help children with homework on site or virtually.
6. Ladies' Wing:
  - Discussion and support group to meet periodically to discuss issues and concerns and set up subcommittees
7. Media/Tech/Intellectual Properties/Archives:
  - Development and support for all media and tech related areas including electronic communications, archiving, intellectual properties, database management, website design and management, social media including TV, Radio, and printed and electronic newsletters and pamphlets.
8. Social Justice:
  - Use Sathya Sai Teachings to help understand and guide various social issues we are facing in our communities.
9. Educational Programs:
  - Separate from regular center Education programs which are under the direction of the Devotional coordinator. This committee will address special programs for young and older adults including Human Values, Awareness and Leadership courses which can be completed with culmination of certificate presentation and ceremony in Prasanthi Nilayam.
10. Environmental Awareness/Green Team:
  - Discuss ways to educate and implement awareness of environmentally related issues and to recommend tips and best practices for use by devotees at home and at Sai functions.
11. Medical Committee:
  - Resource for all medical related service opportunities in our Zone and liaison for opportunities around the world including Swami's institutions in India

## Spiritual Wings of the Organization

### Devotional Wing

#### Group Devotional Singing (Bhajans)

Bhagawan has taught that loving vibrations charge the atmosphere when engaged in group singing of the names of the Lord. This powerful activity trains, expands, and ultimately helps to transcend the mind for both the singers and listeners. It induces one to experience the Truth, Beauty, and Goodness of one's own Divine Self. Quotes regarding Group Devotional Singing are presented in the Appendix.

#### Study Circle and the Study of Sai Literature

Just as group singing is a powerful means to open our hearts to our inner divinity, group study also helps accelerate the blossoming of our inner divinity via the development of our discrimination to guide teachings into proper practice. Baba explains in conversations with Bhagawan Sri Sathya Sai Baba by Dr. John S. Hislop: "What is a Study Circle? It is not just reading books. Each person gives their point of view, and finally values are derived from this. If there is just reading there is doubt. But if each one gives his view, doubts will be answered. The study circle looks at different facets. It is like a diamond with its





different facets, but there is one facet that is flat, the top facet, and from this all can be viewed. To discover the top facet is the task of the study circle.”

The goal of studying Sai Literature is to enhance our journey from self to Self – to awaken to our own true Divine Self. This path of Self-Transformation is facilitated by a proper plan of study, guided by both self and group study, progressing first from reading and listening, followed by reflecting upon what has been absorbed, and finally with assimilating and applying the teachings into every aspect of our lives. Quotes regarding Study Circle are presented in the Appendix

### Meditation

Bhagawan has emphasized the light meditation technique as a simple, powerful means to connect to our inner Divine Self. Members are encouraged to meditate daily as part of the nine-point code of conduct. Also, Baba has recommended all group devotional singing sessions have time dedicated for meditation. Quotes regarding Meditation are presented in the Appendix

### Retreats

Retreats offer us time step back from the course of our daily lives and enter a world where we can reflect on our life’s true purpose, where we can realign and rededicate our spiritual journey with renewed fervor. An atmosphere of tranquility and learning, as can be found in Prasanthi Nilayam in Puttaparthi is emulated. Activities of group devotional singing, prayer, meditation, musical programs, plays, and practical workshops and talks led by esteemed fellow aspirants unites and inspires us to practice the teachings of ‘Love All, Serve All’ and ‘Help Ever, Hurt Ever’.

### Service Wing

While spiritual activities such as group devotional singing and group study are indispensable for one’s growth and inner transformation, the path of group service is considered the most important by Sri Sathya Sai Baba.

“I consider Seva (service) as the most important activity of the Samithis (centers), for it is the highest Saadhana (spiritual practice)”. Dec 23, 1971 (Fourth All India Conference), Madras

To be considered spiritual service, it is not the quantity or number of instances one serves that matters, but rather the motive that leads one to serve, the genuineness of love and compassion that saturates the service and the knowledge that when one serves the ‘other’, they are truly serving none other than divinity, who lies at the core of all, including themselves

### Education Wing

Sri Sathya Sai Baba instructed the Ladies wing in 1969 to start a program of education for children above the age of six, initially called Bal Vihar (child education). In 1971 Bhagawan named the program Bal Vikas (child blossoming) to emphasize the goal was to facilitate the inner blossoming of each child’s divinity. It has been guided over the years and is currently named the Sri Sathya Sai Educare (SSSE) program in Zone 1. It has four groups ranging in age from six to eighteen years. Guidelines and further details for the program are presented in the Appendix.



## Young Adults

The Ten Commandments for Sai Youth based on discourses given during World Youth conferences are presented below. (Adapted from Divine Guidelines for Sai Youth – an initiative of the Sri Sathya Sai Seva Organisation of India)

1. **Speak the Truth, Act Righteously:** Speak the Truth, in a pleasant way. Avoid speaking the truth that hurts others. Never speak untruth. Speaking with love is Satya and doing work with love is Dharma. It will give you Shanti.
2. **Maintain sterling Human Character:** Whatever country you may hail from, whatever language you speak and whichever faith you follow, you should maintain sterling human character. Individual sacredness and purity ensure sacredness of society and country. When all countries are filled with such noble people, the world will be blooming with peace and prosperity.
3. **Give up Vices:** In order to have sacred thoughts, give up vices like consumption of non-vegetarian food, smoking and drinking intoxicants.
4. **Consider Mother, Father, Teacher and Guest as God:** Youth must respect their parents even after marriage, since they gave birth to you and brought you up. Wife is your selection. But mother is not. Mother should be given first place. You must talk to her sweetly, softly, and respectfully.
5. **Practice Simple Living and High Thinking:** Youth should develop the discipline of simple living and high thinking. They should avoid gaudy dress. Dress should be good and sober, simple, and clean. The white dress reflects the inner purity of the heart. Youngsters, especially women, should not indulge in dressing fads. Do not imitate the cinema culture.
6. **Seek Good Company:** I advise youth to join the company of noble souls. Good company leads to detachment, detachment makes one free from delusion, freedom from delusion leads to steadiness of mind, and steadiness of mind confers liberation. Many youths mix with persons of the opposite gender, calling themselves boyfriend and girlfriend. If you really love each other, you must get married and not continue living as friends.
7. **Undertake Selfless Service:** Youth must consider service to fellow beings as their foremost duty. Your life will be redeemed only when you involve yourself in the service of society, especially the rural and the poor. The highest Sadhana is to transform love into service. Service will lead you to devotion. Doing selfless service is the best way to cross the ocean of Samsara.
8. **Respect All Religions:** Before serving others, serve yourself by making your mind broad and pure. Get rid of the narrow feeling of 'I' and 'mine' and extend your love to one and all. Do not entertain differences based on religion. All holy texts speak of the same fundamental truth.
9. **Talk Less, Work More:** Excessive talk is waste of time and energy. Youth must make it a practice to observe silence for at least one hour daily. It saves cosmic energy within, ensures peace of mind, increases memory power and concentration.
10. **Ceiling on Desires:** Do not waste food, water, time, energy, and money.

Quotes given for Young Adults are presented in the Appendix.

## Center/Group Officers

### All Officers

1. Are active members who attend center programs regularly.
2. Regularly read Sathya Sai Literature.



3. Work cooperatively with officers and members.
4. Forward any relevant communication from center/regional/national officers promptly within 24 hours.
5. May delegate many of their responsibilities to help carry out their responsibilities, however, need to be closely involved and be ultimately responsible.

#### President (the vice president shall assist the president in the following duties)

1. The President shall be responsible for lovingly implementing all the policies, activities, and programs of the center/group in accordance with the guidelines.
2. To disseminate information about SSSGC decisions, activities and programs to all members and ensure effective implementation of the same.
3. Coordinate, guide and supervise all center activities.
4. Assist, support, encourage and inspire by example officers and members to better fulfill their objectives.
5. Arrange for periodic officer and membership meetings in addition to regular meetings.
6. Ensure the center is represented during regional/national meetings and calls.
7. Collaborate with the Regional President with regards to retreats, guest speakers, public meetings.
8. Submit periodic reports to the National Council, via the Regional President. In the event of any significant incidents in their community that affects the activities or image of the SSSGC, report immediately to the Regional President.
9. In case of any breach of organization guidelines by any member of the organization, or misconduct of any member / office bearer, consult with the Regional President and/or National President.

#### Service Coordinator

1. Design and implementation of all service activities.
2. Finding and researching service projects.
3. Notifying, inspiring, and reminding members regarding upcoming projects.
4. Soliciting member input regarding new and existing projects.
5. Choosing a variety of projects so at least something is available for involvement by various members (children, elderly, students, disabled).
6. Staying in regular contact/collaboration with regional/national service coordinator.

#### Devotional Coordinator

1. Design and implementation of center devotional program.
2. Ensure the Altar and Decorations are simple and elegant.
3. Procure and maintain Audio/Video System as determined by the needs of the center.
4. Administer Song and Singer selection method along with practice and training sessions.
5. Develop Program content, length, and order.
6. Administer a regular Study Circle program and helping in the selection of topics, moderator, facilitator, and suitable times.
7. Oversee the implementation of Veda Chanting.
8. Coordinate Special Programs.
9. Maintain a Bookstore/Media center for members and newcomers.



10. Staying in contact/collaboration with regional/national devotional coordinator.

### Education Coordinator

1. Design and implementation of all SSSE (Bal Vikas) activities.
2. Determine with center president optimal time and place for classes.
3. Ensure availability of adequate certified teachers.
4. Set curriculum and supervise lesson plans.
5. Organize workshops for enrichment, study circles and planning meetings for the teachers.
6. Collaborate with center president to maximize parental participation in all center activities.
7. Conduct new parent orientations as needed and meet with families that are new to a Sathya Sai Center to understand them and inspire them.
8. Collaborate with devotional coordinator for children participation in devotional programs and Veda chanting.
9. Staying in regular contact/collaboration with regional/national SSSE coordinator.

### Young Adult Coordinator

1. Encourage Young Adults (age 18-35) to be active members of all facets of the center.
2. Coordinate meetings, service projects and activities for Young Adults (age 18-35).
3. Educate and foster the adherence to the “Ten Commandments for Young Adults” document compiled from Swami’s discourse for youth.
4. Liaison with the Young Adult Advisor.
5. Represent the center with regards to regional and national meetings and activities.
6. Staying in regular contact/collaboration with regional/national YA coordinator.

### Young Adult Advisor

1. Senior member to be a resource for young adults for advice.
2. Serving as an advocate for young adults regarding all aspects of the organization.
3. Staying in regular contact/collaboration with regional/national YA advisor.

## Selection of Officers

The Zonal Chair will provide instructions regarding the timing and methodology for the officer selection process, which will be based upon the principles provided in the Operational Guidelines document.

## Sai Center

### 1. Sai Center Building

The venue should be in a safe, convenient location with access for the elderly and disabled. The timing of the meeting should be suitable for all with adequate space for study circles and SSSE classes

The altar should be simple, with a Swami picture, flowers, flame and if so desired, a chair for Swami. The privilege of setting up and maintaining the altar should be rotated, giving all a chance for this sacred service.

Men and women seating should be on separate sides of the hall, having minimal distracting interactions.

*Some members from Western countries do not seem to favor the rule of the Sathya Sai Organisation, which lays down that at bhajans (Group singing of devotional songs) and at 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 a part of the spiritual discipline that is necessary for devotees. Even a great warrior like Arjuna confessed to Lord Krishna: "The mind is fickle and is very difficult to control." If even Arjuna found it difficult to control his senses, how much more necessary it is for us to have some regulations to control our own minds? Prashanthi Nilayam, November 22, 1980*

## 2. Dress Code

Attire should be modest and elegant, befitting the ambiance and sanctity of the premises. Whites for men are optional and both western and eastern attire are appropriate. A simple rule of thumb is to wear what one would when called for an audience with Swami at His residence.

## 3. Greeters

Assign a male and female greeter for each meeting to help orient newcomers, guide them where they can leave their footwear, where to sit, provide them with an introductory booklet and sit next to them to help guide them during the meeting and answer questions after the meeting.

## 4. Program format

Start and end times should be punctual. English translations (and other language translations, depending upon the community) for all prayers/songs should be projected or made available in a booklet to enhance the experience for those unfamiliar with Sanskrit and Indian language songs and chants. An effort should be made to incorporate some English songs and chants to show our universality.

## Communication

All communications should be delivered in a loving manner. Only SSSGC related communications should be sent and announced. Officers should regularly communicate with each other, with members, and with their respective counterparts at the regional and national level.

# Sri Sathya Sai Baba Quotes

## Purpose of the Organization

### Expand Love

- The Sai Organization is set up to develop and foster Love; it is not set up through compulsion; it arose from the heart and it expands the heart. The inner desire to achieve Love and expand Love has taken outer shape as this Organization. All India Conference, Prashanthi Nilayam | Nov 21, 1970
- The acquisition of the love of God should be the primary aim of members of the Sai Organizations. Sixth World Conference, Prashanthi Nilayam | Nov 11, 1995

### Transform Individual and Society

- Sai has resolved to transform the individual and society by promoting this mutual regeneration, by the action of one on the other; hence, the formation of this Organization, and the



establishment of into Units in all countries, for the sublimation of the human into Divine. Fifth All India Conference, Rajahmundry | Jan 4, 1974

- Attachment to Right Action, practice of Right Action and its varied manifestations of Service and Love, can alone help transform human into God. Fifth All India Conference, Rajahmundry | January 3-4, 1974

### Realize Divinity

- Why are we in this Organization? What is the purpose? You must have the firm belief that the aim of this Organization is to remove the obstacles that keep man away from God.... this Organization must elevate the human into Divine. All India Conference, Prasanthi Nilayam | Nov 21, 1970
- The primary objective of the Sai Organization is to raise the human consciousness to the Divine by eliminating all animal tendencies. Sixth World Conference, Prasanthi Nilayam | Nov 11, 1995

### Promote Practice

- Our Organization must apply the touchstone of practice to any precept that the members might voice forth or profess. Fourth All India Conference, Chennai | Dec 22, 1971

### Promote faith and inquiry

- Your organizations must endeavor to promote faith in God. If that base is absent, worship, bhajan (devotional singing), puja (ritualistic worship), good works - all become meaningless automatic ritual, done under social compulsion.... Faith can grow only from the root of inquiry...You must encourage inquiry by the members whom you contact and welcome their efforts to gain first-hand experience. First All India Conference, Chennai | April 21, 1967
- .... the very process of sharing in the activities of the Organization and getting involved in its activities will induce faith and bolster devotion and dedication and make them better and more useful citizens and happier and more peaceful individuals. Fifth All India Conference, Rajahmundry |Jan 4, 1974
- The Sathya Sai Organization is established to translate the principles of Love and Non-violence into daily practice. It has also to promote inquiry into four basic problems - (1) The Body – What is it? (Deham); (2) The Body – I am not it (Naham); (3) Then, who am I? (Koham); (4) Well, I am That (Soham)... Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

### Provide Good Company

- Meeting with fellow pilgrims and kindred aspirants is a piece of rare good fortune. Feb 18, 1966
- Ascetic practices, years of constant recitation of the Name, pilgrimages to holy places and shrines, study of sacred books - these will not help the aspirant to spiritual victory as much as communion with the Godly and the good. First World Conference, Bombay |May 16, 1968
- In the beginning, this Namasmara (remembrance of the Name) is best done in company. For, when you do it alone, distracting thoughts will overpower the earnestness. A single fiber of grass has little strength; but twist a large number into a rope, you can bind with it a rogue



elephant to a tree! The wild mind can bear bound by faith that is confirmed in godly company.  
Bombay | May 18, 1968

### Earn Grace

- I am launching a Seva Samiti. Those who become members of this Samithi and perform selfless service will be liberated from the cycle of birth and death. Not just them, but also their children, grandchildren and great grandchildren. However, the test will be severe. I will bear witness to the number people who withstand the test and emerge victorious. Prasanthi Nilayam | Oct 21, 1961

### Share the Message

- It is our duty to share the blessings of our inner freedom and joy with others around us in the society. This is the true brotherhood of man. Our Sai Organization should keep this aim constantly before them. Divine Whispers, p 200

## Spiritual Fundamentals

### For Individuals

- Unless the individual is first purified and strengthened, the organization will disintegrate and fall apart... Sacrifice, service, sharing in the exaltation of others, compassion when others suffer grief – these are virtues that purify and prepare the individual to the arduous task of reaching the Goal... Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- Enthroned Love as the Monarch of the Kingdom of Feeling! Enthroned Reason as the Monarch of the Kingdom of Thought! Enthroned Detachment as the Monarch of the Kingdom of Activity. This is the task I set for the Units of the Sathya Sai Organization today.) Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- Practice and demonstrate, do not simply assert in words and deny in deeds... Saying one thing and being another will defeat the very purpose. The slightest sign of hypocrisy will weaken the foundations of the edifice. First All India Conference, Madras | April 20-21, 1967

### For units

- I want that every Samiti (and every Unit complementary to it) must be bubbling with joy at the work already achieved and with enthusiasm for the work ahead. Love, respect, tolerance, mutual co-operation, forbearance – these must flow from the hearts of each to all. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- You know that the State requires you to take a solemn oath, when you take up an office or enter upon an assignment. Similarly, each member and office-bearer must take an oath, from the very depths of the heart, before engaging themselves in the activities. "Swami, save me from any act of commission or omission which will affect adversely the three qualifications You have laid down. Bless me with the skill, intelligence and enthusiasm necessary for the task I am dedicating myself to carry out for my own uplift. Guide me along the correct path; shower on me Your Grace so that I may earn a fair name in this attempt; guard me from temptation and wrong steps." When you rise from bed at dawn, pray thus. At night, when you go to bed, ponder over your activities during the day, examining them, whether you went against any of the conditions



of membership, and if any wrong had been committed unconsciously, pray that it may not happen again. Decide to dedicate yourself in this manner, with these ideals for the work ahead. First All India Conference, Madras | April 20-21, 1967

## Administration

### Love as undercurrent

- Love is the solvent for the hardest of hearts. Without love, free, full and selfless, no spiritual Sadhana (exercise) can succeed. Without it, Bhajan (devotional singing) is waste of breath, Satsang (company of good), a waste of time and meditation a self-deception. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975

### Shun Egoism

- Those who profess to lead the people are themselves led astray by the temptation to fall. So, the very first ideal you must keep in mind, when you start and run these organizations is: “Do not crave for status or authority or position; do not allow any pomp, or show; do not compete for publicity or recognition or praise.” Duty is God. Do it and be content...Unattached work is the purest; it does not encumber the mind with elation or disappointment. “I did it,” “This is mine”: these are the two fangs that make the individual poisonous. Pull out the fangs, the snake can be handled and played with as a pet. The Organization must be vigilant to see that egoism and the sense of personal possession, pride or achievement, do not invade them. That is the goal to be kept in view. First All India Conference, Madras | April 20-21, 1967

## Centers

### Format

- Each town shall have a single Samiti (center); it shall not have more than one. It may have within its jurisdiction a hundred Bhajan Mandalis (devotional singing groups) or a hundred groups engaged in various other activities. But there shall be only one Samiti (center)... Units like Sathya Sai Satsang (spiritual gatherings), Sathya Sai Bal Vikas (children’s education), Sathya Sai Study Circle, Sathya Sai Bhajan Mandali (devotional singing groups), and Sathya Sai Seva Dal (service groups) will be subordinate to the Samiti (center) and supervised by it. The Samiti (center) is the heart, and the units are the limbs. The limbs cannot act independently, as if they are a law unto themselves... Fourth All India Conference, Madras | December 22-23, 1971
- Meet together once a week or once a fortnight or at least once a month; have someone to discourse to you or engage in Bhajan (devotional singing) or study or Dhyana (meditation); experience the thrill of spiritual comradeship. Every member of the Organization must have some item of work allotted to him and he must be present whenever such meetings are held, unless of course it becomes physically difficult. First All India Conference, Madras | April 20-21, 1967
- Some members from Western countries do not seem to favor the rule of the Sathya Sai Organisation, which lays down that at bhajans (Group singing of devotional songs) and at 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 a part of





the spiritual discipline that is necessary for devotees. Even a great warrior like Arjuna confessed to Lord Krishna: "The mind is fickle and is very difficult to control." If even Arjuna found it difficult to control his senses, how much more necessary it is for us to have some regulations to control our own minds? Prashanthi Nilayam | November 22, 1980

## Celebrations

- Yesterday, someone read out a list of holy days which the associations were to celebrate. That list mentioned Shivaratri, Navaratri, Swami's Birthday and Guru Poornima. But you must also celebrate the Birthdays of the Mahatmas (great souls) who led man to the God within, and also all days held holy by your brothers. Do not set limits to these celebrations and these days. Make every day a holy day and fill it with the recollection of God and His Messengers. First All India Conference, Madras | April 20-21, 1967

## Harmony

- There should not be any factional struggles between the members of any unit or between one unit and another. Second All India Conference, Prashanthi Nilayam | November 20-21, 1969

## Simplicity

- You need not collect an impressive crowd; you need no costly paraphernalia; they are superfluous impediments. Do not spend much on lecturers and speakers. If any crave for monetary rewards or showy receptions, keep such at arm's length. A chair and a table will be quite ample; loudspeakers are a luxury for most of your meetings.... Have only as many gatherings as you can afford; do not call them together, because you must! People must look forward to them, and not feel they are too many. Prashanthi Nilayam | Nov 21, 1968
- No, I do not need grand decorations, huge pandals, arches, flags and such paraphernalia. I require only a mike to communicate My advice to the people. Even a chair is superfluous! I can talk standing. Spend sparingly for the minimum needs; do not involve yourselves in expensive luxury. I would like you to spend any extra money that you have for the feeding of the poor or for any similar beneficial object. First All India Conference, Madras | April 21, 1967
- Attempts are being made in many places to build Sathya Sai Mandirs (halls of worship). But Sathya Sai will be happy if He is installed in your hearts; that is the Mandir I like, not those. First All India Conference, Madras | April 21, 1967

## Members

### Qualifications

- A spiritual organization is really above all rules and regulations; the realm of the Atma (spirit) is beyond the limits of regulations. In this sense, rules are either meaningless or superfluous in Sathya Sai Organizations. But at least, to satisfy the law of the land dealing with associations of this kind, some rules must be adopted. For example, who can be members of these organizations, and what are their qualifications? 1). Of course, they must be eager aspirants for spiritual progress. 2). They must have full faith in the Name that the Organization bears and in spreading that Name, in the manner suited to Its Message and Majesty. 3). The member must



have won recognition as a good person. That is all the qualification needed; nothing else counts. There is no need to have money or lands, or scholarship, influence or authority or official position. If you have the three qualifications mentioned, I assure you, even if you have no place in any organization bearing My Name, you will have a place here (Baba indicated His Heart as the place where they will be accepted). The Organizations must be such that members find them congenial places to deepen their Sadhana, to cultivate their virtues and to overcome their ego, by contact with workers who are free from the least trace of that deadly poison. If this is achieved, their success is certain. First All India Conference, Madras | April 20-21, 1967

- Office-bearers and Members of Sathya Sai Institutions must have Sahana (tolerance of opinions different from one's own), Satya (truth), Daya (compassion) and Prema (love). They must revere their parents. Whoever neglects his parents, allows them to languish and suffer while he himself is enjoying a higher standard of life does not deserve to be a member, for I always stress the Vedic injunction: Matru Devo Bhava (consider mother as God), Pitru Devo Bhava (consider father as God). Those of you who are guilty of this malfeasance, take note, and be cured by this injunction. The Sathya Sai Family must have only men and women, who honor their family obligation of nourishing and nursing their parents. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969

### Quality vs. Quantity

- I am not interested or elated when this or that district claims to have a larger number of Units of this Organization than the other one. I am interested in the work, in the loving heart, in the selfless service. There are Units that exist only in name! There are others that function in ways quite contrary to our purposes and ideals! Instead of allowing these to continue, it is best they are wound up, immediately. Better to have two or three that function well than hundreds that function badly or not at all. Two ounces of cow's milk are preferable to a potful of donkey's milk. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- Only those units of the Organization are authentic, wherein the office-bearers practice and experience spiritual Ananda, through adherence to the lines laid down here. The rest are mere nominal; they burden the lists with their names and should be immediately removed. Enough for us if there remain one or two where practice and preaching are correct and sincere. Quality is accepted; quantity is of no consequence. Fourth All India Conference, Madras | December 22-23, 1971

### Participation by members of various faiths

- Do not have any one in, who would much rather be outside the group of Sai Bhaktas, either on account of his habits or indifference towards religious matters, especially towards the directions given by Me. For, My honor is your honor, your honor is My honor. This is not your Unit, your Organization; it is Mine. In My institution, minds must mutually harmonize. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- He asks whether he can partake in the Nagar Sankirtan (neighborhood singing), Dhyana (meditation), Puja (ritualistic worship), etc., that the Samiti (center) is having on its program. If he desires, he can; if he feels that it goes against his inner conviction, he need not. One should not give up his conviction in the face of ridicule or persecution. He can carry on Dhyana



(meditation) according to his conviction in the privacy of his own home; there is no compulsion that he should thrust them on the attention of others, outside. All faiths are inter-related and mutually indebted to each other for the principles they teach, and the disciplines they recommend. The Vedic religion was the first in time; Buddhism which appeared about 2,500 years ago, was its son; Christianity, which was influenced much by the Orient was its grandson. And Islam, which has the Prophets of Christianity at its base was like the great-grandson. All have Love as the Fundamental Discipline of the Mind, in order to chasten it and merge man with the Divine. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

## Officers

- Do not fall a prey to the temptation of office and position of authority in these Samitis and Mandalis (centers). Hold the offices in rotation, so that all may get the opportunity of leading in service. There are some Mandalis and Samitis (centers) which select office-bearers by lot. The members feel that anyone who is allotted the post is as good as the others. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- Office-bearers cannot claim any privilege or exemption. They must evince leadership; by their devotion and faith, they must inspire the waverers. That is their function. But now, they seek concessions! Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- Be an example to others. Do not scatter advice, without the authority born of practical experience. Do not search for the faults of others; seek your own. Love, cooperate, help, serve. That is your prime duty, as leaders of the Sathya Sai Units in your villages. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969

## Officer Selection

- Service is the best school for training in leadership. You should eliminate in that school all traces of disgust, anger and impatience. Pride and personal prejudices will try to put spokes in the wheel as you go to serve the distressed and the diseased. But you should never give up faith in the right path you have chosen. Remind yourself that you are a Sadhaka (spiritual aspirant) and that Seva (service) is the spiritual path that you have ventured upon as the easiest and the best. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- There should be no eagerness to capture Office from the other's grasp or to hold it back when another is ready for it. The Units too should cooperate with each other and not compete in a spirit of envy or faction. You are all limbs of one body, namely, the Sai body. The Samitis should be guided and if necessary corrected by the District President; the District Presidents should be guided and, if necessary, corrected by the State President; and the State Presidents should have constant contact, advice, and guidance from the Center. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- No one is entitled to such position who is unable or unwilling to shoulder the responsibility inherent in it and who does not discharge it sincerely. Whatever their status, however deep their scholarship, however rich they are, they do not deserve the position they crave for or hold. In the Units of this Organization too, the same rule applies. No one has a place who does not possess the skill, the capacity, and the willingness to carry out the responsibility. Before you



enter the Organization or seek any office therein, consider well whether you have the yearning and the capacity; else, if you join or complain against some person or program, you are only revealing your own smallness or weakness. Make due inquiry, give full consideration, before you join the Organization. Having joined, co-operate with others vigorously and carry out all your duties conscientiously. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

- The selection of the District President or State President is done by Me, but I shall consult your wishes too. There must be an atmosphere of love and tolerance, not one of envy, excitement, or aggrandizement, when names are considered. When once a person is selected in the atmosphere of peace and love, co-operation and tolerance should prevail, and everyone must follow his directions and respect his guidance. It is only then that the Divine Grace will be conferred on you... Even in places where we have them already, you can suggest changes, if you feel like having changes. But do it after mutual consultation and agreement. Avoid personal animosity and do not give room for personal misunderstandings. Remember that the essential qualifications for members are faith and devotion. Remember also that the development of this Organization will bring peace and tranquility to the world torn by chaos. The world can be bettered and saved only through spiritual progress, by the efforts of spiritual organizations. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

## Unity

### Unity of Faiths

- Do not compare the various manifestations of the Divine and pronounce judgement, declaring that Rama is greater than Krishna or Shiva superior to Vishnu. This line of thought is poisonous and harmful to the devout aspirant. You do not know your own self; but, yet how dare you pronounce judgement on personalities and powers you have never experienced or understood. Rama is as unknown to you as Christ, and so, it is best to keep silent, and revere both with equal ardor. For, all are manifestations of the same Divine Effulgence. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- Do not talk ill of any one with contempt, do not think of any one as low or mean. Christ declared, "All are One; be alike to everyone." Hating an individual, or institution, or a religion is a low act. The Atma is imminent in everyone; it is the spark of Divinity which gives him light, love and joy. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- Followers of all faiths can join our Organizations; there should be no opposition to their entry; on the other hand, they must be welcomed with sincerity and looked upon as brothers and sisters. Fourth All India Conference, Madras | December 22-23, 1971
- The basic lesson each religion teaches is to surrender to the sovereign Will of God, and leave the consequence of deeds well done, to the Lord Himself. It is His Will, and your only duty is to shape yourself into a fit instrument. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- Help ever, Hurt never. This is the essence of the Vedas and sacred texts such as the Bible, the Bhagavad Gita and the Quran. All these holy texts speak of the same fundamental truth. It is a mistake to entertain differences based on religion. There is only one religion, the religion of



love. There is only one caste, the caste of humanity. There is only one language, the language of the heart. Travel from 'I' to 'We' through the path of service. Inauguration of Sri Sathya Sai Second World Youth Conference Prasanthi Nilayam | November 18, 1999

- So too, in the midst of the crazy habits and behaviors of today, there is no use presenting the scriptures in a language that is unfamiliar to most people. The scriptures can be explained in easy, understandable language, and the fundamentals will not be affected by this. Then, the scriptures can be practiced, understood, experienced, and enjoyed. Consequently, faith in the scriptures will also be strengthened, and peace will also be stabilized upon faith. So, every believer must practice the important directions of the scriptures and demonstrate in their life the sweetness of such a dedicated life, so that all others might appreciate the truth and value of the ideals and disciplines. Prasanthi Vahini, Ch 10
- Members of Sathya Sai Organisations must not cavil at other Names and Forms of God; they should not become fanatics, blind to the Glory of other Names and Forms. They should join the Groups that honor those other manifestations and demonstrate that all Names and Forms are Mine. They should contribute to the joy and happiness of all without giving up their faith. World Conference of Sri Sathya Sai Seva Organisations, Mumbai | May 18, 1968
- Yesterday, someone read a list of Holy Days which the associations were to celebrate. That list mentioned Shivarathri, Navarathri, Swami's Birthday and Guru Purnima. But you must also celebrate the Birthdays of the Mahatmas who led man to God within him, and also all days held holy by your brothers. First All India Conference, Madras | April 21, 1967
- Let the different faiths exist, let them flourish and let the glory of God be sung in all the languages and in a variety of tunes. That should be the ideal. Respect the differences between the faiths and recognize them as valid as long as they do not extinguish the flame of Unity. Divine Discourse, |July 4th, 1968

### Unity of Members

- Through Love alone can the Embodiment of Love be gained. Here, no scholarship is needed; in fact, scholarship will be an impediment, for it caters to egoism and it breeds doubts and the desire for disputation and laurel of victory over others preening themselves as learned! When this Love is established, no member of the Organization will compete with another, or look down on another. The bond of Love will knit all into a rare type of family, which knows only one Will and one direction. Malice extraordinary may persuade some low minds to resort to the courts of law, for paying off private scores, but no member of the Organization will ever do so, in the administration of the units, who values the Dharma Sthana (abode of virtue) that is available in this Form and Name. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969

### Unity with Society

- When other organizations require help, go and help them. This will make them realize the loving universal nature of your attitude. Again, do not encourage differences based on region, language, religion, or any such flimsy grounds. For example, people who exaggerate these differences argue in Madras that only Tamil songs should be sung or in Andhra Pradesh, that



only Telugu songs should be sung. If such ideas are entertained, they will undermine the spiritual outlook, the attitude of unity and oneness which is the keynote of the spirit. This is a field where inner joy, inner satisfaction, internal purity are more important than outer expression. First All India Conference, Madras | April 20-21, 1967

- No ill-feeling should be allowed to sprout in your minds against, say Pakistanis or Muslims or Americans, as a consequence of the passing phases of history. Motivated by anger against someone, to injure and insult the innocent, is bestial behavior. No one connected with our Organization should participate in or encourage such reprehensible behavior. You must respect every individual who resides in Bharat (God's land) as a Bharatiya (God lover) and love every such person. This is an Organization dedicated to the promotion of Universal Love. Start pouring out Love to all the members of your Unit, and gradually, expand that Love to include all mankind and even the lower creatures. It is an insane idea to perform worship of God, as if He is distinct and different from creation. Do not believe that God will be pleased if He is so marked out. Fourth All India Conference, Madras | December 22-23, 1971

## Discipline

- Discipline entails the strict observance of rules and regulations and directions. The sense of duty can yield results only when discipline is observed, and devotion to Sai and the Message of Sai is the basis for the sense of duty which keeps you ever bound to discipline. Do not be part-time devotees, leading one kind of life when you wear the scarf and badge and another kind of life when you have removed them. Be ever Sadhakas (spiritual aspirants) and Sevaks (spiritual servants). Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- It is also laid down strictly that those who are in our Organization should not have any connection with other Organizations of spiritual or religious character. Of course, so far as service is concerned, members should help and serve all, without distinction. Everyone in distress deserves help. But no member of the Samiti should have any connection with other such institutions or societies. For example, there may be a Sai Samaj in your locality. "Sai is Sathya Sai; Sathya Sai is Sai." I have declared often, and you know it and have realized its truth. Why then, you may ask, is the Sai Samaj distinct from the Sathya Sai Samaj? Well, this body with the name Sathya Sai, has full authority over all institutions established under this name. For the Sai Samaj, there is no body with that name to hold and exercise authority and so, if funds are collected, used or misused, this body has no control over the Sai Samajs (groups) in a tangible manner. So, it is best to keep the two distinct and allow those societies to go their own way. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- Duty, Discipline and Devotion, all three, are absolutely essential for everyone in our Organization. You may have Devotion; you may discharge the Duty entrusted to you. But, unless you are saturated in Discipline, the other two are useless. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- The Office-bearers must be one with the rest, in all the activities of the Unit. Be filled with joy that you have now got the lucky chance of listening to and carrying out the command! This chance comes rarely to man. When leaders shirk the tasks that they themselves have prescribed for the followers, even the strongest organizations suffer disintegration. Do not enforce the



rules, without mercy or thoughtful consideration. If a person does not attend 60 percent of the meetings, the rules say that he is to be removed from office. Give him chances to reform, to be within the group, so that he may reform. If even this does not mend, remove the name, without any compunction. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969

- Not merely the office-bearers, but any one of the members, if he fails to observe any one of the rules and regulations, he is weakening the Organization and bringing it into disrepute. Members together form the Units. Its strength, its utility, its expansion, its efficacy, depend on disciplined obedience to rules. Faith in the discipline, marked out by the rules, is as the heart to the various limbs of the Organization. Lack of discipline is the root cause of the disorder and discord that are undermining almost all the various types of association of men, from the simplest to the most complex. Fourth All India Conference, Madras | December 22-23, 1971
- “The Samithis (centers) should be guided and if necessary corrected by the District President; the District Presidents should be guided and, if necessary, corrected by the State President and the State Presidents should have constant contact, advice and guidance from the Center” All - India Conference, Prasanthi Nilayam | November 22, 1970

### Rules and Regulations

- Do not consider the rules as restrictions imposed by Me or as shackles on your freedom of action. They are devised to help you and others in the Sadhana you have entered upon. Two guidelines, peculiar to this Organization you should not neglect: (1) Act and then advise; practice first, precept second. Unless you yourself avoid the evil habits, and the undesirable practices, don't talk against them. (2) The rules and regulations that we have laid down for the Organization and its Units, must be observed, scrupulously, down to the smallest dot and dash. Fourth All India Conference, Madras | December 22-23, 1971
- Our rules emphasize that members must first practice what they stand for. Whatever you desire others to do, you must first put into daily practice sincerely and with steadfastness. You must do Bhajan regularly and systematically before you advise others about the efficacy of Bhajans (devotional singing). When you want to be honored by others, you must learn to honor them first... First All India Conference, Madras | April 20-21, 1967
- The Objectives, Rules and Regulations that the Organization has laid down have to be scrupulously observed by all, whatever be the difficulties whatever be the reaction of others. Bear calumny, criticism, and neglect with courage; do not allow these to affect your equanimity. The good that you do will guard you; have that faith rooted in your mind. Fifth All India Conference, Rajahmundry | January 3-4, 1974

### Communication

- Reports of activities from the Units do not reach the Samiti, the Samitis are not reporting to the District Presidents and they in turn fail to inform the State Presidents, who are unable to present a full picture of the activities of the State to Me. The flow of information from below and of instruction and inspiration from above must be unbroken and steady. Adherence to these rules will strengthen the Organization, which has as its aim the fostering of Bharatiya (God



loving) culture as the example for the whole of humanity. Fourth All India Conference, Madras | December 22-23, 1971

## Finances and Incorporation

- I do not like collection of funds. But, since some expense has to be incurred, I have to allow it under very stringent conditions. Each organization has as Members (of the Samiti) about ten or fifteen persons. Whatever expense they decide to incur for the work of the Samiti, they must collect among themselves, without seeking help from those outside the circle. They have, of course, to contribute according to their capacity and limit the work to the resources they can pool among themselves. Do not plan beyond your capacity and move about with lists from person to person to get funds. By this, the institution gets a bad name, and you too will not be spared. You may say, "But, when Swami comes to our place, we must spend a lot on reception arrangements." No, I do not need grand decorations, huge pandals, arches, flags and such paraphernalia. I require only a mike to communicate My advice to the people. Even a chair is superfluous! I can talk standing. Spend sparingly for the minimum needs; do not involve yourselves in expensive luxury. I would like you to spend any extra money that you have for the feeding of the poor or for any similar beneficial object. Attempts are being made in many places to build Sathya Sai Mandirs (halls of worship). But Sathya Sai will be happy if He is installed in your hearts; that is the Mandir I like, not those. When you seek to build that other Mandir, you have to go about seeking donations. Religion has declined in this land due to this donation-seeking and donation-granting. The most precious donation is a pure mind; give that to the Organization and it will shine. First All India Conference, Chennai | April 20-21, 1967
- Those who are interested and enthusiastic and have the ability to give may contribute anything to the Health and Education Trusts. Sai has no objection to that. Here also, there is a simple solution. Do not give any money into anyone's hands. Those of you who are enthusiastic may directly go to a known bank and deposit the money in the account according to your ability and take the receipt. But do not give money directly into the hands of any individual. If you do so, you will be responsible in making the sacred name of Sathya Sai unsacred. Nov 21, 1975
- I shall tell you a method by which the extra funds you may need for any undertaking the Samiti has in view, are to be collected. Estimate beforehand what the expense will be. Suppose it comes to a thousand rupees, give that information to the fifteen members, and fix a day when they shall all meet. That day keep a locked box with a slit on the lid, in an inner room; let everyone go in alone into the room and deposit in the box whatever he feels he can. He can come away without depositing anything; he has the freedom to do so, there is no compulsion. If funds are collected with the knowledge of the rest, a person who is unable to give as much as another may feel humiliated, and so this is the best method. When all have finished their turn, let the box be opened and the amount counted. If it falls short of the estimate, divide the shortfall among all members equally and collect the share from each. If there is some surplus, keep it for the next occasion. Do not have lists, appeals, receipt books and all the cumbrous complex of fund collection campaigns. That way will lead you to stratagems and falsehoods, competition and calumny. Do it in this quiet and sacred manner, suited to the holy objectives you have. First All India Conference, Chennai | April 21, 1967





- The Sathya Sai Organization and its units must not collect money or material from those outside the membership. Fund collection is as much opposed to this movement as fire is to water. If you yield on this point, spiritual advance will perish. Let only members contribute; do not ask all and sundry, or anyone who is not a member of the Samiti. When you collect money from outsiders you become tools in their hands. Dharwar | May 14, 1971
- In some places, Puja (ritual worship) is done by persons who are paid for the job. This is done in some houses also. Now, how can a person have devotion merely because you pay him a few chips? I do not ask for elaborate Mantras (complicated ritual). It is enough if you worship God in your heart, or call upon Him once, with all your heart. It is the ritual, the elaborateness, that needs money and drags your Samitis into the realm of greed, malice and hate. Dasara, Prasanthi Nilayam | October 01, 1968
- The routine expenses of the Samiti or the Seva Dal, must be shared by the members only. There should not be any attempt to collect from non-members. For special occasions, voluntary gifts of material or services from devotees may be received. But there is no need for a Treasurer; the Joint Secretary can manage whatever accounting there is. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- We have for every Unit a President, a Secretary, a Joint Secretary and a Treasurer. But I wonder why we should have a Treasurer when we are not concerned with money! The name indicates that we have a treasure, which we have collected, which we guard, and on which we rely! We deal with something much more valuable than money, Love. Where money is collected and kept, misunderstanding grows, factions are rampant, and love departs. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- For special purposes and on special occasions, funds are collected only from members of the Samiti. This has been the rule from the very beginning; it is the very basis of this Organization. For all other activities, you need no funds. You need only a loving heart, a pure heart, a wide heart. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

## Conflicts and Complexities

### Indiscipline

- In some places, there are Units which do not carry on any activity. Or, if they do, the activities are quite contrary to the principles and practice of Prasanthi Nilayam or to the rules laid down for the Organization. Wherever there are such Units, the State President or the District President must take steps immediately to remove them from the Organization. In some Samitis, members do not attend meetings, even 50 per cent of them. They are absent for 100 per cent of the meetings. Some Samitis do not hold meetings at all, so that no one can calculate the percentage of attendance. It is for such Units that rules and regulations are imperative. If rules are not observed as laid down, the Organization will come down in confusion. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- There are a number of other institutions also started and run by Swamis of various types. If we have any who associates with these, I ask the District and State President to remove them immediately. Though people can revere and worship whomsoever they like, we should not have



in the Organization men with dual loyalties. Only those with faith and devotion to this Name and Form can carry out its objectives with zest and enthusiasm. Some Units are established with the sole purpose of earning money for the promoters. When a certain name or person is known all over the world and revered by all, such men are tempted to utilize that name for filling their own pockets or for earning name and fame for themselves by associating their activities with that name. This is natural stratagem. Several such persons are found to emerge everywhere. When this happens, the Organization gets a bad name. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

- In your Organizations, there may be some who insist that only Sai Bhajan should be sung, only the name and form of Sathya Sai be used. This is a great mistake. You are thereby dishonoring Sai. If you attach yourself to Sai and detach yourself from Krishna, you get a plus there and a minus here; the resultant gain is zero. First All India Conference, Madras | April 20-21, 1967
- Using our Name, many collect donations and contributions; so, those who are not aware of the norms of this Organization are being misled and deceived. Efforts must be made to remove from the Organization anyone, however rich, however renowned as a scholar, however influential and important in society, if he transgresses the rules of Organization. This must be done as soon as the transgression is known. Fourth All India Conference, Madras | December 22-23, 1971
- ...many misuse them (my miracles) for personal propaganda and aggrandizement. They trade for money the Vibhuti (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 Vibhuti (sacred ash) is emanating from the pictures of Baba in their homes, that Amrit (nectar) is dripping from them or that material objects are falling from them, like written answers to questions. Samitis (centers) 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. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- There are others who 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.... 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...." Beware of being cheated by dress or speech or by tricks. You need not feel angry or upset by these. For Truth is ever Truth. Falsehood can never become Truth, whatever its tactics. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

## Factions

- There are certain persons in our organization who revel in factions and who dwell on differences; there are others who have no faith in it and its task, others have no enthusiasm for work, they are full of envy or malice... These evil traits should not be found in any one in this



Organization. If you take in as members only those whom you like and keep away anyone who has faith and devotion, you are committing sacrilege against God. This Organization does not attach value to the likes and dislikes of any office-bearer. It is based on devotion and faith only. Whoever has these and loves the Organization as his own life, all such have a place in it, have a right to be in it... Third All India Conference, Prasanthi Nilayam | November 20-21, 1970

### Criticism

- When you live the life of Sadhana, you will meet with opposition from various sources. But, do not attach any importance to such.... Some State Presidents and District Presidents have written to Me that they are being misunderstood and maligned and that they receive letters – attacking their bonafides. To be agitated by these letters is a sign of weakness in a Sadhaka (spiritual aspirant). Beware of losing peace by giving ear to such maligning. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969

### Disagreements

- Let your words be few, fair and felicitous. Soft speech adds sweetness to living. Even when you are engaged in discussion amongst yourselves, be short of speech and polite in behavior. Some amongst you have been selected as leaders and guides; carry out their instructions without demur. If you feel any doubt, regarding the propriety or advisability of those instructions, talk them over with the leaders alone, in a spirit of friendliness. But do not disregard to modify those instructions at any cost. The leader has to pay attention to the overall situation which may not be so clear to you. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- My desire is that whenever any slight misunderstanding arises among you, you must set it right among yourselves, exercising love and tolerance. You should not plunge into a passion over it and let things blaze into a quarrel or a factional split. Recognize that you are engaged in the exercise of widening your hearts, of reaching the Feet of the Lord through the expression of love. Unless you cultivate love, tolerance, humility, faith and reverence, how is it possible for you to realize God? Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- “If two teachers quarrel or become unfriendly, both should be removed. No inquiry is necessary; we condemn both for having been involved. One poisonous insect can destroy an entire crop”. Teacher Training Camp, Prashanthi Nilayam | August 1983

## Appendix A: Nine Point Code of Conduct and Ten Guiding Principles

### Nine Point Code of Conduct

1. Daily meditation and prayer (according to one's own religious practice).
2. Devotional singing / prayer with members of the family once a week.
3. Participation in Sai Spiritual Education (Bal Vikas Program) by children of the family.
4. Participation in community service and other programs of the Organization.
5. Attendance at least once a month in group devotional singing organized by the Sai Center.
6. Regular study of Sai literature and literature of all the great religions and saints.
7. Speaking softly and lovingly with everyone.
8. Not indulging in talking ill of others, especially in their absence.



9. Putting into practice the principle of 'Ceiling on Desires' and striving continuously to eliminate the tendency to waste time, money, food and energy – and utilizing any savings thereby generated for the service of mankind.

## 10 Guiding Principles of Bhagawan Sri Sathya Sai Baba (Divine Discourse, Prasanthi Nilayam | November 21, 1985)

1. Love and Serve your Country. Do not be critical of other Countries.
2. Honor 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.
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. Adore God, Abhor Sin.

## Appendix B: Speakers Guidelines

### Selection

The selection of a speaker for an organizational function, be it at the center, regional, national, or zonal level should be given careful consideration. The speaker will be representing Swami and His organization and will be influencing all members, including children and young adults. This privilege carries tremendous responsibility. The following questions should be answered prior to submitting an individual's name for approval:

1. Have they spoken before at Sai events? If so, what did they speak of? Did they criticize or speak ill of the organization or fellow devotees?
2. What will they speak of at the upcoming event?
3. Will they promote unity and inspire devotees to further enhance their sadhana (spiritual practice)?
4. Will they base their talk upon their faith, experiences and knowledge of Sri Sathya Sai and His teachings?
5. Will they refrain from promoting other organizations, spiritual leaders, business ventures, merchandise, controversies?

Whereas any devotee is welcome to attend any of our SSSGC programs and fully participate, speakers need to be fully aligned with the vision and mission of the SSSGC. Devotees that claim to be "neutral" with regards to their organizational affiliation, should be welcomed with love to attend SSSGC events (as long as they do not promote disharmony and disunity), however they should not be invited to be speakers.

### Approval

Once the above criteria and questions have been addressed, the following approval process should be undertaken:

1. Speaker from your own center/group:
  - o No approval required other than that of the center president or group leader



2. Speaker from within your region:
  - Obtain approval from your regional president (or national president if regional president position does not exist)
3. Speaker from outside of your region:
  - Obtain approval from your national president
4. Speaker from Zone 1 (Canada, USA, W.I.)
  - Obtain approval from your national president
5. Speaker from outside of Zone I
  - Obtain approval from your Zonal Chair

## Feedback

- It is very important to provide feedback to the speaker on how their talk was received by the audience. Also provide formal feedback regarding the speakers talk to the person who gave speaker approval.

## Appendix C: Sri Sathya Sai Guidance for Devotional Singing

### Instructions for Center Devotional Singing

- Have bhajans on as many days as you can. Have them in places where all can come and join, and not in the homes of some people, for in homes not all may be welcome. Have them as simple as you can, without competitive pomp or show; reduce expenses to a minimum, for God cares for the inner yearning and not the outer trappings.... Even this small expenditure must be silently shared spontaneously by a few members of the committee, and not collected by means of a place or hundi pot, or a subscription or donation list.... Group bhajans (devotional singing) must be arranged to suit the convenience of the locality and the people... First World Conference, Mumbai | May 18, 1968
- "Each country should follow its own procedure and culture but not compare themselves with others. You should not imitate others." (Baba's address to American devotees 27, July 2002)
- Some persons attending bhajans do not move their lips at all. They may say that they are singing the songs mentally within themselves. This is not proper ... You must sing the names aloud, full-throated, as far as the voice can reach. Only then the Divine will respond in full measure and shower His grace. No one will go to the rescue of a drowning man if his cries are feeble. Shivarathri, Prasanthi Nilayam | April 03 1992
- [Devotional singing (bhajans)] is the process of singing that originates in the heart, not from the lips or the tongue. It is the expression of the joyous thrill that wells up from the heart when the Glory of God is remembered. It is the spontaneous manifestation of inner ecstasy. No attention is paid to the blame or praise that others may give. It does not seek the admiration or the appreciation of the listeners. Prasanthi Nilayam | July 19, 1970

### Reducing Ego

- Measures for the elimination of ego: the chief among these is the Bhajan (devotional singing). First World Conference, Mumbai | May 18, 1968



- See that it is not used for increasing your egoism, or mutual recrimination, or envy or pride, as very often happens. Be humble, be calm, be tolerant. Cooperate with all and treat everyone with courtesy and kindness. Sathya Sai Bhajanana Mandali, Malleswaram, Bengaluru | Dec 15, 1963

### Benefits of Group singing

- Realize that there is nothing greater than bhajan. What bliss is there in bhajans! What a demonstration of oneness is it when a myriad throats join in uttering the name of God! The vibrations emanating from them make the heart vibrant. If you sing alone in your shrine, the vibrations return to you as a reaction. But in community singing, what you have is not a reaction but a wave of vibrations. They enter into the atmosphere and purify the polluted air. The atmosphere today is polluted by bad thoughts and feelings. When you sing the glory of God, the bad germs in the air are destroyed and the air gets purified by a treatment of anti-biotics, as it were. Brindavan | October 23, 1994
- Those who sing bhajans get what can be called a 'double promotion', for they derive joy and distribute joy. Seegehalli | Dec 4, 1976

### Selection of Devotional Songs

- You cannot insist that in the Bhajans (devotional sessions) only songs on Sathya Sai should be sung! Fanaticism of that kind I very much dislike and condemn. For, all names and all forms denote Me only! Fourth All India Conference, Madras | December 22-23, 1971
- The effectiveness lies not in the Mantra or in the Name and Form it is centered upon. It lies in the heart, in the yearning, in the thirst. God will assume the form and answer to the Name for which you thirst! That is the measure of His Grace. Third All India Conference, Prasanthi Nilayam | November 20-21, 1970
- When the chanting of the Name is done in community singing, it should be in a form in which the entire group can participate easily. The tune, the rhythm, etc. should be such that all can follow the bhajan. If the lead singer takes up a song that is not familiar to others, the response from the group will be poor. There will be no enthusiasm or genuine participation. Their minds will be distracted. Akhanda Bhajan, Prasanthi Nilayam | November 08, 1986
- A person who has an individual style of his own may sing as he likes in private, but he is not suitable for community singing. There are some rules to be observed in conducting community bhajans. Alapana (elaboration of a raga) may be done in keerthana (individual singing), but it is wholly out of place in community bhajans. Hence, in such bhajans the accent should be entirely on the Name. Akhanda Bhajan, Prasanthi Nilayam | November 08, 1986
- The singing should be vibrant and soulful and not mechanical or drawling and uninspiring. It should combine bhava (feeling), raga (melody) and tala (rhythm). What delight can be experienced when all sing in chorus, with the same feeling, in the same tune and to the same timing! Prasanthi Nilayam | November 08, 1986



- The songs should glorify the Name rather than describe the attributes of the Lord. When attributes are praised some may develop doubts. Akhanda Bhajan, Prasanthi Nilayam | November 8, 1986

### Devotional Singing Leaders

- Sankeerthanam means singing extremely well. This means that in community singing, the participant should sing with full-throated joy and deep feeling. He should not bother about his voice or his musical ability. Purity of feeling will make up for everything. Picture the Lord in your heart and utter the Name - then you will feel the joy of singing the Name. You will also evoke joy in others. Akhanda Bhajans, Prasanthi Nilayam | November 08, 1986
- Let those with a good voice and musical talent lead; the Keerthan must be pleasant, it should not jar on the ear. If your voice is grating or out of tune, do not disturb the melody, but repeat the Naamaavali in your mind. All India Conference | November 22, 1969
- Do not monopolize the time in bhajans by singing one song for six or ten minutes, repeating the same line often. Repeat each line twice and no more. Have only two speeds; one slow and the other, fast. In this way you can have in one hour of bhajan, more songs on more forms, more tunes and more variety, giving more people a chance. Mumbai | Jan. 05, 1971
- Bhajan must be a felt experience. Do not sing with one eye on the effect the song makes on the listeners and the other on the effect it makes on God. Ganesh Chaturthi, Prasanthi Nilayam | Aug. 24, 1971
- Bhajans have to be sung and offered to God in an attitude of utter humility; they are not to be taken as exercises in an exhibition of talents or as competitions for mastery of musical skill. They have to please the Lord, not your fans. Prasanthi Nilayam | November 24, 1974

## Appendix D: Sri Satya Sai Guidance for Study Circle

### All are Teachers

- "What is a study circle? It is not just reading books. Circle, study circle means taking a point and each person discussing what is the meaning of the point to them. Like a round-table conference. Each person gives their point of view, and finally values are derived from this. If there is just reading, there is doubt. But if each one gives his view, doubts will be answered. The topic is viewed; the study circle looks at different facets. It is like a diamond with its different facets, but there is one facet that is flat, the top facet, and from this all can be viewed. To discover the top facet is the task of the study circle. Conversations with Sai Baba, by Hislop
- "Centers must have study circles in this way, and none will note the passage of time. Each one listens eagerly and many will give their point of view. The Bible, the Koran, the Gita, Swamis books may be used. What is wanted is a study circle; rotating. Each one must be given a chance." Conversations with Sai Baba, by Hislop

### Putting into practice

- Then about the study circles. I am not for the indiscriminate reading of books, however valuable they may be. Much reading confuses the mind; it fosters argumentation and intellectual pride.



What I insist upon is putting the things read into practice - at least a thing or two. Moreover, you must remember that the book is only a pointer, a guide, a signpost. Reading is not completion of the journey. It is only the first step. Read for the sake of practicing; not for readings sake. World Conference, Mumbai | May 18, 1968

- A study circle does not mean only just reading and discussing and taking information into the head, but also putting into practice what is learnt. If knowledge is stored in the mind, it causes confusion and confusion leads to blowing of the fuse. How will real jnana (wisdom) develop if there is too much confusion? For instance, if you go on eating all the 24 hours, it will result in indigestion. This will lead to disease. What is eaten should be digested and then only you should eat again. In the same way, you should listen {eat} in the Study Circle and put into practice (digest) what you have learnt. Again you can have another round of listening in the Study Circle. Now what you are doing is only loading and loading and no unloading. How much can you sustain like that? So, you should go on loading and unloading, listening and practicing. You have to practice whatever you have learnt. Then only it becomes a real Study Circle. Dharmakshetra, Bombay | January 30, 1985
- You tell Me that you have read the Bhagavatha Vaahini and all other. Vahinis that I have written for you. Good. But, let Me ask you, have you put at least a single direction given in them into daily practice? Question yourself calmly and decide, to benefit by practicing the processes mentioned in them. This is the proper plan of study---reading, reflection and regular application in life. Study is WORK. Inquiry into the value and applicability of what is studied is WORSHIP; the experience of the validity and value of the practice is WISDOM. Mumbai | March 3, 1974
- Merely finishing the study of book after book serves no purpose. Practicing one line from any one book is enough to save you from aeons of darkness, of ignorance, and of yearning for Light. Mumbai | March 3, 1974
- Unless you make earnest inquiry, you cannot discover the remedy applicable to your temperament and its problems. Study with faith and devotion. Delve into the significance and the meaning of what you read; and, always have before you the goal of putting what you read into practice. Unless you do so, the Study Circle will remain a half-Circle forever; it cannot be a full Circle. Mumbai | March 3, 1974
- You have joined the Study Class at Dharmakshetra and are engaged in poring over all types of books and gathering information and instruction. But what have you gained? Knowledge about what this author says or that sage teaches is not what your Study Circle must aim to acquire. Not information, but transformation; not instruction, but construction should be the aim. Theoretical knowledge is a burden, unless it is practiced, when it can be lightened into Wisdom, and assimilated into daily, life. Mumbai | March 3, 1974

### Highlight Unity

- In the Bible, Christ is said to have announced first, that he was Messenger from God, later, that he was the Son of God, and finally, that "I and My Father are One." Then, there is the further declaration of Identity with the Holy Ghost, too. In the Quran too, similar ideas are propounded. The Sathya Sai Organization has to seek out chances of studying and substantiating these basic similarities and promote love and mutual co-operation. Chennai | December 23,1971





- It is important to learn your true nature In the Study Circle, whatever we listen and assimilate in the mind should be distributed to others. In that way we show gratitude for what we have receded. We should not listen and keep it to ourselves only for our benefit. Whatever we hear and practice should also be distributed to society at large, Such gratitude is very important for man. If one does not have gratitude, he leads the life of an animal. Even a dog shows gratitude if you give a little rice. In the Sathya Sai Organisation, keeping this in mind, we should maintain unity and help the world. Dharmakshetra, Mumbai | January 30, 1985

### Self-Transformation

- In the study circle you can learn a lot of things, but the most important thing to be learnt is your own true nature--your Atma-tatwa. Learning all about external things without knowing your real self is like studying the branches of a tree, ignoring its roots. There are many fruits on the tree. We can see the fruits. What happens if you water those fruits? They will fall down. But if you water the roots down below, the tree flourishes and will give fruits which can be enjoyed. You have to develop self-knowledge and self-confidence and then only you can help others. Dharmakshetra, Mumbai | January 30, 1985
- You must first learn about 'what others think you are.' They deal with you as a body, with a specific name and an identifiable form. Then, you must learn about 'what you think you are.' You are aware of your mind and its monkey tricks, its prejudices and preferences, its passions and pursuits. You are aware of your individual consciousness, of your version of 'me' and 'mine.' Learn about the mind as an instrument, which can harm you if used unwisely or help you, if used wisely. You' have to learn about yet another 'you!' The YOU 'you really are.' For, you are neither the body, nor the mind. You are the embodiment of Purity, Power, Love, Bliss. Mumbai | March 3, 1974

### Avoid pride of scholarship

- You must be guarded against pride that infects the scholar who has mastered a certain number of ancient texts. Do not judge others as inferior, because they do not participate in bhajans (group devotional singing), nagarasankeerthans (public devotional singing by moving groups), or your type of Study Circles. You can be very wrong, if you estimate a person's spiritual development, by mere externals. Inner purity cannot express itself through pompous show. Only He who sees into every heart can know who resides therein... Mumbai | March 3, 1974
- Do not confine your Studies to this Circle and these Books. The whole Universe is University for you. You can imbibe wisdom from the sky, the clouds, the mountains, the rivers, the daily phenomena of sunrise and sunset, the seasons, birds, trees, flowers, the insects---in fact, all beings and things in Nature. Approach these teachers, with awe, reverence and humility; they will respond with their lessons. Do not worry that you have no mastery of Sanskrit; Samskaar (purificatory act) is enough equipment for the University that lies around you. Mumbai | March 3, 1974
- Then about the study circles. I am not for indiscriminate reading of books; however valuable they may be. Much reading confuses the mind; it fosters argumentation and intellectual pride. What I insist upon is putting the things read into practice---at least, a thing or two. Moreover, you must always remember that the book is only a pointer, a guide, a signpost. Reading is not



completion of the journey. It is only the first step. Read for the sake of practicing; not for reading's sake. Too many books in the room indicate a person suffering from intellectual illness, just as too many tins, capsules and bottles in the cupboard indicate a person with physical illness. First World Conference, Bombay | May 16, 1968

- "If each one only reads, this may go on for a year or two, then an allergy to reading develops." Conversations with Sai Baba, by Hislop

### Service and Sharing

- In the Study Circle, whatever we listen and assimilate in the mind should be distributed to others. In that way we show gratitude for what we have received. We should not listen and keep it to ourselves only for our benefit. Whatever we hear and practice should also be distributed to society at large, Such gratitude is very important for man. If one does not have gratitude, he leads the life of an animal. Even a dog shows gratitude if you give a little rice. In the Sathya Sai Organisation, keeping this in mind, we should maintain unity and help the world. Mumbai | Jan 30, 1985

### Discipline and Obedience

- EACH one of you is designated a District President; you have to guide and help the Bhajana Mandalis (Spiritual Singing Groups), Mahila Vibhags, Baala Vihars (Women and Children Sections), Study Circles, Seva Samithis, Seva Dhals (Service Groups and Centres), that are established with your approval and watch whether they are working smoothly, with the ideals laid down in Swami's Messages always in view, and within the limitations, rules and regulations laid down by the conferences under Swami's guidance and with Swami's blessings. March, 1971 Brindavan
- No worship or penance, no oath can equal the efficacy of obedience, obedience to the command given for your liberation. Prasanthi Nilayam | February 08 1963

## Appendix E: Tips for Study Circle Facilitators

1. Prepare in advance
  - a. Review passages and objectives
  - b. Prepare seating to optimize seeing and hearing each other if in person
  - c. Review breakout assignments and technical considerations if online
2. Establish expectations and ground rules
  - a. Sharing views encouraged but not required
  - b. Discipline of waiting for turn and respecting time
  - c. Safe space: No criticism of others' views
3. Identify a Recorder and a Presenter
4. Encourage Participation
  - a. Give those who passed an opportunity to share before conclusion
  - b. Call on individuals in the group
  - c. Lovingly redirect or limit time of those who veer off topic or dominate
  - d. Stimulate productive inquiry
5. Staying on task and on time



- a. Remind the group of the “stay on task” ground rule and let them know you will redirect/interrupt, if needed
  - b. Directly refocus the group as needed to relevant spiritual principles and values
  - c. Close the discussion or set it aside for “offline discussion”
6. Dealing with challenging behavior
- a. Restate the group rules directly
  - b. Direct your questions to the individual for clarification
  - c. Seek help from the group
  - d. Address the issue “offline”
7. Provide closure and reiterate decisions and action items

## Appendix F: Sri Sathya Sai Guidance for Meditation

### Methods for Meditation

#### So Hum Meditation

- The mind must be allotted some heavy piece of work to hold it down. This work is called Dhyana. Keep the mind above the upper lip, between the two nostrils, right in front of the bridge of the nose. Inhale through the left nostril, closing the right with the right thumb. As the breath goes in, it utters ‘So’; then exhale through the right nostril, closing the left nostril with the left thumb. As the breath goes out, it utters “Ham”. Inhale and exhale slowly and deliberately conscious off the identity of He and I, which it asserts, until the breathing and the awareness grows into an unnoticed process. Keep the mind as a watchman, to note the incoming and outgoing breaths, to listen with the inner ear to the Soham that the breath whispers, and to the thrill of the assertion of your being the Divine, which is the core of the Universe. This is the Dhyanam that will give victory. When this Soham Dhyana has stabilized itself, you may start stabilizing in your mind the Rupa of your Ishtadevata. Picture the form from head to foot, taking at least 15 to 20 minutes for it, dwelling on each part of the body and imprint clearly on the heart and then precede from foot to head in a similar way. This will help fix the form in the altar of our heart, imprint it indelibly there. Then, you will see everywhere that Form only, in all beings, you will find Him only. You will realize the One manifold as Many. All India Conference, Prashanti Nilayam | November 22, 1970

#### Light Meditation:

- In this process of meditation on light, the progression must be from restlessness to tranquility and from tranquility to divine Effulgence. One should sit cross-legged and erect to ensure an easy flow of the divine force from the mooladhara chakra to the sahasrara chakra through the sushumna nadi. The aspirant should fix his gaze on the gentle flame and gradually close his eyes, mentally transferring or absorbing the flame into his heart, as it were.... One should then imagine that out of the heart so illumined, rays of light proceed gradually to all parts of the body, suffusing everything with light and imbuing it with sacredness and purity all over. As the light has reached the hands, the individual ought not to do any wrongful acts; since the flame shines in his eyes, he cannot look at undesirable sights. So, also, since the jyothi has permeated his ears, he should not listen to evil talk. His feet, too, since they have been filled with light, should not tread upon unholy paths. Thus, this type of meditation ennoble man and helps him



scale great spiritual heights very steadily.... The whole process takes about twenty to thirty minutes to complete. This kind of meditation should not be regarded as an exercise in fantasy. No doubt, in the beginning, imagination will be involved; but, by constant practice, it will be transformed into a powerful thought wave, creating an indelible impression on the heart leading to union with God. The meditation should not end with the individual visualizing the light in himself. He should see it in his friends and relatives and even in his enemies. He should see the whole of creation bathed in the resplendent light of Divinity. This would make him live a life full of love and happiness. If you so desire, you may in the initial stages, picture the form of God which is dear to you, within the flame on which you meditate; you must, however, realize that the form has got to dissolve in the light, sooner or later. You must not try to confine Divinity to any one particular form; you must see God in His all-pervasive form, as the One who resides in the hearts of all Divine beings. Summer Course, Brindavan | May 1979, p116

### Posture for Meditation

- Why do we ask people to sit straight and to sit quiet in meditation? Because when the body is straight and quiet, the mind inside is also straight and quiet. The first thing is to control your body by ensuring that all the limbs and body organs are steady. Good Friday, Brindavan | Mar 28, 1975

### Taming the Mind in Meditation

- When you sit for meditation, recite chants on the Glory of God, so that the thoughts that are scattered could be collected. Then gradually your focus on the Lord will intensify. During meditation, the mind often runs after something else, it takes another road! You have to plug that outlet very quickly by recalling the Name and Form of your favorite Lord. See that the even flow of thoughts towards the Lord is not interrupted. Do not allow the mind to go beyond the twin bunds - the Name on one side and Form on the other! Thus you can easily tame your mind. Mar 13 1964
- “Do not worry about your inability to control your mind. Let the mind wander as it likes. Do not attempt to suppress the thoughts. When a pot filled with water shakes, some water spills out and the remaining water in the pot will be still. Do Namasmara. Pot is the body and water is the mind. It is like placing the pot of water on the fire for boiling to eliminate impurities. Similarly, the fire of Namasmara eliminates all the impurities in the mind and ultimately the mind becomes pure.” Master the Mind p 125

### Length of Time for Meditation

- What is Sadhana? Is it sitting in meditation and doing Japa? No. This is not Sadhana. What do you think is the meaning of meditation? you think it is sitting in a lonely place and contemplating on the Lord's name. Not at all! Contemplate upon the pure thoughts in your mind. Contemplate on the Truth in you.... make you mind steady and still for as short a period as 11 seconds. You can attain realization even in such a short period.... You are unnecessarily taxing your body by sitting for hours together in meditation. At the end, you are suffering from pain in legs and hands and backache. Do not give scope for such painful joints. You ultimately land in a doctor's clinic who will diagnose your trouble as rheumatic pains.... Stick to the time



schedule of 11 seconds and you will have no pain. World Youth Conference (Valedictory)  
Prasanthi Nilayam | Jul 28, 2007

- Ramana Maharshi was once questioned as to how long a person should perform dhyana every day. He smiled and replied that one should perform meditation till he forgets that he is doing so. Summer Course, Brindavan | May 1979 SSB 1979 p117
- The meditator (dhyani) considers the realization of Atmic bliss as important, but the promotion of the welfare of the world is also an equally important aim. For carrying out that aim, one must bring certain physical, verbal, and mental tendencies under control. These are usually known as the tenfold sins: the three physical, the four verbal, and the three mental. The physical tendencies are: injury to life, adulterous desire, and theft. The verbal sins are: false alarms, cruel speech, jealous talk, and lies. The mental attitudes are: greed, envy, and denial of God. The person intent on following the path of meditation must take every care that these ten enemies do not even approach. Dhyana Vahini, Ch 47.
- You mustn't be dependent on another for services that you can well do yourself! What is the use of tiring out a servant in subserving your wishes and you sitting lazily in meditation? Engage in activity, devote yourself in worshipful acts, do everything for the glory of God - that is far more fruitful than the 'meditation' which you are relying on. Just as the thermometer indicates the heat of the body, your talk, conduct and behavior indicate your mental equipment and attitudes, and shows how high is the fever of worldliness that afflicts you! These have to be Satwik (pure), untinged by the passion of emotions like hate or pride. Talk in peace, promoting peace in others. What is the use of japa and dhyana, when your talk and conduct are not even human? How can you hope to approach the Divine while groveling in the slush of the bestial?  
Prasanthi Nilayam | Oct 12, 1969

### Meditation in Devotional Session

- Apart from the meditation that you do individually, it is good for you to sit for ten or fifteen minutes at the place where you did Bhajan (devotional singing) .... This group meditation after singing will prepare the ground for individual meditation in your own homes; the taste will grow, the duration will become longer, the peace that fills you will become deeper. I insist on meditation as an indispensable item of Sadhana for every member of this Organization World Conference Sri Sathya Sai Seva Organizations, Mumbai | May 18, 1968

### Measurement of stage of meditation

- You can have an idea of the stage (of meditation) if you examine daily how you are able to concentrate, how far you have subdued the wandering nature of the mind, and how deeply you taste the Divine Form; that is all. The stage reached cannot be cognized. What you receive and at what time, depends on His Grace...It depends on each one's Sraddha, Bhakthi and Sadhana. It cannot be calculated and reasoned out...Worry about the discipline needed for the Sadhana, but not about its fruition. Sandeha Nivarini p131
- There is a suggestion mentioned in a chit handed over to Me by a delegate: regular classes for training members in Dhyana should be held in Prasanthi Nilayam...I laughed when I read this suggestion. Can anyone train another in meditation? This is a discipline which no textbook can



teach and no class can communicate. Dhyana classes! Those who handle them do not know what Dhyana is; those who attend them do not care to know! Purify your emotions; clarify your impulses; cultivate love. Then only can you become master of yourself. All - India Conference of Workers of Sri Sathya Sai Organizations, Prasanthi Nilayam | Nov 22, 1970

- How do you know you are successful in your effort? If your inner poise or inner equilibrium is undisturbed by external ups and downs, that is real success. Yogi Shuddhananda Hails Sri Sathya Sai as Reincarnation of Krishna, Venkatagiri Palace | Apr 12, 1959
- Swami, some people say that if we do not get some visions and sounds and lights during Dhyanam, we can take it that our Dhyanam has not progressed! Do You say that they are wrong? Swami: It is the image of their own idea. ..They are things by which each one of them is deluded; they do not analyze the truth underlying the visions! Sandeha Nivarini p135
- Do not get disheartened if you do not progress in meditation. Utter the Name of the Lord, dwelling on the glory and the grace; that is equally effective. No one particular name is necessary; all names denote only The One. The steadiness, the faith, the love that you cultivate in the heart and express through your words, deeds and thoughts are the essential requisites for earning the grace of God. Mogha, Punjab | Mar 16, 1973

### Love in Meditation

- For those who do not possess the necessary physical and mental abilities to do dhyana, the cultivation of universal love would be as efficacious as dhyana. Summer Showers 1979 – Indian Culture and spirituality, Brindavan | May, 1979 SSB 1979, p125
- Realization of the power of Love is the true aim of meditation. My Dear Students, Vol 2 p 50
- Meditation (Dhyana) is the fixing the exact location of the station in the band, love is the correct tuning in, and realizing the reality and the bliss it confers is the happy clear listening! - New Year, Mumbai | Jan 1, 1971
- Meditation (Dhyana) is the fixing the exact location of the station in the band, love is the correct tuning in, and realizing the reality and the bliss it confers is the happy clear listening! - New Year, Mumbai | Jan 1, 1971
  - With steady and resolute love, concentration becomes intense and unshakeable. Birthday - 36, Prasanthi Nilayam | Nov 23, 1961.

### Unity in Meditation

- A practitioner of meditation must pray for the welfare of others as sincerely as he prays for his own welfare. Summer Course, Brindavan | May, 1979 SSB, 1979, p128
- It (meditation) is a state of total spiritual empathy. Summer Course, Brindavan | May, 1979 SSB, 1979, p134
- The objective of Dhyana is to meditate on this principle (Unity in Diversity). Master the Mind p 132



- Sitting in meditation for hours together without expressing love for fellow bearings is no meditation at all. Nov 21,1999 (Second World Youth Conference)
- Often spiritual practices like Japa and Dhyana are done with a selfish motive. Instead, it is better to chant the Lord's name and serve society.... To attain Nirvana identify yourself with others and make efforts to alleviate their suffering. Second World Youth Conference, Prasanthi Nilayam | Nov 18, 1999
- What is meant by meditation? Does it mean concentrating upon a particular object? No! That's not meditation. To contemplate upon the principle of 'I am I' is true meditation. Buddha Purnima, Prasanthi Nilayam | May 13, 2006

### Purity in Meditation

- Many of you sit in meditation (dhyana) and after some time start complaining, "Oh Bhagawan, why am I unable to concentrate? Please help me fix my mind on You!" Do not get impatient and bewail. Feel rather that you must make your mind pure and clean, so that God Himself will be attracted to take it. Bengaluru | Jul 10, 1974
- Remember, sitting quietly and transferring your emotions and feelings to God is no dhyana. You must earnestly transmute your emotions, desires, and feelings with the help of God into Divine qualities – that is true meditation! Prasanthi Nilayam | Oct 06, 1981
- Of what avail is it to spend hours in meditation, and then spread anger and inflict resentment through your words and deeds with friends and family Prasanthi Nilayam | Oct 06, 1981

### Service as Meditation

- Instead of spending hours in so called mediation with a mind restlessly hopping from one thought to another like a monkey, it would be better to concentrate on the performance of one's household, official and social duties with earnestness and dedication..... Regard all work as sacred offering to the Divine. Sathya Sai Speaks, Veda Vani p 285
- Today one cannot go to forests for penance or engage themselves in meditation and other spiritual exercises. The easiest spiritual path is dedicating all actions to God. - Divine Discourse, Dec 25, 1994.

## Appendix G: Sri Sathya Sai Guidance for Service

### Highest Spiritual practice

- I consider Seva as the most important activity of the Samitis, for it is the highest Sadhana. Do not entangle yourselves in pros and cons, in arguments for and against, whether this way or that, they are the consequence of wrong or perverted scholarship. Love ignores logics; Seva respects no syllogism. Try to observe the rules that have been framed through Love, to channelize the Love that you are required to cultivate. I have said this so often that all of you know my mind already- "Start the Day with Love. Spend the Day with Love. Fill the Day with



Love. End the Day with Love. That is the Way of God.” Fourth All India Conference, Madras | December 22-23, 1971

- "Love more and more people. Love them more and more intensely. Transform the love into service, transform the service into worship. That is the highest spiritual practice Sathya Sai Sathya Sai Speaks Vol. 5, Ch. 17 | Mar 26, 1965
- Try to assuage, as far as you can, the distress of others; it is the best sadhana (spiritual exercise) for the aspirant! Sankranti, Prasanthi Nilayam | Jan 13, 1968.
- Selfless service is a more exalted means of spiritual progress than such other ways as meditation, bhajan and yoga. This is so because when we undertake meditation, japa, or yoga, we do so for our own benefit and not for the good of others. Summer Showers – Indian Culture and Spirituality, Brindavan | May, 1979 p8
- Seva is the most rewarding form of austerity, the most satisfying and the most pleasurable. It springs out of love and scatters love in profusion. Mumbai | May 19, 1969.
- You are doing bhajans in the morning and evening. The satisfaction that you get by participating in bhajans is temporary, whereas service confers permanent satisfaction. Time is the most precious gift of God, but you are wasting it in vain pursuits and unsacred feelings. Sanctify the time given to you by serving society. Through service alone can one get rid of worries, ego, pomp and show, and other evil qualities. Krishna Jayanthi, Prasanthi Nilayam | Aug 22, 2000.

### Self-Transformation

- You serve, for the sake of deriving Ananda (Bliss), for the sake of realizing your kinship with others, for approaching nearer and nearer to God who is in all, for your own mental and spiritual health and efficiency. Be convinced of that. You join the Samiti (center), you share in its activities, for your own sake; not for the sake of Sathya Sai or the Samiti (center) started in that name. If you feel that you can earn fame or name, or social status, or some other type of gain by entering this Organization, there is no place for you in it. This is a place for Sadhana (spiritual practice), constant vigilant Sadhana (spiritual practice) Fourth All India Conference, Chennai | December 22-23, 1971
- Be an example to others. Do not scatter advice, without the authority born of practical experience. Do not search for the faults of others; seek your own. Love, cooperate, help, serve. That is your prime duty, as leaders of the Sathya Sai Units in your villages. Second All India Conference, Prasanthi Nilayam | November 20-21, 1969
- The spirit of sacrifice imparts fragrance to living. One may live for 60, 70, or 80 years but it is of no meaning unless their life has been devoted to the ennobling of their character and rendering devoted service to others. Chowdiah Memorial Hall, Malleswaram, Bengaluru | Dec 11, 1985
- Service does not mean helping with hands alone. Talk softly and sweetly. Speak good words. That is also a form of service. Inaugural Discourse of the 7th World Conference of Sri Sathya Sai Organizations, Prasanthi Nilayam | Nov 20, 2000





## Ego Reduction

- Never think that society cannot progress if you do not render service. Society does not depend on you. If not you, someone else will do the needful. God governs everything. Inaugural Discourse of the 7th World Conference of Sri Sathya Sai Organizations, Prasanthi Nilayam | Nov 20, 2000
- "I did it" and "This is mine" are the two fangs that make the individual poisonous. First All – India Conference of the Sri Sathya Sai Seva Organization, Chennai | April 21, 1967
- Have this axiom inscribed on your heart - "Serving others is meritorious, harming others or remaining unaffected and idle while others suffer, is sin." - Prasanthi Nilayam | Jun 26, 1969
- You must get out of this narrow groove, outgrow your selfish tendencies and learn to regard the whole of mankind as one family. That is true service. Few have such a large-hearted approach today. - Inaugural Discourse at the All – India Sai Active Workers' Conference, Prasanthi Nilayam | Nov 19, 1987
- No excellence lies in helping people who have helped you. One has to help those people who have hurt you. My Dear Students Volume 1, February 15, 1998
- The work done by an unwise person is always accompanied by a feeling on one's part that he or she is doing work for one's own benefit. This kind of work is mixed up with ego; the feeling of selfish benefit will also lead to trouble and sorrow. The kind of work which a wise man does always carries a feeling which makes him identical with the divine aspect; he is aware that he is doing in the name and on behalf of God. Summer Showers in Brindavan, 1977, Ch 10
- So, for whose sake are you performing seva? You are doing seva for your own sake. You are engaged in seva in order that you may become aware of the Atman in you, in order that you may discard the allurements of your ego, in order to know yourself and to get the answer to the question that torments you, namely, "Who am I." You do not serve others, you serve yourselves; you do not serve the world, you serve your own best interest. You may ask: how is it possible to transcend the ego through seva? By saturating with love, work can be transformed into worship. When the work is offered to God, it gets sanctified into puja (sacramental worship). This makes it free from ego. Brindavan | March 06, 1977

## Realize Oneness

- Through Seva you realize that all beings are waves of the ocean of Divinity. No other Sadhana can bring you into the incessant contemplation of the oneness of all living beings. You feel another's pain as your own; you share another's success as your own. To see everyone else as yourself and yourself in everyone, that is the core of the Sadhana of Seva. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- Practice the attitude of joy when others are joyful and of grief when others around you are sad. Let your heart move in empathy. But the joy and grief have to be translated into service; they should not be mere emotions. Perambur, Chennai | Apr 23, 1961



## Quality

- It is not the quantity of service you do that matters; nor is the variety. It is the inner joy, the love that you radiate that is important. Mumbai | May 19, 1969
- While judging the seva (service) done by a member of the Dhal (service wing), it is not the quantity or number of individual instances that matter; they do not count at all. Judge rather the motive that led him to serve, the genuineness of the love and compassion with which the seva (service) was saturated. 4th All – India Seva Dal Conference, Prasanthi Nilayam | November 22, 1978
- Any little service performed with love is enough. If you give a glass of water to a thirsty person with genuine love, it is more than enough. International Seva Conference, Prasanthi Nilayam | July 22, 2002
- Man's greatness is not revealed in the mighty tasks that he undertakes ostentatiously. It is displayed rather in the little acts executed with absolute sincerity and largeness of heart. We must seek to sanctify every little work we perform with a sense of dedication to God. Summer Sowers 1979 – Indian Culture and Spirituality, Brindavan | May 1979, p163
- While doing Seva do not argue that this particular task is yours and that is not; do not be sticklers for boundaries and limits. Support and complement each other in joyful co-operation. Act as ideal Satsanga (noble company), infusing energy and enthusiasm to all. Also, do not carry a greater burden than that is allotted to you and do not interfere with what other people are doing, or criticize others. Malice, envy or competition must have no place in your heart. Do not rush about discovering faults where none exists. That is misdirected enthusiasm. Instead, spread peace and joy! Prasanthi Nilayam | Feb 24, 1965
- The act of service is not to be judged, according to the cost or publicity it entails; it may be only the offering of a cup of water in the depth of a jungle. But the need of the recipient, and the mood of the person who offers - these decide whether the act is gold or lead! - Prasanthi Nilayam | May 24, 1967

## Eligibility for Serving

- Before embarking on a service project one must introspect and examine if the heart is full of selfless love, humility and compassion; whether one's head has the intelligent understanding and knowledge of the problem and its solution; whether the hands are eager to offer the healing touch, and whether one can gladly spare and share time, energy and skill to help others in dire need. These qualities can sprout and grow only when the Reality of Unity is implanted in the consciousness. Prasanthi Nilayam | Nov 21, 1986
- Really speaking, only those who are afflicted with agony; equal agony, at the sight of pain and suffering, distress, or disease, have the right to offer service; for, they are not serving others, they are serving themselves, serving to remove as fast and as intelligently as they can, their own agony. Service to others is the medicine one needs to alleviate the distress which fills one at the sight of distress in another being. Feel that you are serving yourself, that you are curbing your own ego. Otherwise, service heightens your self-esteem and develops a sense of superiority; which are both harmful spiritually... First All India Conference, Madras | April 20-21, 1967



- Duty done without love is deplorable; duty done with love is desirable. But acts of love that emanate from a person because it is his nature and not because it is enjoined on him as a duty he has to fulfil, is really Divine. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- The first and foremost duty of every child is to fulfill the wishes of one's mother and make her happy. Secondly, serve all to the extent possible. You need not take up any service activity beyond your means and capacity. Thirdly, if you find your neighbors suffering, give them solace. Try to help and make them happy. This is what I expect from you. I exhort all of you to practice these three principles of service, experience bliss and share it with one and all. Easwaramma Day, Brindavan | May 06, 2006
- Begin loving service, this day this moment. Each act will urge you to the next, for the thrill is so inspiring. The act of service is to be judged not by advertisement or the cost spent. The need of the recipient, the feeling (bhava) of the person who serves - these decide whether the act is gold or lead. Prasanthi Nilayam | May 24, 1967

### Selection of Service

- Doing something because it is being done elsewhere is a sign of ignorance. The programs must satisfy a local need, solve a local difficulty. They must arise out of felt needs and should be adapted to local conditions.... The person who borrows some idea from another region and executes it might feel satisfied that he has achieved some concrete program. But do the people whom he tried to benefit feel better and happier? That is the test. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- The service that you render must reward you, not only with your satisfaction, but with the satisfaction and relief of those whom you serve. When those whom you serve are not relieved or made happy thereby, of what avail is your elation or exultation at the help you have been allowed to offer? You should have the joy of the recipient as your objective. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975
- Any work undertaken without discriminating it to be a personal work or God's work would become service. Valedictory of First Overseas Convention of Chairs of Sai Centers, Prasanthi Nilayam | Nov 24, 1998

## Appendix H: Sri Sathya Sai Education Wing Guidelines

Sri Sathya Sai Educare- Blossoming the Divinity Within is the program offered in Zone 1 in all Sai Centers. This is colloquially also known as Bal Vikas or Educare



## Sri Sathya Sai Education Wing Guidelines

*“A teacher should conduct themselves like a teacher. Similarly, a student should behave like a student. The teacher should take care that a proper learning environment is provided in the classroom and the students are happy and satisfied. When the teacher behaves with the students in an ideal manner, the students will also follow the teacher. What you want your students to do, you should show them by your own example. Not only that, the teacher should eat the same food that they advise the students to eat. If the teacher asks the students not to eat fish and meat and the teacher eats all these things, it is very bad. Whatever you tell your students, first practice yourself. Whatever you want your students to become, first become that yourself. Do not act in an arbitrary way with pride that you are a teacher. Be humble, caring, and full of love when you are dealing with your students” Sai World Education Conference, Prasanthi Nilayam, July 21 2008*

*“Who are responsible for the failure of the educational system? The parents at home, the teachers in schools and colleges, the leaders of society have failed to set the right examples and hence the students have gone astray. The parents at home tell the children one thing and act differently themselves. Teachers likewise teach one thing and act differently themselves. Leaders also preach one thing and practice another. Students are intelligently observing these double standards. They are induced to take wrong courses by this divorce between words and deeds.” Inauguration of the Summer Course in Indian Culture and Spirituality, May 20 1995*

### Purpose

The purpose of the guidelines is to inform all members regarding the vision Sri Sathya Sai Baba has for children's spiritual education. It is to ensure love, discipline, and commitment by everyone involved in the program by adhering to the principles of Sri Sathya Sai Educare (SSSE) in molding the children's character and understanding the role of parents and teachers

These guidelines are to be reviewed during Teacher Training sessions, Parent Orientation meetings, as well as referred to and implemented throughout the SSSE year to ensure commitment to the program by students, parents, and teachers. They apply for both in person and virtual online classes.

### Program Structure

1. This program is nestled in the Education wing of a Sathya Sai Center/Group. Spirituality is the focus of the classes. The program is nurtured by the Center Education Coordinator.
2. The two fundamental pillars of the program are:
  - a. God exists
  - b. Man is Divine
3. SSSE classes are rooted in Sri Sathya Sai Baba's teachings, which honor and value all spiritual traditions, promote the unity of faiths, and respect the culture of the land we live in.
4. The program is free of cost to all families, from all walks of life, without regard to religion, race, culture, or social status.
5. Groups:
  - a. Group 1 is for students in Grades 1,2 and 3
  - b. Group 2 is for students in Grades 4,5 and 6
  - c. Group 3 is for students in Grades 7,8 and 9
  - d. Group 4 is for students in Grades 10,11 and 12



6. Gender separation
  - a. Boys and girls are seated separately in all classes.
  - b. With enough rooms, teachers, and students, where possible, Group 3 and Group 4 classes should be separate for males and females.
  - c. Where possible, Group 3 and Group 4 female classes should be taught by a woman and male classes by a man.
7. Classes should meet weekly for 1 hour or 1.5 hrs.
8. Parental commitment starts with a mandatory Parent Orientation session as well as signing a Parent Pledge.
9. There is no formal SSSE class for children under the age of six. For children that young, Sri Sathya Sai says the mother is the primary teacher. Any program offered for this age group is an act of service rendered to parents with older children in the program so they may be able to attend other Center activities.

### Class Format

Classes are structured to meet the needs of children with a variety of learning styles.

1. Om/Opening prayer
2. Devotional singing
3. Repetition of God's Name/silent sitting/meditation
4. Story
5. Group activity
6. Quotes/Affirmation
7. Life application

### Dress Code

*"If they want to put on an improper dress, do not allow it. Observe moderation in everything. Only then can the children be kept in check. It is the responsibility of parents to keep a check on their children."*  
*Sathya Sai World Education Conference, Prasanthi Nilayam, July 21 2008*

As you make choices, always remember that the Sai Center is a spiritual place and a place of worship.

1. Traditional modest clothing that does not draw one's attention to the body is mandatory.
2. For girls: modest/traditional clothing (no bare skin or sleeveless tops), appropriate long pants or long skirt, with appropriate top
3. For boys: Wear long pants and a shirt.

Swami encourages all students to be well groomed and appropriate for the occasion. While these are posted as guides, please consider them life skills and habit formations.

### Admission and Registration

*"You must be careful not to encourage or entertain the slightest trace of 'difference' on the basis of religion, caste, creed or color, in the Bal Vikas (SSSE) (lit. - children's blossoming) classes. Do not tarnish the spotlessly clean minds of the children by infecting them with a sense of distinction between one child and another. Impart instructions and inspiration equally to all."* Fifth All India Conference, January 1974



SSSE classes must be rooted in Sri Sathya Sai Baba's teachings, which honor and value all spiritual traditions, promote the unity of faiths, and respect the culture of the land we live in.

Anyone who is a spiritual seeker who embraces everyone with love, irrespective of culture/religion is welcome to the program.

1. Sri Sathya Sai Educare is offered in two ways to serve as many children and families as possible. For those that live close to a Sai Center/Group, classes offered at the Center/Group are the ideal choice. However, for children and families who do not have any Sai Center/Group close to them, we offer online Sri Sathya Sai Educare Classes in 3 time zones- Eastern, Central and Pacific.
2. Depending upon the local center school calendar, the year typically begins in August or September and ends in late May or late June.
3. Admission to SSSE is complete only upon the completion of the Registration Form and Parent Orientation held by the Center Education Coordinator and the signing of the Parent Pledge form. To ensure they are comfortable, parents are encouraged to visit the Sai Center to be familiar with the teachings of Sathya Sai Baba and center activities before committing to the Sai center and the SSSE program.
4. Sathya Sai Baba's teachings are universal and everything He says is echoed in all religions and cultures. The child benefits completely from this program when the family/parent signing their child up are open to the universal teachings of Sathya Sai Baba and are engaged members of the Sai Center.
5. Students in the Online Program will complete a separate registration form.

### Center Education Coordinator's Role and Commitment

All are to remember that the roles they play are purely for the sake of one's spiritual growth.

*"A coordinator should first lead and work with humility. Then you will earn the right to tell others. Without doing anything yourself, you have no right to tell others." Overseas Office Bearers Conference, November 20 1992*

*"When you join the Seva Samiti (Sai Organisation) and share in its activities, you are doing so not for the sake of Swami, nor for the sake of the people, but the sake of the Dharma (right action) which you have a duty to uphold and foster. Attachment to Dharma, practice of Dharma and its varied manifestations of Seva (Service) and Prema (Love), can alone help transform Manava (human) into Madhava (God).", All India Conference, Rajahmundry, 1974*

*"Give Sathya (Truth) the first place in your thought, word and deed... You must take delight in sharing the Glory of This Sathya: that is Myself. You are members of the Organization bearing My Name and, so, **you must live every minute in the consciousness of that responsibility.**" All India Conference, Rajahmundry, 1974*

*"Wherever you are, whatever work you do, do it as an act of worship, an act of dedication, an act for the glorification of God who is the inspirer, the witness, the Master. Do not divide your activities as, "These are for my sake" and "These are for the sake of God." First All India Conference, April 1967*



1. A Center Education Coordinator is an active member of the Sri Sathya Sai Center, who has faith in the teachings of Sathya Sai Baba and makes a commitment to the ideals and values laid out by Him.
2. Reads/listens to Sai Literature regularly.
3. Works cooperatively with other teachers, center officers and Regional and National Education Coordinator to promote unity and love.
4. Resolves conflicts with love and understanding. Reach out to Regional Education coordinator for support and guidance.
5. Implement all SSSE (Educare/Bal Vikas) activities of the Sai Center.
6. Determine with center president optimal time and place for classes.
7. Ensure availability of adequate SSSE trained teachers.
8. Besides administrative tasks, serves as counsel by being in touch with each group teacher in the wing to understand their successes and challenges to strengthen the program in the Center.
9. Set curriculum and supervise lesson plans.
10. Organize workshops for enrichment, study circles and planning meetings for the teachers.
11. Collaborate with center president to maximize parental participation in all center activities.
12. Conduct new parent orientations as needed throughout the year and meet with families that are new to a Sathya Sai Center to understand them and inspire them.
13. Collaborate with devotional coordinator and service coordinator for children participation in devotional programs, Veda chanting and service activities.
14. Consults with Center President to get approvals for any Speakers invited for the wing outside of the Center.
15. Works closely with parents, the center president and the regional/national EC to make decisions without compromising on the fundamentals of the program.

### Teachers Role and Commitment

*“The word ‘teacher’ cannot denote these high roles; it can mean only those, who transmit information, and train in skills. I direct that Bal Vikas teachers should hereafter be known by the vastly more appropriate name of Guru, so that you may be conscious always of the spiritual role which you have taken on, and its responsibilities and value. You are the lamps from which their tender hearts must receive light and love. By your adherence to truth, righteousness, peace and love, you have to inspire these qualities in the children that come to you and the homes from where they come.” Fifth All India Conference, January 1974*

1. The SSSE Teacher is a spiritual role entrusted with the sacred task of drawing out the latent divine human values in children.
2. The SSSE teacher is an active member of the Sri Sathya Sai Center, who has faith in the teachings of Sathya Sai Baba and makes a commitment to the ideals and values laid out by Him.
3. Reads Sai Literature regularly.
4. Is a Sri Sathya Sai Educare trained teacher.
5. Works cooperatively with other teachers, center Education Coordinator and center officers to promote unity and love.
6. Resolves conflicts with love and understanding. Reach out to Center Education coordinator for support and guidance.
7. Attends Teacher’s Training at least once in 5 years (if actively teaching teachers have not attended a teacher’s Training in over 5 years, he/she should attend the next available one).
8. Attends relevant SSSE/Center related meetings.



9. Plans and executes lessons once a week to children of the Sri Sathya Sai Educare program.
10. Remember that they are role models to children and are examples. Thereby, they wear clothing that befits a spiritual place such as a temple/church/mosque etc. Clothing must be modest/semi formal and cover the body. Unity of thought, word, and deed is important - children are very intuitive and learn through observation.
11. Teachers should always honor the wishes of parents and reinforce the concepts of 'Mother is God, Father is God, Teacher is God, Guest is God'.
12. Teachers that are parents should try to have their children attend classes by other teachers, if possible.
13. Be mindful of the image each of us sends about Swami through our social media posts/pages.
14. In Groups with more than one teacher, they must take turns creating and executing complete lessons. Each teacher plans and executes a lesson independently to allow maximum clarity for children.
15. Be fair to all children. Lead roles and scripts for programs must be created considering the age of children involved, students commitment and attendance, as well as those graduating SSSE. Create opportunities for children who are shy and do not want a role - they can do research or help with technology and set-up as needed. Every child must feel engaged.
16. Where possible, women to teach Group 3 and 4 girls and men to teach Group 3 and 4 boys.
17. "All are one, be alike to everyone". There should be no favoritism in any aspect. Always remember this is a spiritual organization.

### Parents Role and Commitment

*"The father and mother must supplement at home the training given by the teacher at school. They must acquaint themselves with the lesson the child receives at school and see that their conduct and advice do not conflict with what the child learns from the teacher whom he adores." Venkatagiri Town, September 9 1958*

*"Children must be led into good ways of living, into simplicity, humility and discipline." Baala Vikas Gurus Training Camp, June 6 1978*

*"Parents too must encourage children when they evince any interest in spiritual advance and study. They must also set them good examples." Nellore, July 25 1958*

1. Ensure the child is on premise for SSSE class at least 10 minutes early.
2. If the child is unable to attend class, notify the teacher by email or phone at least 24 hours prior. If the absence is due to an unforeseeable circumstance, notify the teacher as soon as possible. Group 4 students must be encouraged to communicate independently as it promotes responsibility and accountability, both lifelong skills.
3. If the child is late, he/she will wait in the hallway quietly with the parent(s) until opening prayers for class are completed.
4. Ensure your child's attendance is punctual and regular. At least 80% attendance is required to receive a certification of transition or of program completion.
5. Ensure parent(s) remain on premises throughout SSSE class. Parent(s) have the opportunity to attend other Sai center activities ongoing at the same time on premise such as study circle/service/devotional singing, etc. They should make an effort to participate at least once a month in center programs.
6. Participation in at least 2 activities per SSSE year is encouraged.
7. Parent(s) must attend SSSE parent-teacher meetings and SSSE activities.





8. Parent(s) must communicate regularly with the teacher. Parent(s) should feel free to provide feedback on life application, program practice, and discussion on their child's engagement and participation.
9. Parent(s) must work closely with the teacher to resolve any issue pertaining to the child. Everyone is working together keeping the child's best interest in mind.

### Regional Education Coordinator's Role and Commitment

1. The Regional Education Coordinator is a spiritual role entrusted with the sacred task of drawing out the latent divine human values in children and in Teachers in the Region.
2. Is an active member of the Sri Sathya Sai Center, who has faith in the teachings of Sathya Sai Baba and makes a commitment to the ideals and values laid out by Him.
3. Where possible, is a trained Sri Sathya Sai Educare teacher.
4. Reads Sai Literature regularly.
5. Forwards any email sent from the National Team to the Centers within 24 hours.
6. Visits as many Centers as possible in the Region to learn about them to serve them.
7. Organizes enrichment sessions and workshops for the benefit of teachers and children in the Region.
8. Works cooperatively with other teachers, center officers, regional officers and National Education Coordinator to promote unity and love.
9. Resolves conflicts with love and understanding. Reach out to National Education coordinator for support and guidance.
10. Consults with Regional President to get approvals for any Speakers invited for the wing in Centers and in the Region.

### National Education Coordinator's Role and Commitment

1. Is available to support all coordinators and teachers in both content creation, day to day operations and logistical management by providing a spiritual lens through which everything must be seen.
2. Organizes teacher training, workshops and helps in creation of new material that will benefit centers and coordinators.
3. Communicates and works in cooperation with the National and the Zonal Chair for the benefit of all.
4. Understand the needs of Centers and supports them through regular communication with Regional Coordinators

### The Curriculum and Spiritual Principles

*"The word Educare means 'to bring out that which is within'. Deep within every human beings are the values---truth, righteousness, peace, love and nonviolence. One cannot acquire them from outside; they have to be elicited from within. People, However, they have forgotten human values, so they are unable to manifest them. Educare means to bring out the human values. To bring them out means to translate the human values into action." July 4 2001*

1. Recognize the five human values as laid down by Sathya Sai Baba
  - a. Truth (Sathya)
  - b. Right Action (Dharma)



- c. Peace (Shanthi)
- d. Love (Prema) and
- e. Non-Violence (Ahimsa)
2. Every lesson is anchored on a positive Spiritual Principle (spiritual objective) that will nourish a child's faith in God and promote harmony in society. Every lesson's objective will promote a human value/sub value.
3. Every lesson is approached from the point of view that a child is innately spiritual.
4. Acknowledges and synchronizes with the 2 foundational pillars of the program:
  - a. God exists
  - b. Man is Divine
5. Lessons must provide opportunities for children to learn through multiple modalities thereby recognizing multiple intelligences - stories (auditory learner), songs and prayer (musical learner), activities, life application (kinesthetic learner/visual learner), quotes/affirmations (linguistic learner) etc.
6. Swami says that practice is important and bookish knowledge is useless. Good lessons provide opportunities for practice.
7. Encourage service activities across all groups: "Service to Man is Service to God"
8. Lessons will touch upon any or all of these Pillars of Sri Sathya Sai Education
  - a. Unity of Faiths
  - b. Unity in Diversity
  - c. The Life and Teachings of Sri Sathya Sai
  - d. Ceiling on Desires
  - e. Brotherhood of Man and Fatherhood of God
  - f. The Ten Guiding Principles
9. Recognize the culture children are growing in and at the same time, transcend culture focusing on the spirituality of every topic/lesson.

Let us embark on this journey of love and selfless service by offering every thought, word and action at the lotus feet of Sathya Sai.

#### Officers Prayer as Given by Sri Sathya Sai

*"Swami, save me from any act of commission or omission which will adversely affect the three qualifications You have laid down. Bless me with the skill, intelligence and enthusiasm necessary for the task I am dedicating myself to carry out for my own uplift. Guide me along the correct path; shower on me Your Grace so that I may earn a fair name in this attempt; guard me from temptation and wrong steps." Chennai, April 1967*

### Appendix I: Sri Sathya Sai Guidance for Teachers, Parents and Students: Education

- What we need today is not a new system of education. Not do we need a new social system. Such changes will not serve to solve the problems we face. We need today men and women who are pure in mind and heart. Sixth Bal Vikas Gurus Conference, Brindhavan| July 19 1994
- It is because teachers, parents and rulers have failed to set the right example that today our educational system is in shambles. Sixth Bal Vikas Gurus Conference, Brindhavan| July 19 1994



- Education confers humility. Humility does not mean mere bending of the head. Only an attitude of mind free from egoism, ostentation and attachment can be called humility. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994
- True education is that which confers virtues, good intellect, devotion, duty and discipline. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000
- What is the use of intelligence if one lacks power of discrimination? And of what avail is knowledge if it is not converted into skill? True education is that which develops in you love for your fellow-beings and motivates you to serve the community. International Conference on Strengthening Value Education Prasanthi Nilayam | September 9, 2000
- Have the firm conviction that you are God. Follow dharma and share your love with all. This is the essence of true education. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000
- Are we teaching to our students the message of great men who proclaimed the supremacy of morality and character? Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994
- We have to develop in the students deep love for the country. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19, 1994
- Bookish knowledge alone is not enough. It is superficial and not practical. Students need also general knowledge and common sense. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994
- Education should not be to get degrees to earn a living, but should be a preparation for the good life. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994
- They should learn the lessons which Nature provides by way of selfless service. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994
- Book knowledge has to be translated into good deeds. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994

## Teachers

### Cultivate Innate Virtues

- ... the first task of teachers is the cultivation of virtue in the hearts of the pupils. This is much more vital than the promotion of learning. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979

### Spiritual Teacher

- Be conscious of the sacred significance of the name, Guru, by which you are known. 'Gu' means 'darkness,' 'ru' means 'removal.' So the Guru has to illumine the intelligence of the child and remove the ignorance that is obstructing its full development. Diving deeper, we find that Guru also has another meaning. 'Gu' means, 'not limited by attributes' and 'ru' means, 'not affected by appearances.' That is to say, the Guru must be free from prejudice and must treat all pupils with equal love. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979
- The ideals of the Bala Vikas (child development) movement are the highest. The task of fulfilling them is the holiest of tasks. Knowing this and yet not doing one's best, is indeed treason to oneself. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979



- The word 'teacher' cannot denote these high roles; it can mean only those, who transmit information, and train in skills. I direct that Bal Vikas teachers should hereafter be known by the vastly more appropriate name of Guru, so that you may be conscious always of the spiritual role which you have taken on, and its responsibilities and value. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- More than all, fill your mind with God and transmit God to the children. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979

#### Engage with Parents

- Teachers should not be content with merely teaching the children. They should contact the parents and ascertain how the children are behaving at home. Sixth Bal Vikas Gurus Conference , Brindhavan| July 19 1994

#### Mutual Love

- The teacher must win the reverence of the pupil by showering on him his Love; the pupil must win the Love of the teacher by showering on him reverence and affection. It is a mutual transaction, a sharing of the emotions of the heart. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- Remember that the children have tender hearts and innocent minds. Only if you fill their hearts with love will the world have genuine peace. Discourse for Bal Vikaas, Prashanthi Nilayam |December 30 1983

#### Self-Transformation

- When you teach the children, you must remember that you are engaged in a noble task for the sake of the children entrusted to your care. You must feel that you are educating yourselves when you are educating the children. For instance, when you impart some knowledge to the children, your own understanding of the subject improves. Even when you study books for teaching the children, you also derive joy from the study. Hence you must always have the feeling that whatever you do for others is in reality a service done to the Divine that resides in everyone. Discourse for Bal Vikaas, Prashanthi Nilayam |December 30 1983
- The Guru should not give room to conceit in his heart. As the indispensable teacher of innocent, illiterate and half-blind children, the Guru should not occupy a chair of authority. Egoism is the throne which is proudly appropriated by authority. Be humble before the children and renounce the tone of power. This is the sadhana for you. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- When the Guru cultivates a sathwic (pure) nature, students too will grow into embodiments of that nature. The Guru should be alert so that the weeds of hatred, envy and similar vices do not take root in her own heart. These weeds are rampant in the political field and they creep into other fields too. Teachers should not form rival groups---some proud of their achievements, some envious of the praise others earn--- which engage themselves in recrimination. See others as your own brothers and sisters, for all are One when viewed as Aathman. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979



## Be the Example

- Gurus (teachers/preceptors) have to be examples which can inspire the pupils. They must practice what they preach. As the teacher, so the pupil. When the tap is turned, water flows down from the overhead tank. The quality of the tap water is the same as that of the water in the tank. When the heart of the Guru is full of goodness, selflessness, and love, the pupils will express these virtues in every act of theirs. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979
- Do not instruct or instill in children magnificent ideas and colossal thoughts. Teach them small, practical ideas and simple modes of behavior through your own example and loving exposition. All India Bala Vikas Gurus Conference Prasanthi Nilayam | 21, 1979
- If Gurus talk ill of other Gurus and promote misunderstanding and factionalism, the children can never improve. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- If two Gurus quarrel or become unfriendly, both will be removed. No inquiry is necessary; we condemn both for having been involved. One poisonous insect can destroy an entire crop. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- Teachers should combine practice with precept, like the physical instructor who demonstrates the exercises the students should perform. In the hermitages of the ancient preceptors, this was how the Gurus taught their disciples. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994
- Teachers! Inspire your students by your example. Give no room for anger, jealousy or hatred within you: Teach the children the three P's: Purity, Patience, Perseverance. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994
- Teachers! You have to strive ceaselessly to impart to your students your sacred thoughts, your exemplary conduct and your ideals. Teachers are like guideposts. It is only when you play this role well that you will have done your duty by the boys and girls to divinize their lives. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994
- Speak gently. Never show anger towards the children. You cannot always oblige but you can speak always obligingly. Talk to the children softly and sweetly. Interaction between the teachers should also be pleasant. Then the children will be encouraged by their example. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000

## Parents

- But it must be pointed out that the sculptor or teacher is not the only factor, to be reckoned with in the process of education. The mother and father of the child too have important roles in the process... The teacher and the pupil have to be brought to each other and encouraged to learn and teach, to share lovingly their knowledge and experience, by the parents, so that education might proceed, and the child inherit the heritage left by its forefathers... Fifth All India Conference, Rajahmundry | January 3-4, 1974
- Instruct the children of the Bal Vikas to revere their parents. This is the first thing to do. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- The mother is the visible manifestation of God. If ignoring the divinity of the mother, who is visible and adorable, one seeks to worship what is invisible, it must be regarded as a sign of ignorance. God is subtle form. He is invisible and is infinite and immeasurable. The mother is a



visible and tangible proof of Divinity. When a child is born, the first person it beholds is the mother. The mother bears patiently many travails for the sake of the child. It is sweet to love such a mother. You may have love for God. But if you have no love for the mother who is physically present before you, how can you love the invisible Divine? Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994

- One's first and foremost obligation is to revere one's parents who are in flesh and blood, who are verily your life itself. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- Life acquires sweetness when one reveres one's father and mother. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- To remember with gratitude the parents who are no more is an act of sacrifice. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- The joy to be derived from sacrifice is incalculable. One has to learn the supreme value of sacrifice from one's own parents who sacrifice so much for the sake of their children. It is your duty to keep your parents happy as long as they live. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- Some mothers complain that their children don't listen to their advice and retort- "Don't talk. I know." For this situation, the mothers alone are to be blamed because this is the result of their having allowed indulgence to their children in the earlier stages. From childhood, good things should be taught to them. When they send their wards to school, their responsibility does not cease. They should take care to ensure that not only they study properly, but develop good behavior, respect for parents and elders, speaking the truth and avoiding unrighteous actions. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994

## Students

- A mind free from either extreme attachment or detachment, a speech uncontaminated by falsehood and a body unpolluted by sin---these are what every student must strive to possess. Teachers must be vigilant to help and encourage them, and to avoid any trace of dishonesty in their actions and statements. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979
- It is the foremost duty of the students to cleanse the world of pollution. Keep your body and mind clean. Cleanliness is godliness. Purify your actions and feelings. Speak sweetly and softly to everybody. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000
- True education is that which removes the pollution of the mind and develops character. It is not enough if the students get good marks; they should take care that they do not get bad remarks. Only then will their marks have value. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000

## Stories

- You must examine every story or account that you place before the children from the point of view of individual faith and social harmony. Does this lead the child to a better, more harmonious, a more God-oriented life? That is the question you should ask yourself... Fifth All India Conference, Rajahmundry | January 3-4, 1974



## Unity of Faiths and Cultures

- There is only one religion, remember, and that is the Religion of Love; there is only one caste, and that is the Caste of Humanity. You must be careful not to encourage or entertain the slightest trace of 'difference' on the basis of religion, caste, creed, or color, in the Bal Vikas classes. Do not tarnish the spotlessly clean minds of the children by infecting them with a sense of distinction between one child and another. Impart instructions and inspiration equally to all. Select stories from the scriptures of all faiths to interest the children in the values of good life. Speak to them of the moral heroes of all lands, the saints of all faiths. For, they are all of the same stamp. No scripture enjoins violence or lays down untruth as a way of life. All religions extol Truth, Righteousness, Peace, Brotherhood, and Love. All saints are embodiments of service, compassion, and renunciation. Fifth All India Conference, Rajahmundry | January 3-4, 1974
- Buddhism, Islam, etc., to acquaint them with the ideals held aloft by those faiths. Also tell them the stories contained in the scriptures of all religions. Do not belittle any one religion or give predominance to another. There was a suggestion that children must be taught the entire Geetha. That is a mistaken view. Of course if they desire to do so through their own ardor and enthusiasm, do not stand in their way. But what we have to do is to place before them in sweet, simple style, the teachings of all faiths. The Sai religion is the harmonious blending, through love, of all religions. Though some followers of other faiths feel that the Sai religion is contrary to theirs, we should not entertain similar feelings. Ours is the totality, the Sun. So we should not limit or restrict our vision. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- All religions teach essentially the same truths. Hence no religion should be despised. Because of the Government's policies, a wrong attitude has been developed towards religion. The concept of a Secular State is bandied about. Secularism really means that you should have equal respect for all religions and beliefs. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994
- Do not entertain any differences of race, religion and community. Foster the Caste of Humanity, the Religion of Love and the Language of the Heart. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994

## Values and Qualities

- Human values cannot be acquired from textbooks nor can the teachers bestow them on you. They are with you right from your birth. You have to cultivate them through self-effort. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000
- Mathematics, Physics or Chemistry can be learnt from books or by experiments in the laboratory. But human values cannot be learnt that way. It is not something that can be acquired from books. It cannot be taught by a teacher by mere oral instruction. It is like training in physical exercise. Drill can be taught only by demonstration. The drill master demonstrates the actions and helps the learners to follow the steps. The children imitate their elders. Therefore, you should teach the children the values of Sathya, dharma, Santhi and Prema by first practicing the values yourself. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000



- To be active, yet to be always aware that it is all mere acting, is the secret of happiness. That is the Dharma (virtue) which must regulate and sanctify the karma. First Bal Vikas Gurus Conference, Bombay | May 11, 1971,
- The secret of good karma is, do karma as an act of Worship, a dedicatory rite offered to the source of all energy and intelligence. First Bal Vikas Gurus Conference, Bombay | May 11, 1971,
- You should not give up truth, whatever difficulties you may encounter, whatever troubles or trials may come your way. Discourse for Bal Vikas, Prashanthi Nilayam | December 30 1983
- Forbearance endows you with the strength to face "the slings and arrows of outrageous fortune." A man without forbearance easily succumbs to reverses and difficulties. Discourse for Bal Vikaas, Prashanthi Nilayam | December 30 1983
- Together with truth and forbearance, you have to cultivate freedom from asuuya. Envy is like the pest that attacks the root of a tree. It can destroy one's entire life. If a fellow-student scores more marks than you, you should not feel envious. If others do better than yourself, you should feel happy rather than allow yourself to be consumed by envy. If someone is better dressed than yourself or is more wealthy, you should feel that he is enjoying what he has and you should be content and happy with what you have. To be free from envy is a divine quality. It makes you feel happy over others' happiness or success. Discourse for Bal Vikaas, Prashanthi Nilayam | December 30 1983
- Without discipline, your life will be beset with pitfalls. Children of Sathya Sai Educational Institutions must set an example in discipline. In big gatherings, they should observe silence and order and restrain their enthusiasm. If children who have gone through the Bal Vikas course indulge in chatter and frequent clapping of hands, they bring discredit to the movement. Discourse for Bal Vikaas, Prashanthi Nilayam | December 30 1983
- Human life should be sweetened by honoring one's pledged word. Sweetness in life consists in setting an example in righteous living to those around one. There is sweetness in doing a good turn to one who has done you a good turn. Gratitude is sweet. These qualities constitute the maadhuryam (sweetness) in man. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- Without manners one cannot be a man. Without good behavior one is not a boy. Without discipline one cannot be a devotee. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- Through the power of Vaak (speech) one can acquire a kingdom or great wealth. Friends and relations can be got through speech. Through speech one gets bound and loses his freedom. Even death is brought about by speech. Sixth Bal Vikas Gurus Conference, Brindhavan | July 22 1994
- Values are for education, education is for life, life is for love, love is for man, man is for spirituality, spirituality is for the world and the world is for peace. International Conference on Strengthening Value Education, Prasanthi Nilayam | September 9, 2000

## Meditation

- As regards the technique of dhyana (meditation), different teachers and trainers give different forms of advice. But I shall give you now the most universal and the most effective form. This is the very first step in spiritual discipline. Set aside for this at first a few minutes every day and later go on extending the time as and when you feel the bliss that you shall get. Let it be in the hours before dawn. This is preferable, because the body is refreshed after sleep and the peregrinations of daytime will not yet have impinged on you. Have a lamp or a candle with an





open flame, steady and straight, before you. Sit in the padhmasana (lotus posture) or any other comfortable posture in front of the candle. Look on the flame steadily for some time and, closing your eyes, try to feel the flame inside you, between your eyebrows. Let it slide down into the lotus of your heart, illumining the path. When it enters the heart, imagine that the petals of the lotus open out one by one, bathing every thought, feeling and emotion in the Light, and so removing darkness from them. There is no space for darkness to hide. The light of the flame becomes wider and brighter. Let it pervade your limbs. Now those limbs can never more deal in dark, suspicious and wicked activities; they have become instruments of light and love. As the light reaches up to the tongue, falsehood vanishes from it. Let it rise up to the eyes and the ears and destroy all the dark desires that infest them, leading you to perverse sights and puerile conversation. Let your head be surcharged with light and all wicked thoughts flee therefrom. Imagine that the light is in you more and more intensely. Let it shine all around you and let it spread from you, in ever widening circles, taking in your loved ones, your kith and kin, your friends and companions, your enemies and rivals, strangers, all living beings, the entire world. Since the light illumines all the senses every day, so deeply and so systematically, a time will soon come when you can no more relish dark and evil sights, yearn for dark and sinister tales, crave for base, harmful, deadening toxic food and drink, handle dirty demeaning things, approach places of ill-fame and injury, or frame evil designs against anyone at any time. Stay on in that thrill of witnessing the light everywhere. If you are adoring God in any form now, try to visualize that form in the all-pervasive Light. For Light is God; God is Light. Practice this meditation as I have advised regularly, every day. At other times repeat the Name of God (any Name fragrant with any of His many Majesties), always taking care to be conscious of His Might, Mercy and Munificence. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979

- After seating oneself in a comfortable and stable posture, steadying the breath, prathyaahaara (withdrawing of the senses from the sense objects) and anga nyasa (purification of all the organs of the body) is to be done. Light is the greatest purifier, for it dispels all darkness. Light is made to traverse throughout the body, purifying all the limbs and senses, and is installed in the lotus of the heart in which is to be enshrined the bhaavachithra (mental thought picture) of the Form of the Lord for the purpose of dharana (concentration) which would lead to dhyana (meditation) and ultimately to Samadhi (the state of super conscious bliss). First, when you sit for meditation, recite a few shlokas on the Glory of God so that the agitated mind may be calmed. Then gradually, while doing japam, draw before the mind's eye the Form which that Name represents. When your mind wanders away from the recital of the Name, lead it onto the picture of the Form. When it wanders from the form, lead it onto the Name. Let it dwell either on that sweetness or this. Treated thus it can be easily tamed. The imaginary picture you have drawn will get transmuted into the bhaava chithra (thought visualization), dear to the heart and fixed in the memory. Gradually it will become the saakshaathkaara chithra (Vision of the actual Form) when the Lord assumes that Form in order to fulfil your desire. This sadhana is called japa sahitha dhyana (meditation-cum-recitation of Name), and I advise you all to take it up, for it is best form of dhyana for beginners. Within a few days you will fall in line and you will taste the joy of concentration. After about ten or fifteen minutes of this dhyana in the initial stages, and longer after some time, have some manana (contemplation) on the shanthi (peace) and the



sowkhya (happiness) you had during the dhyana (meditation). All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979

- You, who have dedicated yourselves as Gurus to lead the children into light, must practice the discipline of dhyana at least one session a day in order to earn this bliss and equanimity. Those who have earned the gift of anandha alone, can confer anandha on others.... Therefore your duty as Gurus is firstly to earn and secondly to offer anandha. A life of sadhana is a must to every Guru. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979

### Ceiling on Desires

- Ceiling on desires is a must for leading a peaceful and meaningful life. You must curb the desire to seek more and more wealth and turn your effort to realize the Reality within. In pursuing this effort, you must avoid waste of food, money, time, energy and knowledge as all these are Forms of God. Sixth Bal Vikas Gurus Conference Brindhavan | July 21 1994
- Besides observing the ceiling on desire, students should also practice the discipline of seeing no evil, hearing no evil, thinking no evil and doing no evil. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994

### Senses

- Now about the indhriyaas (senses). They are known as maathras, which means 'measures,' for each sense has the capacity to cognize a certain measure of experience. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- Every sense organ has to be used with the consciousness of the limit inherent in it. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- Eating meat and drinking liquor are demonic vices. Those indulging in drink lose all sense of propriety, have no compassion or love and become demons. Sixth Bal Vikas Gurus Conference, Brindhavan | July 3, 1994
- Sense-control is an essential requisite for students who are in the vulnerable stage of succumbing to the temptations of sensual pleasures. Sixth Bal Vikas Gurus Conference, Brindhavan | July 21 1994

### Body

- The body is an inert composite of matter. But it grows, it gets weak and it declines, all on account of a consciousness that operates from within. Otherwise an inert heap of matter can undergo changes only by addition or subtraction through external agencies. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979
- It is not enough to relate stories and reach songs and bhajans to the students. They should tell them about health, and food. Sixth Bal Vikas Gurus Conference, Brindhavan | July 19 1994

### Mind

- Mananam manah---"The mind is that which remembers, recollects and ruminates." This mental activity results in the formulation of resolutions or in their dissolution--- sankalpa or vikalpa. The mind has, as warp and woof, assertion and negation, do's and don'ts, sankalpa and vikalpa. It has no existence apart from these. It is ever engaged in them until sleep stops its activity. Sometimes when the resolution or the determination behind the resolution becomes too



strong, the mind overleaps its limits and man is rendered insane. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979

### Intellect

- Be aware of the transitoriness and the inter-relationship of the body, the senses and the mind. What of the buddhi (intellect)? It is the source of man's decision-making capacity, and is known as the anthah-karana (inner consciousness) .... Buddhi should subject to scrutiny all the wishes of the mind. It is only when buddhi is lit by the splendor of the Aathman that it can recommend the course of action to the senses, through the mind. Calamities happen only when the buddhi is not alert or is circumvented by the mind. Let buddhi take all the time it needs to sort out the pros and cons. Haste makes waste; waste results in worry; so do not be in a hurry. All India Bala Vikas Gurus Conference, Prasanthi Nilayam | November 21, 1979

### Service

- The quickest and easiest way by which one can realize the basic absurdity of attachment is the path of Seva. Pour out Love, whether it is returned or not, whether it results in success or not. Let Love be ever translated into Seva, into beneficial acts, sweet words of consolation, comfort and courage, and thoughts of sympathy and compassion. I do not declare that other paths like Bhakthi or Jnaana are of no use. Worship of God in temples and shrines has its place in sanctifying time and sublimating the instincts and impulses. Inquiry into reality has its use in clearing the fog of doubt. But, activity in the shape of Seva (selfless service) charged with Love fulfils the aims of all paths to Godhead. First Bal Vikas Gurus Conference, Bombay | May 11, 1971
- Unless the desire to do service is earnest and the skill to do service is cultivated, students will remain a burden on the community, behaving as parasites and exploiters. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979
- Selfishness, envy and egoistic pride are the three tendencies and attitudes that should not take root in tender hearts. Therefore prompt the children in your care to engage themselves in acts of service to others. Fourth All India Conference of Bala Vikas Gurus, Prasanthi Nilayam | November 20, 1979
- Teachers should teach students discipline, observance of humility and respect, and instill in them the spirit of service to society and the sense of fellowship. Sixth Bal Vikas Gurus Conference, Brindhavan| July 19 1994

## Appendix J: Sri Sathya Sai Guidance for Young Adults

### Purpose of Life

- Youth should consider the true purpose of life. They should get rid of all the impurities in their hearts. With pure hearts they should embark on service at all times and everywhere. Hands in society, head in the forest. From today develop an unwavering mind and a steady vision. That is the way to divinize the world. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 16, 1997
- There are thousands of intellectuals, scholars, and eminent educationists in the world today. But all the worldly knowledge and skills will be a mere waste if one does not know oneself. The



primary duty of man is to understand who he really is. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999

### Self-Confidence

- Having full faith in the Divinity within is self-confidence. This is the foundation on which the walls of self-satisfaction have to be raised with self-sacrifice as roof, so that the mansion of Self-Realization is complete. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 18, 1997
- Unfortunately, modern man depends excessively on the machine to the exclusion of the God-gifted brain. The situation has deteriorated to such an extent that people depend on calculators even for simple arithmetic calculations. You should be self-reliant. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

### Faith

- If some are questioning your faith in God, tell them that He is in your heart and the others have no business to question your belief. Have strong and unshakable faith. Be fearless and avoid 'crying'. You should shed tears of devotion only for God, First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- When you have faith in God, you develop love. From love emerges peace; peace gives rise to truth. This truth is God. Third World Youth Conference, Prasanthi Nilayam | July 26, 2007

### Qualities to Develop

- You should forgive even those who harm you. The youth should cultivate the quality of forbearance. Forbearance is a supreme virtue in humans. First World Youth Conference, Prasanthi Nilayam | July 16, 1997
- Animals and birds are subject to fear. But man should neither cause fear in others nor be afraid himself. Today's youth should develop fearlessness as a principal quality. You should be afraid of only one thing: fear of sin. God is the only being to be loved. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 16, 1997
- Youth should enthrone sacrifice in their hearts, wear the crown of justice on their heads and carry the sword of truth in their hands. These are the weapons needed, to defend the nation. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 16, 1997
- Spiritual practices bereft of love are a mere waste of time. Love is most important in life. Any work you undertake with love is Dharma. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- In order to acquire a worldly degree, you need to study various subjects. But in spirituality there is only one subject and that is love. Undertake service activities in a spirit of love. Do not give scope for hatred, jealousy, and ostentation. Be a humble devotee and render humble service. That is the true human quality. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- The value of humanness depends only on discriminatory power. Third World Youth Conference, Prasanthi Nilayam | July 26, 2007
- Educare means to bring out our latent values. They are immanent in our heart, but we cannot see them. They have to be manifested through self-enquiry. True Sadhana lies in recognizing



and manifesting peace, truth and sacrifice that are present in our heart. Third World Youth Conference, Prasanthi Nilayam | July 26, 2007

### Traits to Reduce

- Most young people are afflicted with the disease of egoistic pride. And this is the cause of all sickness in the world. This egoism has no real basis because the individual is an insignificant speck in the vast cosmos. It is born of ignorance. This ignorance will go if humans realise that the whole universe is permeated by the Divine and belongs to the Divine. Everyone should do what is good and never forget God. That is the way to overcome egoism. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 16, 1997

### Improving Society

- What is the reason for the sad plight of a country? It is the absence of men and women of high character. To protect a country, it is not so important to have arms, missiles and atom bombs. It is most essential to have men and women of great virtue. The world's prosperity or otherwise is based upon the character of the youth. Hence, young men and women should be pure hearted and render selfless service to the country. They should keep the company of the good and godly. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 16, 1997
- In ancient times, the sages and saints sacrificed everything for the sake of the welfare of humanity. Even the youth of those times followed suit. They are remembered even today because of their spirit of selfless sacrifice. On the contrary, the youth of today are becoming exceedingly greedy, totally selfish and harboring feelings of hatred and jealousy, while those in the ancient times were leading a life of Tyaga and Yoga (sacrifice and sense control). The present-day youth want to lead a life of Bhoga (enjoying worldly and carnal pleasures) which results in Roga (disease). First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 17, 1997
- Sai Youth have to spread the message of unity, purity and Divinity. Vivekananda had said, "Give me ten men who are pure and perfect. I can change the whole world." But I say, "I can bring about transformation even with one truly perfect human being." First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 17, 1997
- Only young men and women are capable of eradicating the evils prevailing in society. If we have virtuous youth, all ills of society can be removed. Today, the whole world is embroiled in wicked thoughts, wicked company, and evil acts. Excessive desires are the main cause for the suffering of man. Keep a check on your desires. As a student, discharge your duties diligently. Study well and obtain good marks. Respect your parents and serve them. Keep in mind the welfare of the society and nation at large. Earn a good name in society. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- Absence of love is the root cause for all the unrest in the world. Develop love and uphold truth. Truth does not mean describing what you have seen, heard or done, as it is. Truth is that which is changeless in all the three periods of time. The Vedas call this permanent truth Rutam. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- Today the whole world is engulfed in troubles and turmoil on account of injustice, falsehood, and unrighteousness. Only youth are capable of restoring the declining human values. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999



- Think in terms of collective benefit, not individual benefit alone. Often, spiritual practices like Japa and Dhyana are done with a selfish motive. Instead, it is better to chant the Lord's name and serve society. This will confer benefit on the individual and society at large. This constitutes real Sadhana. Whomsoever you serve, serve with a feeling that you are serving God. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

## Unity

- Help ever, Hurt never. This is the essence of the Vedas and sacred texts such as the Bible, the Bhagavad Gita and the Quran. All these holy texts speak of the same fundamental truth. It is a mistake to entertain differences based on religion. There is only one religion, the religion of love. There is only one caste, the caste of humanity. There is only one language, the language of the heart. Travel from 'I' to 'We' through the path of service. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999

## Discipline

- Today, people do not understand discipline. They sit in a meeting and go on cheering and clapping when a speaker tells something to please them. This is sheer waste of time and energy. Every second is valuable and should be used well. Character is the most important life principle to be imbibed. This is the golden period in your life span and if you spoil this fine opportunity in careless living, your future will be ruined. First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- Everyone should consider devotion and discipline as of utmost importance. Duty comes only next to these two. Youth are intrinsically very good. But you lack in discipline. You should observe good discipline. First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- If you take proper food and observe discipline in your habits, you are sure to have God's Darshan. Third World Youth Conference, Prasanthi Nilayam | July 28, 2007

## Character

- There is no such thing as American character, Russian character and so on. Character is common to the entire humanity. First World Youth Conference, Prasanthi Nilayam | July 19, 1997

## Parents

- Consider Mother, Father, Teacher and Guest as God. Youth must respect their parents even after marriage, since they gave birth to you and brought you up. Wife is your selection. But mother is not so. Mother should be given first place. You must talk to her sweetly, softly and respectfully. You should also try to influence your friends and relatives, inspiring them to make their life meaningful by doing service to humanity. What is service? It is to do good and share your knowledge with others without selfishness. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 18, 1997
- When you go out for service, do not fail to take permission of your parents. If they object, tell them softly that this body is given only for doing service and not for wasting in eating, drinking, sleeping and idling. They will not object once they are convinced that you are going for genuine service. You must behave in an exemplary manner. First World Youth Conference, Prasanthi Nilayam | July 19, 1997



## Good Company

- Tell me your company. I shall tell what you are. What is good company - Satsanga? Sat is Truth, that is, God. This means you should always be with God. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 18, 1997
- Good company leads to detachment; detachment makes one free from delusion; freedom from delusion leads to steadiness of mind; steadiness of mind confers liberation. Third World Youth Conference, Prasanthi Nilayam | July 28, 2007

## Putting into Practice

- Instead of preaching the ideals, you should put them into practice. Propagation is 'quantity' while practicing is 'quality'. Quality is always important. A spoon of cow's milk is much better than a barrel of donkey's milk. Youth should turn their minds away from distractions and concentrate on practicing human values. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 18, 1997

## Social Interactions

- In the modern world, youth should know the nature of true love. Many from abroad, mix with persons of the opposite gender, calling them boyfriend and girlfriend. If you really love each other, you must get married and not continue living as friends. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 17, 1997
- Morality is the backbone of the community and a society of people bereft of moral values is worse than the jungle infested by wild animals. Even beasts have season and reason while man has lost both, First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- . In a co-educational institution, a boy and girl, in the impressionable age when there is no self-control, first look at each other exchanging glances; then it goes on developing into friendship by smiling, talking, exchanging letters and finally leads to coming together. You should control your vision initially. Many saints have prayed to God to give them the correct vision only to see good, ears to hear songs of Divine glory and hands to engage in worship. First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- The modern youth are fascinated by fashion dresses and cloth themselves gaudily. Youngsters, especially women, should not indulge in dressing fads. The dress you wear should be good and sober. Do not imitate the cinema culture. Imitation is animal nature and creation is Divine. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999
- Some students waste a lot of money eating in hotels, in playing cards and gambling. Misuse of money is evil. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

## Sense Control

- Young men and women! Consider love and sacrifice as your very life breath. Control your senses. Sense control is essential for the success of any spiritual practice. Humanity can rise to Divinity through sense control. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999
- So, conserve energy by observing silence at least one day in a week. I often tell the students, talk less and work more. Only then the latent energy develops. Once the latent energy develops,



your memory power as well as the power of concentration will increase. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

### Meditation

- Meditation should not be confined to a particular time and place. It is a way of life. Whatever is done with the spirit of love is meditation. Sitting in meditation for hours together without expressing love for fellow beings is no meditation at all. True spiritual practice lies in joining hands with rest of the community and working for the progress of society. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999
- What do you think is the meaning of meditation? You think it is sitting in a lonely place and contemplating on the Lord's name. Not at all! Contemplate upon the pure thoughts in your mind. Contemplate on the Truth in you. If you really wish to know the secret of Sadhana, it can be explained through very simple methods. For example, make your mind steady and still for as short a period as eleven seconds. You can attain realization even in such a short period. Just eleven seconds of stillness of mind would be enough. Third World Youth Conference Prasanthi Nilayam | July 28, 2007
- You just contemplate in your mind for a period of eleven seconds on Truth and you will be able to have God's darshan. You are unnecessarily taxing your body by sitting for hours together in meditation. At the end, you are suffering from pain in legs and hands and back ache. Do not give scope for such painful joints. You ultimately land in a doctor's clinic who will diagnose your trouble as rheumatic pains. They are not rheumatic pains at all. They are the result of misguided Sadhana. Stick to the time schedule of eleven seconds and you will have no pain. Third World Youth Conference, Prasanthi Nilayam | July 28, 2007

### Yoga

- Yoga does not mean leading the life of a recluse in a forest. Some people mistake physical exercises like sitting cross-legged and standing on one leg for Yoga. True Yoga lies in unifying your love with the Divine. God does not want anything from you. He never insists on your doing meditation or Yoga. He only wants you to fill your hearts with principles of love and sacrifice. If you obey His commands with sincerity and devotion, He will take care of all your needs without your asking. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

### Diet

- In order to have sacred thoughts, give up vices like consumption of non-vegetarian food, smoking and drinking intoxicants. Do not waste food, money, time, and energy.
- Hurry, worry and curry – these three together make the heart very weak.

### Mind Control

- Be good, see good, hear good, talk good and do good. The basis for such discipline is to think good, which entails the control of mind. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 18, 1997
- You would have observed a dancer making rapid movements with her hands and legs while dancing, but her attention is always focused on the rhythm. Likewise, your mind should always





be fixed on God while discharging your duties. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

- You think that you are God and you will become God. As are the feelings, so is the result. Third World Youth Conference, Prasanthi Nilayam | July 26, 2007
- If only you can keep the mind in proper state, nothing can be bad. Third World Youth Conference, Prasanthi Nilayam | July 28, 2007
- Whenever evil thoughts enter your mind, remind yourself, “This is not good; this is not mine,” and drive away those evil thoughts. Tell yourself, “These are all not my property; my property is good thoughts and good ideas only.” Third World Youth Conference, Prasanthi Nilayam | July 28, 2007

### Speech Control

- Youth should restrict their talk to the barest minimum. When you talk too much, you may stray away from Truth. That is why the ancients practiced “less talk, more work”. Love is the most essential undercurrent of your talk and work. Speaking with love is Satya and doing work with love is Dharma. It will give you Shanti. First World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | July 18, 1997
- You must make it a practice to observe silence for at least one hour daily. It saves your cosmic energy and ensures peace of mind. You should develop also the discipline of simple living and high thinking. You should avoid gaudy dress. Your white dress reflects the inner purity of your heart. Dress should be simple but clean. First World Youth Conference, Prasanthi | July 19, 1997

### Service

- If you start serving with the attitude that service to man is service to God, you will experience God there. The same thing you cannot experience in Japa or Dhyana. You have to ‘shut your mind and open your heart,’ which happens while doing Seva. First World Youth Conference Prasanthi Nilayam | July 19, 1997
- Everyone should chant the name of God and engage in service in accordance with the advice given by Hanuman to Vibheeshana. He said, “Mere chanting Rama’s name won’t do. You should also engage yourself in Rama’s work.” Vibheeshana went on chanting the name but failed to make any effort to alleviate the suffering of Seeta and Rama on their separation, while Hanuman engaged himself in the service of Rama. First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- The best way to love God is to love all and serve all. Man’s foremost duty is to serve his fellowmen and make them happy. Your life will be redeemed only when you involve yourself in the service of society. The highest sadhana is to transform love into service. Service will lead you to devotion. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- Do not feel proud of your education. Your education is a mere waste if it is not utilized for the welfare of society. The education you have received from society must be dedicated to it by way of service. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- Service is the best way to understand your innate Divinity. Service should be for self-satisfaction, not for name and fame. Experience the bliss that you derive from selfless service. Share it with



others. Before serving others, serve yourself by making your mind broad and pure. Get rid of the narrow feeling of 'I' and 'mine' and extend your love to one and all. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999

- Life is not permanent. It is like a passing cloud. As long as there is life in the body, use it for the service of others. Engage yourself in service till your last breath. Service to man is service to God. Have control over your senses, because loss of sense control engenders demonic qualities in man. Service without sense control is an exercise in futility. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- Your life will be sanctified only when you help the poor, the sick, and the downtrodden. That is true spirituality. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999

### Conflicts and Difficulties

- None can be perfect. But you can make efforts to develop excellent character. Learn to turn over a new leaf even if you have not lived an ideal life in the past. Do not brood over the past and worry about the future. Concentrate on the present. Take everything as the gift of God; discard worry. First World Youth Conference, Prasanthi Nilayam | July 19, 1997
- Today, conflicts are on the rise as there is no proper understanding and adjustment among people. Adjustment will be possible only when there is proper understanding. Second World Youth Conference, Sai Kulwant Hall, Prasanthi Nilayam | November 18, 1999
- Consider everything as God's Will. Whatever happens to you, be it profit or loss, pain or pleasure, have the resolute faith that it is good for you. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999
- There is a reason behind whatever God does. Without understanding the principle of cause and effect, people blame God for their suffering. Understand the truth that you yourself are responsible for the pain or pleasure that befalls you. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999
- Do not feel sad if someone were to criticize you, because criticizing others amounts to criticizing oneself, since the same Atma exists in all. Identify yourself with the Atma, not the body, which is like a water bubble. If someone were to beat you, do not retaliate. The same principle of Atma exists in both. God is the one who beats and also the one who gets beaten. The entire creation is a mono-action play of God. So, do not hate anybody. Love all. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999
- Your senses and mind are very strong when you are young. Your intellect is also very sharp. Being endowed with such great power, why should you feel weak and helpless? Third World Youth Conference, Prasanthi Nilayam | July 26, 2007
- Do not be weighed down by petty difficulties and suffering. Do not give scope to any worry. Even if your wife or children suffer from any disease, do not get perturbed. Go back to your places with firm faith that everything will turn out to be good. Lead a happy and peaceful life. Third World Youth Conference, Prasanthi Nilayam | July 28, 2007

### Involvement in Organization

- One should not develop unnecessary contacts and get distracted from the designated path. Your character depends on the environment around you. In olden times, people felt: If wealth is lost,



nothing is lost; if health is lost, something is lost; if character is lost, everything is lost. On the contrary, modern youth feel that if wealth is lost, everything is lost and if character is lost, nothing is lost. Remember that you are the future torchbearers of Sri Sathya Sai Organisations. The elders of the organization today may be aged and have their own constraints. Youth have to take the initiative to lead the organization from the front. Each state organisation should have its own youth leader to take up major responsibilities. Ensure that you keep yourself distant from politics. Work for the welfare and progress of society. That is the greatest Sadhana. Valedictory Discourse of Second World Youth Conference, Prasanthi Nilayam | November 21, 1999

### Swami's Desire for Youth

- Swami is prepared to do anything for you if you follow the path explained to you and become good and useful to the society. This is My only desire. You must spread the message to others, each one instructing hundreds of persons in your places. First World Youth Conference, Prasanthi Nilayam | July 19, 1997

## Appendix K: Center Officer Selection

### Rationale and Guiding principles

#### 1. Why undertake this Zone wide initiative?

##### A. Selecting the right leaders is of utmost importance

*The primary requisite is to see that the right persons are chosen as leaders. They must be dynamic persons. They must be filled with the spirit of service to society and dedication. They must feel that they owe everything to society and that their life can be worthwhile only when they have discharged their obligations to society. May 20, 1984*

1. The leaders are ultimately responsible for all decisions
2. The leaders represent your center with the regional and national teams
3. The leaders represent your center with the community

##### B. The goal for all is to make Swami's Organization the best it can be

*All of you should take a vow continually to develop the Seva Organizations....Never give up the organization. Regard it as the breath of your life. This is real penance. Nov 24, 1990 (Fifth World Conference)*

##### C. The goal is to have Unity of thought, word and deed:

*Saying one thing and being another will defeat the very purpose. The slightest sign of hypocrisy will weaken the foundations of the edifice. That is why it is necessary to lay down certain tests and qualifications, certain broad guidelines for those who stand forth as workers in this field. Standards and systematic self-examination are necessary at every stage for the success of every effort.... the*



*organisations you are representing have to be ever vigilant and efficient, lest you too are drawn into the vortex. 24 April 1967, Chennai; First All-India Conference of the Sri Sathya Sai Seva Organization*

2. How does this Zone wide initiative improve His organization?

A. Improve Unity

*Members of Sai Organisations should consider unity as their very life breath. November 20, 1998*

B. Improve efficiency

*Duty involves loyal adherence to the rules and regulations framed for the efficient working of the Organisation. January 4, 1974*

3. What has Swami said about making changes?

*If the needs of the modern age require a change, change the non-essentials. Do not dilute the truth so much that it loses its genuineness. 15 September 1963*

*When centuries roll over the land one after another, new problems arise and new situations and predicaments confront one, so the laws and limits of the past have to be altered here and there. Indeed, such adjustments are a part of the design. People have to be shown the path to spiritual progress under the altered circumstances, so that the code of law that suits the new era is declared as binding. Sathya Sai Vahini, Ch 12*

4. What has Swami said about leaving it up to Him since he is omnipresent and omnipotent?

*Sai: There is much nonsense about Swami being omnipresent and omnipotent! People start to think they need do nothing, that Swami will do everything! Then they do not bother to even do their daily duty. In spiritual life, the relationship between you and Swami is heart to heart. But in worldly life, Swami has given you work to do. This requires work in the world, activity in the world. You are required to do your duty to the very limit of the task. My Baba and I, Conversations, January 10, 1983; p.214*

5. What has Swami said about importance of connection of centers to the overall organization?

*The Organisation is not yet organised effectively! Reports of activities from the Units do not reach the Samithi, the Samithis are not reporting to the District Presidents and they in turn fail to inform the State Presidents, who are unable to present a full picture of the activities of the State to Me. The flow of information from below and of instruction and inspiration from above must be unbroken and steady. Madras, December 23, 1971*

*The Samithis should be guided and if necessary corrected by the District President; the District Presidents should be guided and, if necessary, corrected by the State President and the State Presidents should have constant contact, advice and guidance from the Centre. November 22, 1970*

6. What has Swami said about the selection process?

*If we are to build the Sathya Sai Organisations on the basis of love and confidence, we must have selection and that selection should be made by the Central Council. If elections are allowed, groupism and all kinds of controversies and differences will emerge. Nov 22, 1980 (Third World Conference)*



7. What has Swami said about rules and guidelines?

*If rules are not observed as laid down, the Organization will come down in confusion. Nov 21, 1970 (Third All India Conference)*

*Two guidelines, peculiar to this Organization you should not neglect: 1) Act and then advise....2) rules and regulations that we have laid down.... have to be observed, scrupulously, down to the smallest dot and dash. Dec 22, 1971 (Fourth All India Conference)*

*The Objectives, Rules and Regulations that the Organization has laid down have to be scrupulously observed by you all, whatever be the difficulties whatever be the reaction of the others. Jan 4, 1974 (Fifth All India Conference)*

*Rules are necessary until the members realise the spiritual Unity of all. March 29, 1976*

8. What has Swami said to do when rules and guidelines are not being followed by centers?

*In some places, there are Units which do not carry on any activity. Or, if they do, the activities are quite contrary to the principles and practice of the Prashanti Nilayam or to the rules laid down for the Organization. Wherever there are such units, the state president or the district president must take steps immediately to remove them from the Organization. Nov 21, 1970 (Third All India Conference)*

9. What has Swami said to do when rules and guidelines are not being followed by members and officers?

*First, members must strictly follow the disciplines; then only will the public have faith in them. "We are Presidents of the Sanghas." "We are Secretaries of the Sanghas." If people strut about with swelled heads like this, the rest will also strut with twice the audacity and escape in double quick speed! Removing such persons from the Sanghas, train the rest, even if they are only four or five persons who will observe strictly the rules and regulations. It is very easy to pass resolutions at meetings; it is very difficult to give them life and express them in action. Prema Dhaara, Part 2 Letter 96*

10. What has Swami said to do when rules and guidelines are not being followed by prominent devotees?

*Efforts must be made to remove from the Organisation any one, however rich, however renowned as a scholar, however influential and important in society, if he transgresses the rules of Organisation. This must be done as soon as the transgression is known. Dec 23, 1971 (Fourth All India Conference) Madras*

11. What has Swami said about who should get a chance to be officers?

*Every member of the Samithi must be given some particular work so that he may develop a sense of belonging and he may contribute his skill, intelligence, faith and devotion to the promotion of the objects of the Association. November 22, 1970*

*Do not fall a prey to the temptation of office and position of authority in these Samithis and Mandalis. Hold the offices in rotation, so that all may get the opportunity of leading in service. November 22, 1969*

12. What has Swami said about how officers should serve?



*Office-bearers in this Organisation are leaders who bear the brunt themselves, guides who walk along the path they wish others to take. They shall not command or punish; they can only persuade and advise. November 22, 1978*

13. What has Swami said about officer privileges?

*Office-bearers cannot claim any privilege or exemption. They must evince leadership; by their devotion and faith, they must inspire the waverers. That is their function. November 21, 1969*

14. What has Swami said about officer's who are affiliated with outside spiritual organizations?

*It is also laid down strictly that those who are in our Organization should not have any connection with other Organizations of spiritual or religious character....no member of the Samithi should have any connection with other such institutions or societies..... November 21, 1970 (Third All India Conference)*

15. What has Swami said about youth involvement in His organization?

*Remember that you are the future torchbearers of Sri Sathya Sai Organisations. The elders of the organization today may be aged and have their own constraints. Youth have to take the initiative to lead the organization from the front. Each state organisation should have its own youth leader to take up major responsibilities. Ensure that you keep yourself distant from politics. Work for the welfare and progress of society. That is the greatest Sadhana. November 21, 1999*

16. What has Swami said about supporting officers?

*When once a person is selected in the atmosphere of peace and love, co-operation and tolerance should prevail, and everyone must follow his directions and respect his guidance. It is only then that the Divine Grace will be conferred on you. November 21, 1970*

*Some amongst you have been selected as leaders and guides; carry out their instructions without demur. If you feel any doubt, regarding the propriety or advisability of those instructions, talk them over with the leaders alone, in a spirit of friendliness. But do not disregard to modify those instructions at any cost. The leader has to pay attention to the overall situation which may not be so clear to you. Sixth All India Conference, Prasanthi Nilayam | November 14-22, 1975*

17. What has Swami said about forgiving mistakes?

*Do not enforce the rules, without mercy or thoughtful consideration. If a person does not attend 60 percent of the meetings, the rules say that he is to be removed from office. Give him chances to reform, to be within the group, so that he may reform. If even this does not mend, remove the name, without any compunction. November 21, 1969*

### Goals for Officer Selection Process

1. Follow Swami's principles

A. love, unity, sacrifice

B. not election, but rather a selection

C. spiritual, not political: not autocracy, or oligarchy or democracy



- D. give more people chances to serve the center as officers
2. Fair
  - A. no one member, family or clique has more say than another
  - B. all active members have equal opportunity to contribute
  - C. each center/group follows same principles and timeline
  - D. no center given special treatment, privilege or status
3. Transparent
  - A. Rationale explained to all ahead of time and timeline and important dates scheduled well in advance

### Proposed Timeline and Method

1. Center Selection Committee
  - A. Formed in early October
  - B. 5 members
    1. a regional (or national) officer who is not a member of the center
    2. center president
    3. 3 senior members who are not going to serve as officers (chosen by center president in collaboration with regional president)
  - C. Supervise entire selection process, start to finish
    1. act as facilitators, not decision makers (it is the members who select)
    2. collect nominations and validate nominations
    3. conduct selection meeting
    4. submit selected names and relevant data to national team for confirmation.
2. Nomination Process
  - A. all active members must be registered as a GC member and affiliated to the center/group prior to participating in the nomination process
  - B. any active member of at least twelve months of regular participation with the center activities may submit a written nomination to any member of the committee which includes nominee name, recommended position(s) to which they are nominated and why they are being nominated
  - C. a member of the committee touches base with the proposed nominee to see if he/she is willing to serve if selected, which positions they are willing to serve, and if they fulfill the eligibility criteria (see next section)



- D. the committee keeps a confidential record of all submitted nominations
  - E. those not accepted should have documentation for why they were not accepted
  - F. those who agree to accept and who meet the criteria are added to the final nomination list, which is kept confidential until the selection meeting with active members
3. Eligibility for Final Nomination List: All Officers
- A. Has full faith in the Sathya Sai Avatar
  - B. Registered member of the SSSGC
  - C. Active member who regularly attends center activities for at least twelve months and is willing to serve in the role.
  - D. Will dedicate time and effort that Swami's organization deserves
  - E. Agrees to abide by and accept results of the center officer selection process
  - F. Agrees to abide by SSSGC and Zone 1 guidelines (refer to attachments)
  - G. Holds no position in any other spiritual organization
  - H. Has no spiritual business interest (professional instructor in yoga or other spiritual practice or art that may draw in members)
4. Eligibility for Final Nomination List: Term Limits – All Officers
- A. Officers are limited to two consecutive terms of two years each serving in the same role at the center/group
  - B. As the SSSGC formation is still evolving, term limits will become applicable only from the term 2023-25
5. Eligibility for Final Nomination List: Specific Officers
- A. Center President/Vice President
    - 1. Additional requirement of having served as a center officer before
  - B. Educational Coordinator
    - 1. Current with teacher training certification
  - C. Young Adult Coordinator
    - 1. Active member of the center aged between 18 to 35 years
6. Selection Meeting
- A. Active member count is taken
  - B. Introduction and outline of process by regional/national member of the selection committee





- C. Remind all to approach this as a spiritual endeavor
  - D. Ask each active member to pray to Swami to guide their own conscience and the collective conscience of the entire center to help select the officers
  - E. Devotional singing is started
  - F. Paper and pen distributed to each active member
7. President/Vice President Selection
- A. Accepted nominee list is projected/announced in alphabetical order
  - B. Each active member prays for guidance and confidentially writes down one name
  - C. Committee collects and tallies to count the number of selections for each person
  - D. Each active member must submit a paper – if undecided, they can write “abstain”
  - E. The top two persons selected are taken to be Swami’s decision for president and vice president
  - F. Devotional singing is paused
  - G. Announcement is made:
  - H. “Swami has guided us to select “x” for the role of center president and “y” for the role of vice president. Let us together agree to support them in their roles. If anyone has questions or concerns, you are most welcome to contact the committee after the meeting. Once all concerns have been given careful consideration, the names will be submitted to the national council for confirmation. “
  - I. Devotional singing is resumed
8. Service Coordinator Selection
- A. Accepted nominee list is projected/announced in alphabetical order
  - B. Each active member prays for guidance and confidentially writes down one name
  - C. Committee collects and tallies to count the number of selections for each person
  - D. Each active member must submit a paper – if undecided, they can write “abstain”
  - E. The selection is taken to be Swami’s decision.
  - F. Devotional singing is paused
  - G. Announcement is made:
  - H. “Swami has guided us to select “x” for the role of service coordinator. Let us together agree to support “x” in their role. If anyone has questions or concerns, you are most welcome to contact the committee after the meeting. Once all concerns have been given careful consideration, the names will be submitted to the national council for confirmation. “



- I. Devotional singing is resumed.
9. Devotional Coordinator Selection
    - A. Accepted nominee list is projected/announced in alphabetical order
    - B. Each active member prays for guidance and confidentially writes down one name
    - C. Committee collects and tallies to count the number of selections for each person
    - D. Each active member must submit a paper – if undecided, they can write “abstain”
    - E. The selection is taken to be Swami’s decision.
    - F. Devotional singing is paused
    - G. Announcement is made:
    - H. “Swami has guided us to select “x” for the role of devotional coordinator. Let us together agree to support “x” in their role. If anyone has questions or concerns, you are most welcome to contact the committee after the meeting. Once all concerns have been given careful consideration, the names will be submitted to the national council for confirmation. “
    - I. Devotional singing is resumed.
  10. Education Coordinator Selection
    - A. Accepted nominee list is projected/announced in alphabetical order
    - B. Each active member prays for guidance and confidentially writes down one name
    - C. Committee collects and tallies to count the number of selections for each person
    - D. Each active member must submit a paper – if undecided, they can write “abstain”
    - E. The selection is taken to be Swami’s decision.
    - F. Devotional singing is paused
    - G. Announcement is made:
    - H. “Swami has guided us to select “x” for the role of education coordinator. Let us together agree to support “x” in their role. If anyone has questions or concerns, you are most welcome to contact the committee after the meeting. Once all concerns have been given careful consideration, the names will be submitted to the national council for confirmation. “
    - I. Devotional singing is resumed.
  11. Young Adult Coordinator Selection
    - A. Accepted nominee list is projected/announced in alphabetical order
    - B. Only active young adults participate in the selection



- C. Each active young adult member prays for guidance and confidentially writes down one name
  - D. Committee collects and tallies to count the number of selections for each person
  - E. Each active young adult member must submit a paper – if undecided, they can write “abstain”
  - F. The selection is taken to be Swami’s decision.
  - G. Devotional singing is paused
  - H. Announcement is made:
    - I. “Swami has guided us to select “x” for the role of young adult coordinator. Let us together agree to support “x” in their role. If anyone has questions or concerns, you are most welcome to contact the committee after the meeting. Once all concerns have been given careful consideration, the names will be submitted to the national council for confirmation. “
  - J. Devotional singing is resumed.
12. Special considerations
- A. Small Centers (< 12 members) can have an abbreviated process with approval from regional team
  - B. If only one nominee for position is projected on selection day:
  - C. Announce: Swami has guided us to select “x” for the role of “y” coordinator. Let us together agree to support him/her in their role. If anyone has questions or concerns, you are most welcome to contact the committee after the meeting. Once all concerns have been given careful consideration, their name will be submitted to the national council for confirmation.”
  - D. If no nomination for any role by the week before the selection date, the nomination committee should discuss collectively and create a list of names they approach in order of preference, until one accepts the nomination for that position
  - E. If no one is willing to serve in an officer position, the center should consider becoming a group as this is an indication that not enough resources/will/time present are present to function as a center
  - F. If two candidates have an equal number of selections from active members, the committee will defer the decision to the regional/national president
  - G. If there is any question of a miscount, the number of active members will again be counted, and members reminded each must submit one chit and they can write “abstain” if they are uncertain in their selection.
  - H. The spouse or primary family member of an officer that is selected should be withdrawn from the rest of the position nominations
  - I. Exceptions can be made for small centers



- J. Some centers have officers that have not completed a term
- K. These centers may choose the following option if all members agree, and the regional and national president give clearance:
  - L. Have present slate of officers continue until the next cycle (each cycle is 2 years in length)
  - M. Center members and officers must still learn and review the selection method and conduct the study circles on officer roles
  - N. Center officers must attend the officer orientation/workshop

13. Confirmation and Start Date

- A. The selected officers' names and contact information along with all collected records/date/counts related to the process are submitted to NP for review and confirmation
- B. This confirmation should be straightforward unless extenuating circumstances occur
- C. A formal meeting should occur between the outgoing and incoming officers for orientation and transfer of documents and information prior to starting their roles
- D. The officers assume their roles in early January
- E. A mandatory officer orientation/workshop will be conducted by the National Team at the end of January