WORKSHOP SLIDES Day 1









A Loving Offering at the Divine Lotus Feet of our Beloved Lord Bhagawan Sri Sathya Sai Baba by members from all countries and zones of the SSSGC. We are grateful for the opportunity to deliberate, discuss and share the teachings of our beloved Swami. We hope this offering encourages all devotees, now and in the future, to Practice and Inspire.





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Topic 1: Individual Sadhana & its Impact on Leadership







Our two key discussion points for today



What is <u>SSSGC*Leadership</u> from the Divine Lens?

How can we meet Swami's expectations across three types of Sadhana**: Individual, Family & Community?





1

What is **SSSGC** Leadership from the Divine Lens?



The key attributes of a SSSGC leader

+

Top
attributes
culled out
from
Swami's
message

"To be a good leader, one needs to be a good follower."

"Be, Do, See and then Tell"

It is not a position of power rather it is a position of love

Difference between good leader & great leader

Character

Leadership is Idealism in Action.

Sathya Sai Baba



Swami's directive to Office bearers in Prasanthi Mandir in 1988:

"With your sadhana, people should feel that they have met Sai Baba when they interact with you"

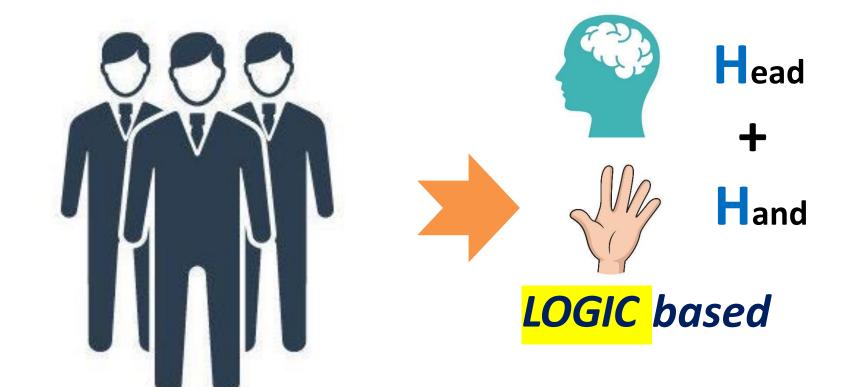


Difference between SSSGC leadership & other types of leadership

Head vs. Heart

Other types of leadership are based on Head

whereas SSSGC leadership is based on Heart





Personal sadhana*
helps us to develop
Voice of Conscience
/ Swami, which
helps us to take
correct decisions



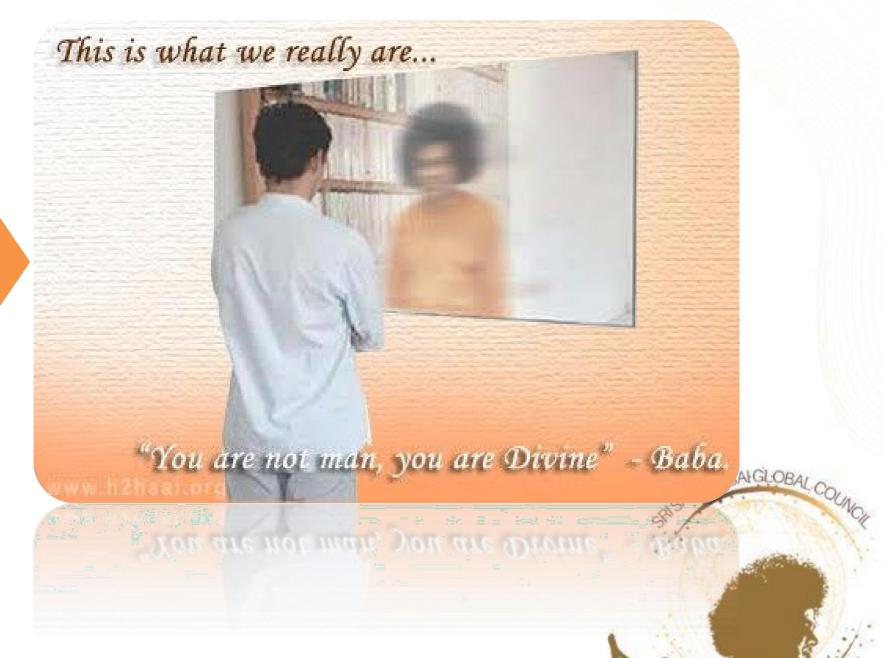
*Sadhana is a Sanskrit term for persistent efforts to achieve a goal

Hence it requires deep introspection on 3 key questions...



- 1) What is our purpose of life?
- 2) What is the main objective of the Sri Sathya Sai Global Council*

3) Why I am in this Organisation?



*Refer SSSGC Charter - "To realise the inherent divinity in each one of us"

Practise Inspire

...Followed by deep reflection on rare good fortune

Dawn of deep realisation that **if the following 5 things are happening in our lives at the same time**, then all the merits of all the past births are in effect in the current life — **This is the best time to be part of the Divine entourage!!**



Born as a <u>human</u> being

Being the contemporaries of the <u>Divine Master</u>

Achieving <u>spiritual</u>
<u>proximity</u> to the Divine
<u>Master</u>

You <u>come to know</u> about the Divine Master

4

5

3 Mind is increasingly <u>interested in God</u>



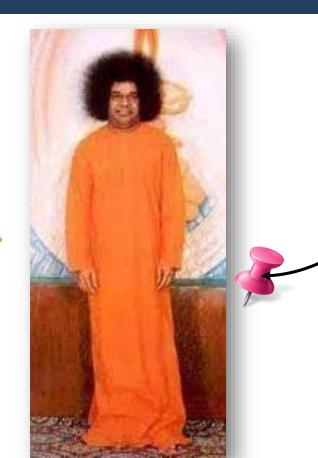
And with Swami as anchor, we develop equanimity of mind

Realisation that only He is permanent in this creation

The Foundation

Essential to have full faith in the name and form.

Swami is like a Kalpavruksha (wish fulfilling tree)

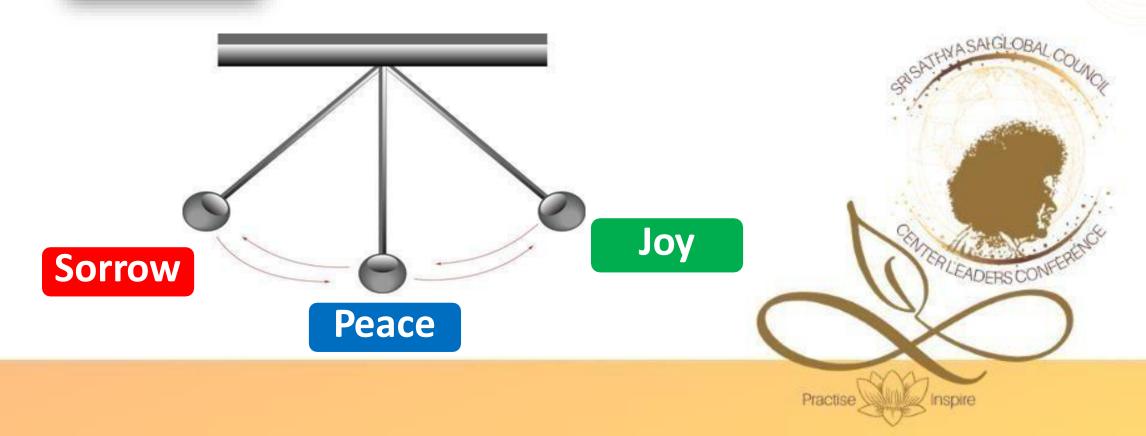


Boat of life needs to be anchored to the center of our lives, i.e., deeply connected to Swami within

Resulting in

Equanimity

Accepting everything as
His divine gifts. That
Swami is the Doer &
everything happens by
His Will & Grace



So let us enlist the key qualities of a SSSGC leader

- Pleasant personality
- Fitness
- Knowledgeable yet humble
- Practitioner of 5 human values
- Patriotic combined with a belief in Unity
- Having selfless mindset
- Dedicated to his/her role in the Organisation
- Democratic and consensus builder
- Leading from the level of Conscience
- Abiding in Trusteeship / Servant leadership
- Self-evaluative
- Role model













2

How can we meet Swami's expectations across three types of Sadhana*: Individual, Family & Community?



Individual Sadhana — some suggested actions...(1/2)

- 1 Smiling face

2 Fitness



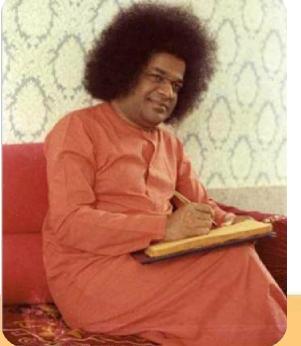






4 ATM – Always Think & Work for Me (Swami is the Doer)

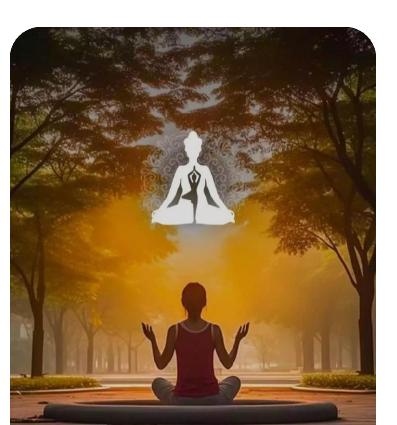






Individual Sadhana — some suggested actions...(2/2)

Regular Meditation



WATCH*









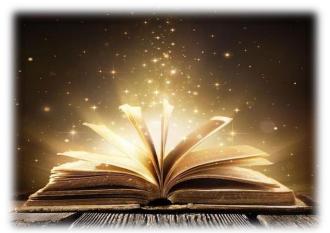
Read Sai Literature** & Spiritual Texts

**Sai literature refers to books/discourses by or about life, work and teachings of Sri Sathya Sai Baba





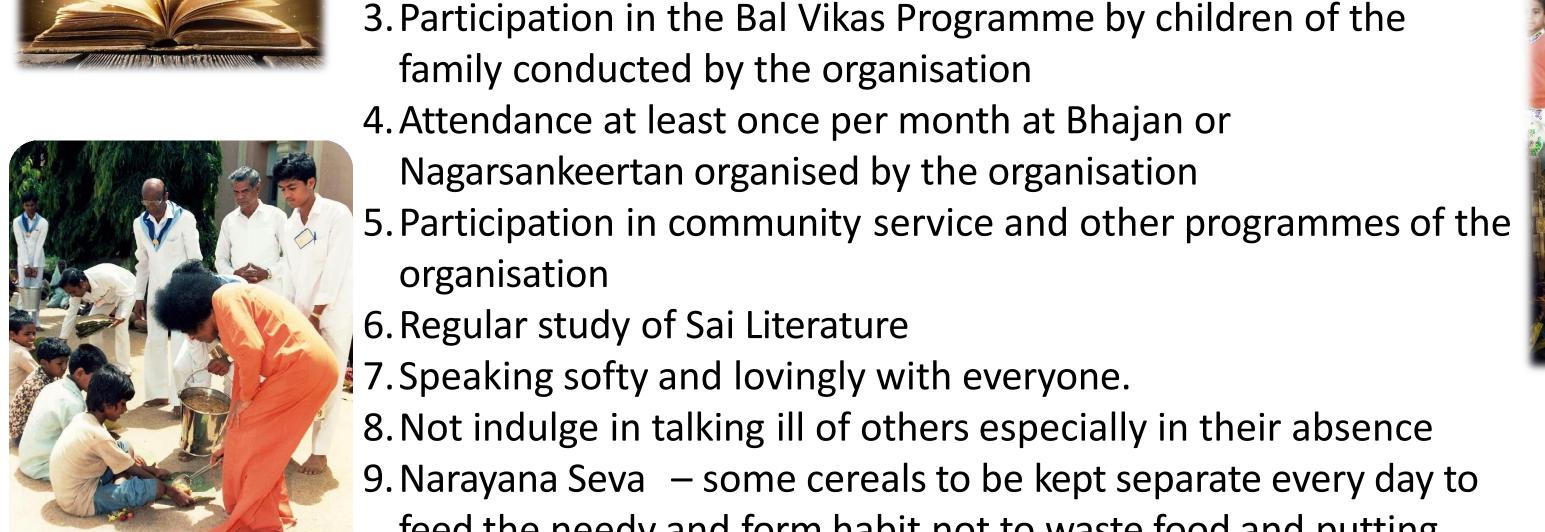
Family & Community Sadhana — based on 9 Point Code of Conduct

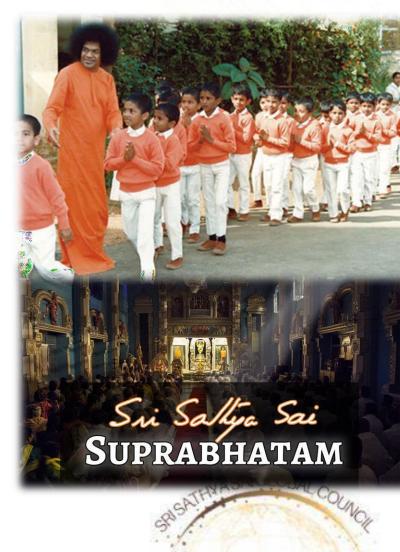


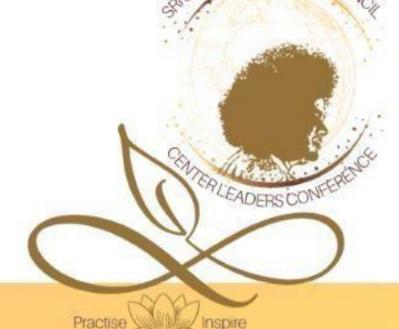
9 Point Code of Conduct

- 1. Daily mediation and prayer
- 2. Devotional singing with members of his family once a week

9. Narayana Seva – some cereals to be kept separate every day to feed the needy and form habit not to waste food and putting into practise the principal of ceiling on desires.







Community Sadhana — some ideas to share...



Creating opportunities for existing members





Community
Sadhana
(as Centre
Leaders)

Expanding the organisation by giving opportunities to new members





Undertaking needs assessment to introduce relevant programs





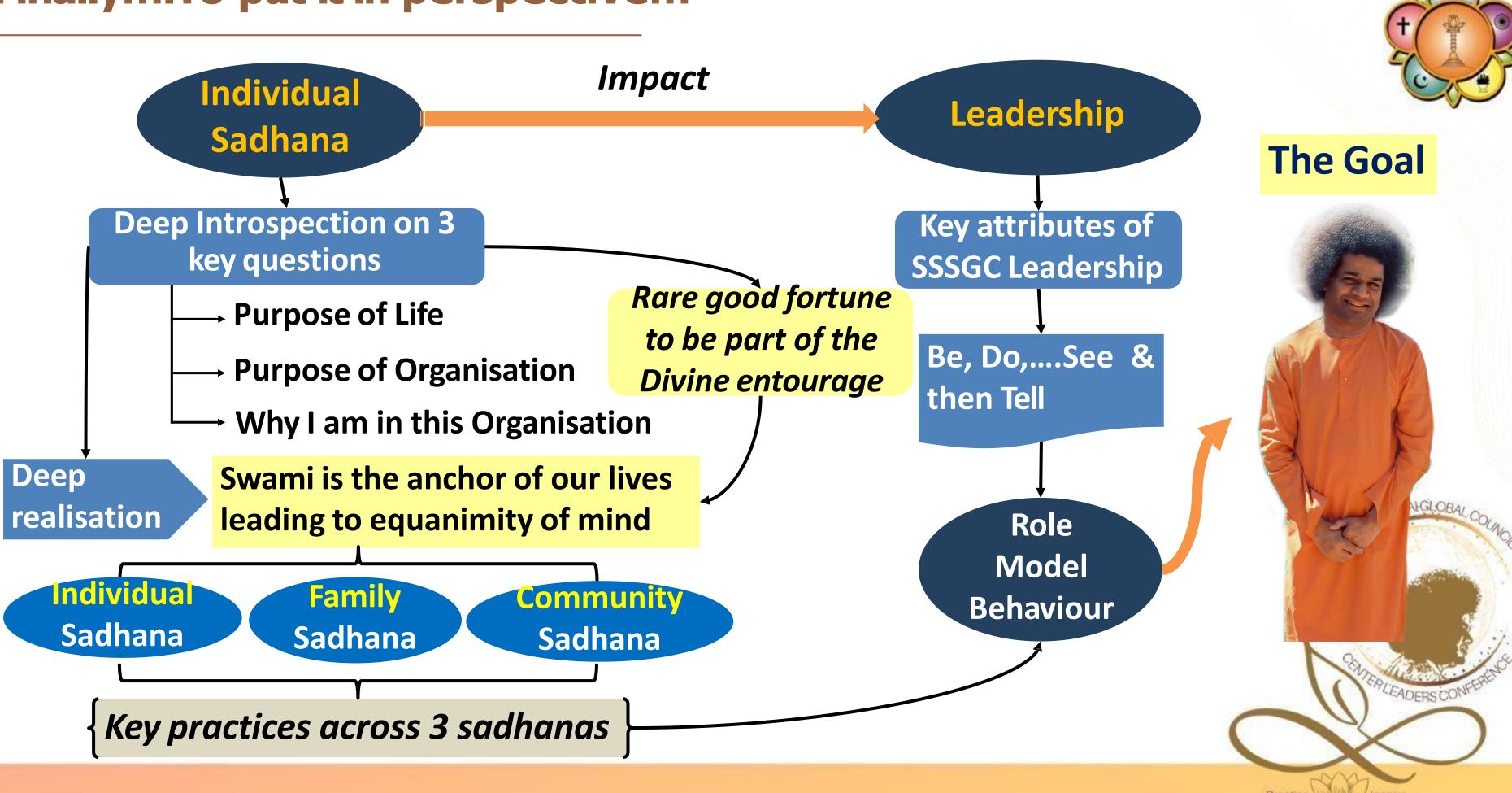
Be a role model to all



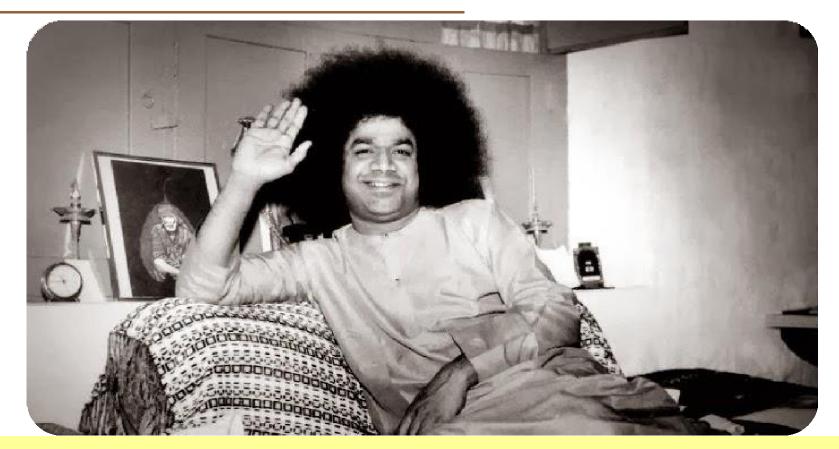




Finally....To put it in perspective...



Lastly, Bhagawan's message to leaders...



"God does not choose the qualified, He qualifies the chosen"

Swami's directive to all Organisation Office Bearers in Prashanti Mandir in February 1988:

- With your sadhana, people should feel that they have met Sai
 Baba when they interact with you.
- Do all activities for your self-satisfaction (Atma Trupti)
- Always uphold prestige and dignity of the Organisation
- If we make mistakes, Swami's name gets tarnished. Be careful.

Leadership is an opportunity to practise and grow spiritually





Topic 2: Ideas & Actions for an Ideal Sri Sathya Sai Center





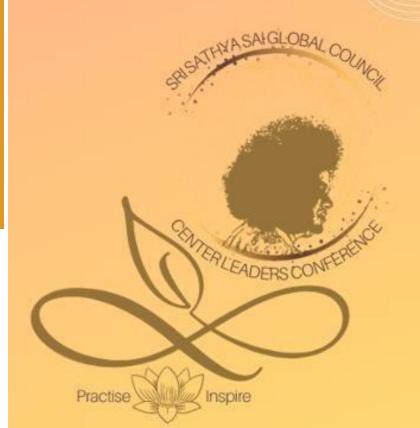
What is the Purpose of the Sri Sathya Sai Organisation/Center?



"The main objective of the Sathya Sai Organisation, which you must always keep before you is to help man recognise the Divinity that is inherent in him."

Sri Sathya Sai Baba, 6th January 1975





Building Blocks for an Ideal Sri Sathya Sai Center







"Fulfill that responsibility of yours to the best of your ability, and the Lord will shower His Grace on you."

Sri Sathya Sai Baba, 22nd January 1960













We need to be aware of the purpose and significance of the Organisation

Roles and Responsibilities should be clearly understood by all

New devotees should have a proper introduction to the centre

Follow the rules and regulations of your country



Awareness gives clarity of the path which is essential to reach the goal







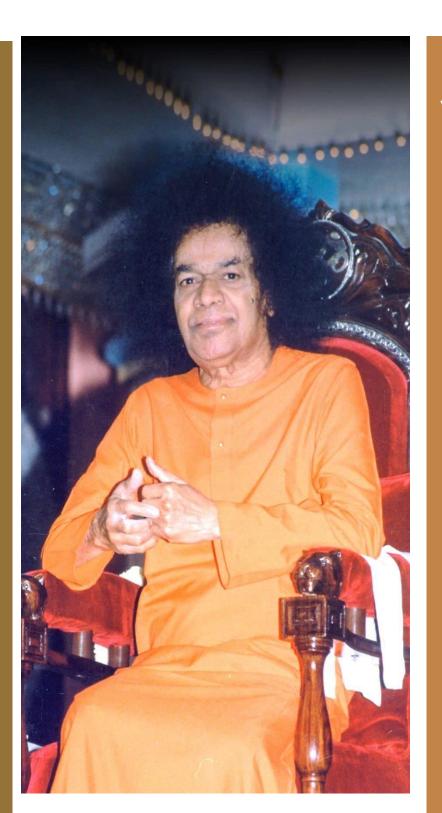






"You are Officebearers and so, you have the responsibility to carry out in actual practice, in your own lives, the rules and restrictions and recommendations laid down by Me."

Sri Sathya Sai Baba, January 1971



"Rules and regulations are essential. First of all, whatever resolutions have been passed at this conference, they should be carried out wholeheartedly. Having passed resolution, you must "pass" in it! You would have scored a "pass" only when you implement the resolution" Sri Sathya Sai Baba, 21st November 1995





Awareness: Ideas and Actions







1.1

 Review and conduct study circles/workshops on the Organisation Charter, the Global Operational Guidelines and National Organisation Guidelines

• If National Guidelines do not exist develop them using the Global Council guidelines as a basis

2

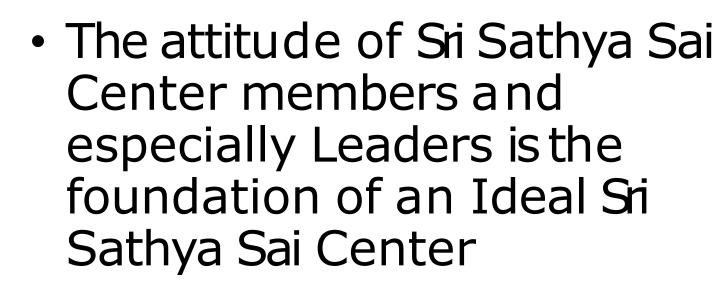
 Develop a "Newcomers Leaflet" outlining the purpose of the Organisation and Sri Sathya Sai Center activities











- Leaders should be examples of Sai Ideals
 - Follow the 9 Point Code of Conduct
 - Follow the 10 Guiding Principles
 - First To Be then To Do then To See then To Tell



"Thoughts, words and actions should be in harmony. That is the mark of a true human"

Sri Sathya Sai Baba, 18 August 1995







Attitude: Ideas and Actions





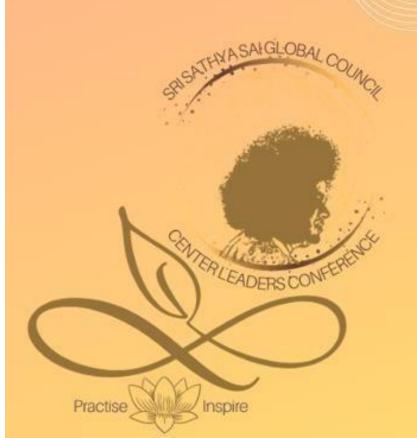


1.1

- Organise study circles with centre members and leaders on topics such as:
 - Putting into practice the 9 Point Code of Conduct
 - "Ideal Leadership" using books like "Sai Baba's Mahavakya on Leadership" as a guide

2

 Encourage coordinators to conduct a selfaudit about their leadership qualities and areas for improvement













Selfless and Needs-Based

"When acts are motivated by convenience and selfish interest, the dharma becomes pseudo-dharma."

Sri Sathya Sai Baba Dharma Vahini

[*Dharma means Right Conduct*]

Spirit of Activity

"We should feel that we are serving the Lord Narayana who dwells in them. When service is rendered in a total spirit of dedication, with concentration of thought, word and deed, the heart gets sanctified. Without purity of the heart there can be no spiritual progress."

Sri Sathya Sai Baba 19th November 1987

Quality not Quantity

"Do not bother about adding to the number or achieving a target. I value quality, not quantity."

Sri Sathya Sai Baba 21 November 1986





Example Activities













SPIRITUAL

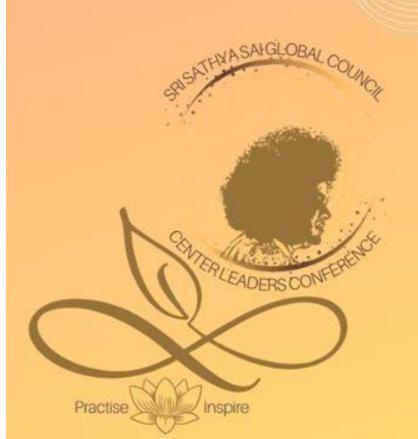
- Join inter-faith groups in community
- Invite faith leaders to the centre to speak and visit places of worship as a center.

EDUCATION

- Introduce Values Clubs/SSEHV in state schools
- Organise National Values Drama/Song Festivals for schools

SERVICE

- Medical camps and service for the homeless or for the needy
- "Sathya Sai Prem Tharu" help with the goal to plant 10 million trees as an offering to Bhagwan for His centenary celebrations



Challenges & Solutions for Sri Sathya Sai Centers

Challenge

Decreasing number of devotees attending centers

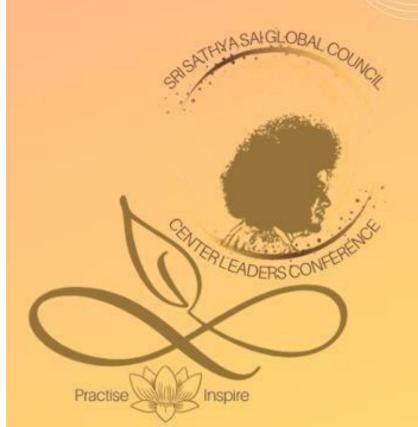
- 1. DCP (Devotee Contact Programme) have regular contact with members
- 2. A feeling should be created that everyone is needed for the functioning of the center

Challenge

Lack of participation in activities

- 1. Awareness and interest in activities can be created
- 2. Center should be like a family and Swami has told us that the spiritual tie is thicker than blood relationship





Challenges & Solutions for Sri Sathva Sai Centers Continued...



Encourage youth participation

- 1. Youth can be attracted by having activities which are challenging and more in-tune with their interests
- 2. The way in which elders treat youth is also very important

Challenge

Difficulty in finding venues for activities

- 1. If we continue to dedicate our activities to Swami, He wil take care of everything else
- 2. Collaborate and share resources with other SriSathya Sai Centers in the area







Summary







• The ultimate goal of every Sri Sathya Sai Center should be **INDIVIDUAL TRANSFORMATION**.

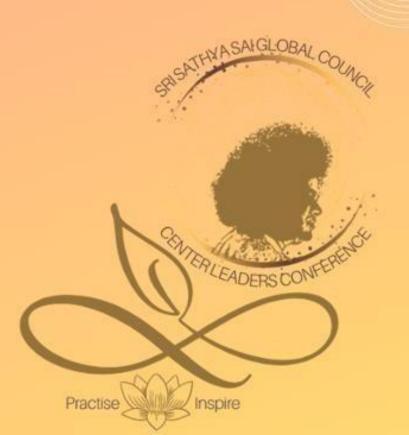
Attitude

• The undercurrent of every Sri Sathya Sai Center should be **LOVE.**

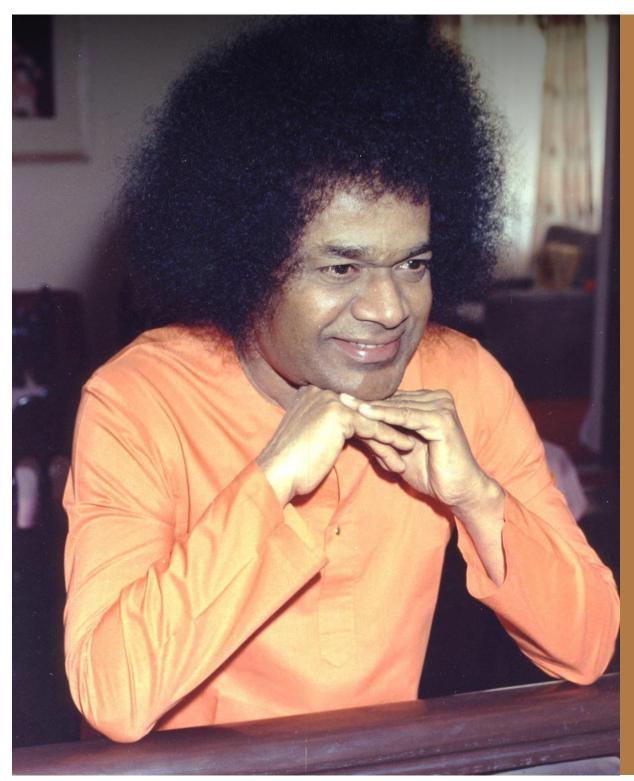


• **HE** is the doer and we are just His instruments





And the final word...



"The conviction that I am everywhere, watching everything and aware of everything must keep you on the straight path of Sadhana, through Seva and Study. I want that every Samiti (centre) and every Unit complementary to it must be bubbling with Joy at the work already achieved and with enthusiasm for the work ahead.

Sathya Sai Speaks. Vol. VII, Page 350)





Topic 3: SUPPORTING AND GROWING SSSSE Program





Genesis- Aim of Balvikas

"Balvikas is the primary basis of the great movement to restore dharma / righteousness in the world.the ideal of Balvikas is to raise a generation of boys and girls who have a clean and clear conscience"

Sri Sathya Sai Baba - June 6th, 1978



First ideal of Balvikas is to understand and spread universal love

Sri Sathya Sai Baba – 1974, Balvikas Rally, Mumbai



History and Growth of Balvikas

1968 – Swami
instructs
Mahilas(Ladies) to
teach children
human values
1969 – was called
Sri Sathya Sai Bala
Vihar

1970 – First Balvihar Teachers Conference

1971 – Bal Vihar was renamed Bal Vikas and formal structure was given.



1973 – Bhagavan addresses Bal Vikas teachers as Gurus and 2nd All India Teacher's Conference.

1975 – 3rd All India Conference and Balvikas is introduced outside of India.

1978 – Central Training Camp for Teachers, Brindavan.

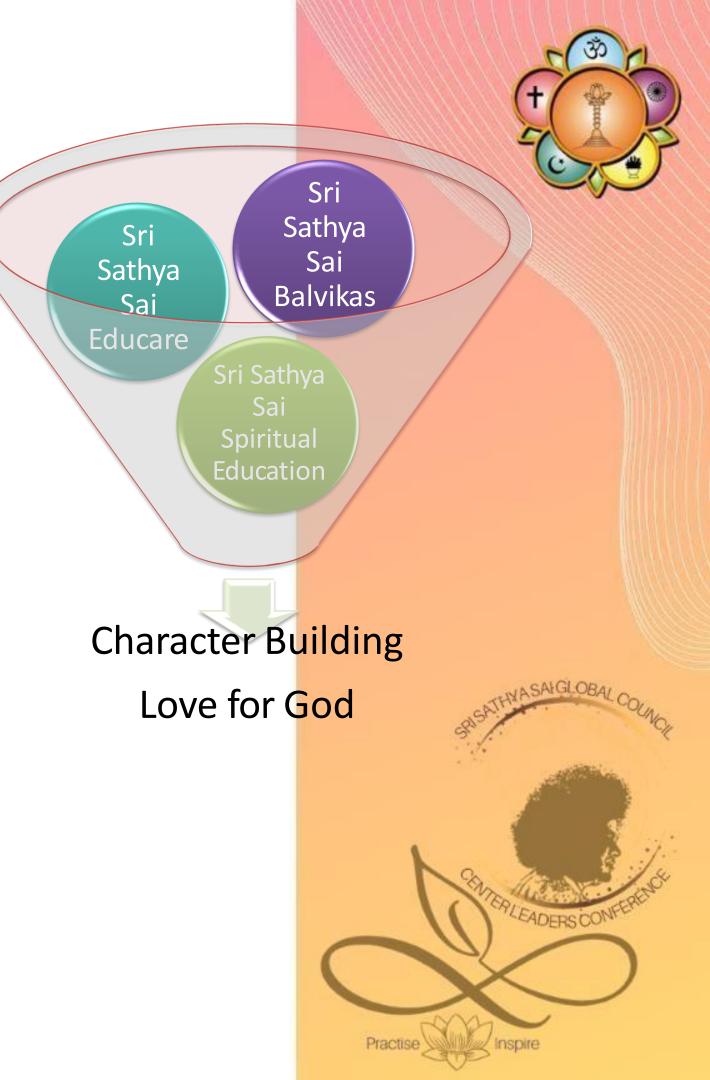
1981 – First overseas Balvikas Conference

Practise Inspire

Present Status

Global Statistics

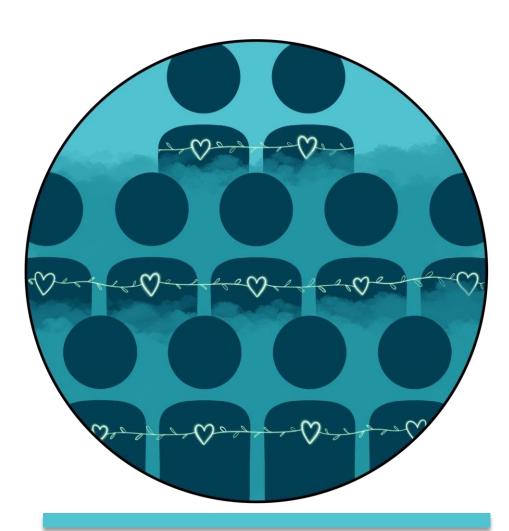
Zone	No. of Children	Gurus
Zone 1 (North America)	1561	691
Zone 3 (Australia, Fiji, NZ)	282	103
Zone 5 (East Asia)	592	92
Zone 6 (Europe & UK)	967	220
Zone 8 (Middle East)	1014	185
India	3,50,237	19704
TOTAL	3,54,653	20,995



Philosophy of SSSSE



God Exists, Man is
Divine.
Spiritual Education, not secular.



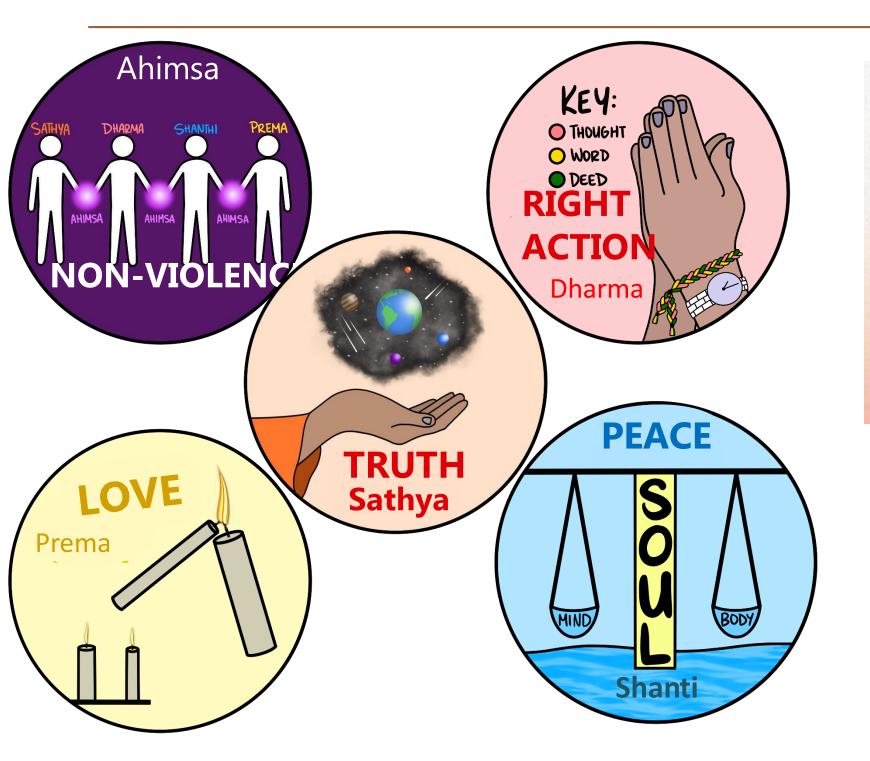
Concept of **Educare**to bring out innate
good qualities in
action!



Gurus, not teachers. **Heart to Heart,** not Head-to-Head.

Structure







- Group 1 Doing and Making
- Group 2 Making and Planning
- **Group 3** Planning and Achieving
- Group 4 Achieving and reinforcing

Impact of SSSSE on Society



Beauty in character- love for God

overall personality development



Harmony in the home- good family member



 Peaceful World - contributing good global citizen, future leaders



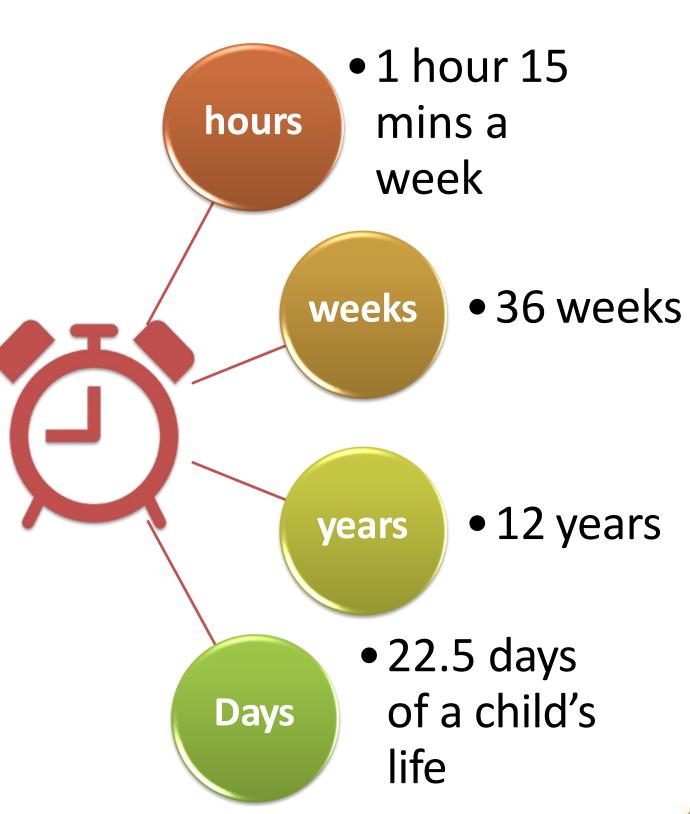
Order in the nation



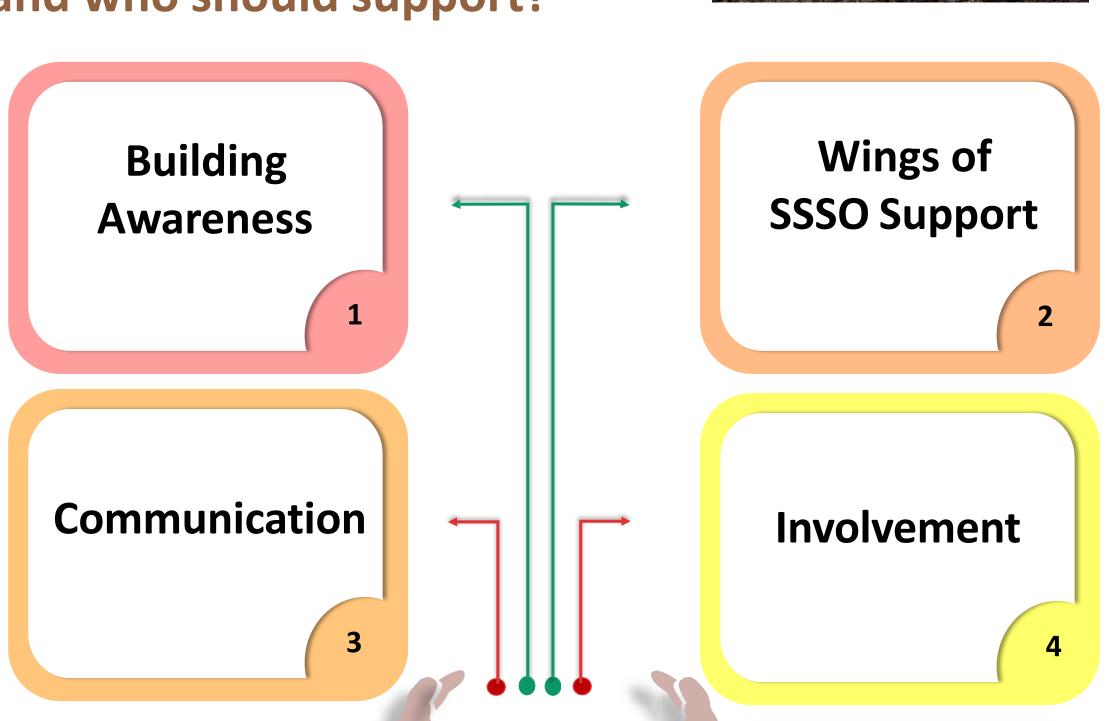
Impact of SSSSE







How and who should support?





Building Awareness





All center leaders to observe SSSE classes at least once

Organize **Parent Contact Program**modular sessions



Conduct **Parent Orientation** programs
for new parents

Conduct Regular **Guru's training**sessions







Wings of SSSO Support

Spiritual/ Devotional

- Modular training for gurus
- Special bhajan/vedam gurus
- Bhajan opportunities for students
- Provide pre-recorded bhajans

Seva

- Provide transport
- Oversee traffic flow
- Safety of small SSSSE children

Mahila/Ladies

- Prasad making for SSSSE events
- Shrine arrangement
- Decoration etc for all SSSSE events





Communication



+

Guru's communication with parents

- Special occasions notification
- Enquire about absence of the child

Home visits by Gurus

- Home visits by Gurus once in six months is very important
- Promoteswarmthbetween Gurusand parents



Involvement



+ 30

Parents

Attend all center activities

Involvement in Seva activities

Get included as Trainee Gurus

Mahilas (Ladies)

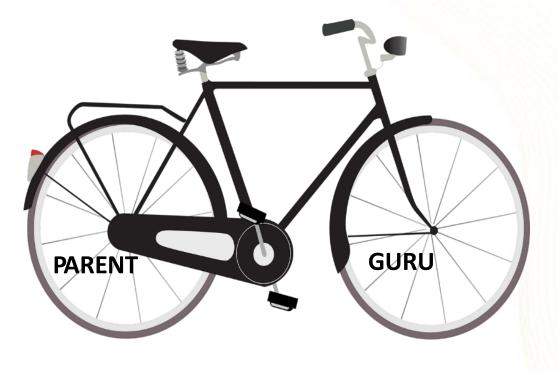
Get involved as Gurus

Support in SSSSE events

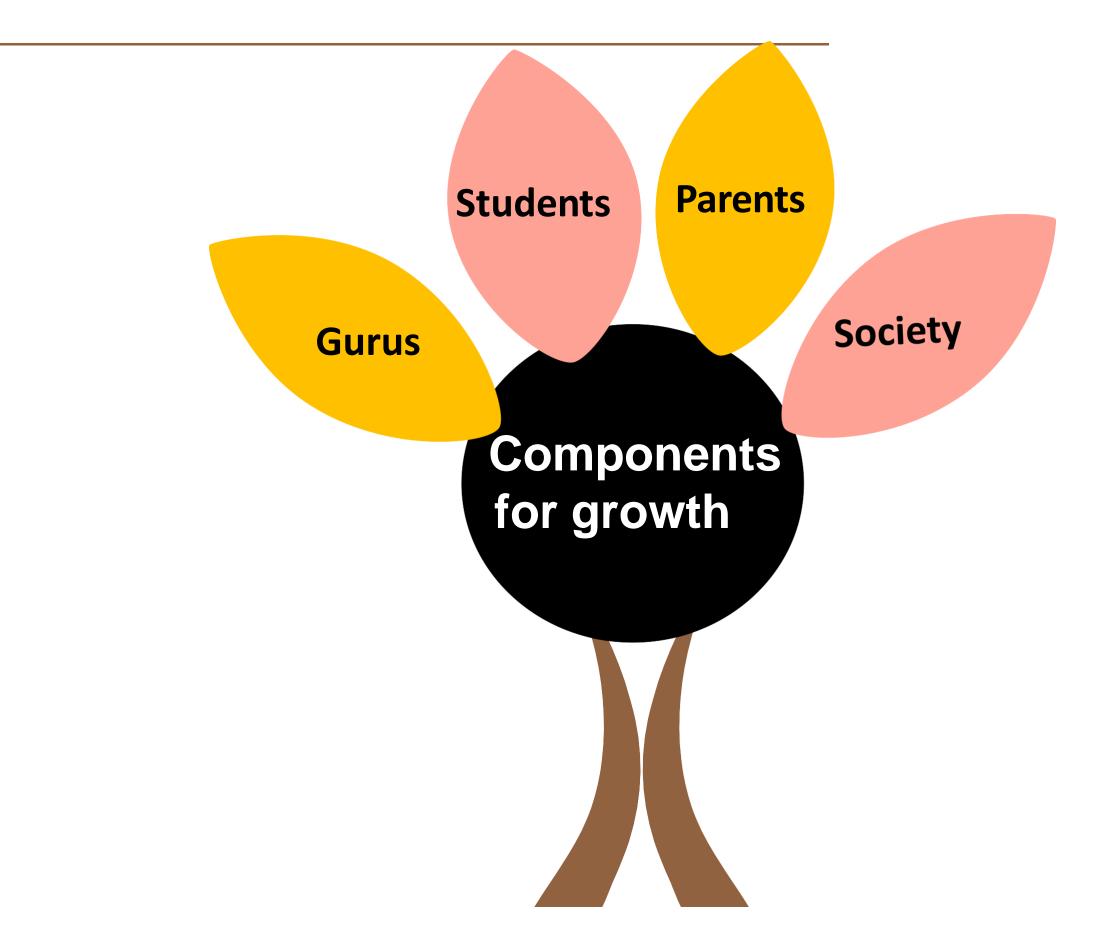
Elder members

Undertake Guru's training

Role of
Guidance
Functionary















1. Gurus

Extend
support to
Gurus to
retain
existing
Gurus

- Conduct study circle for Gurus
- Provide LMS for reference
- Gurus to
 make LPs innovative,
 interesting
 and fun
- Be-Do-Tell
- Gurus to attend all center activities
- Train periodically
- Have implicit faith in Swami's teachings







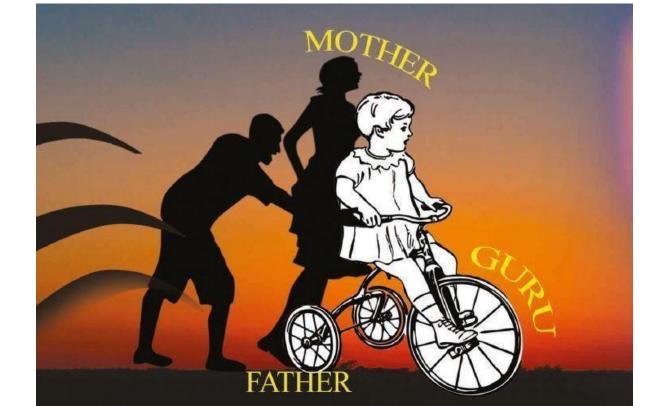


2. Students

- Motivate to complete the SSSSE program
- Alumni to interact and motivate 12-17 age group
- Include
 Sports, skits,
 music,
 debates etc.
- Group
 activities like
 competitions
 debates etc
- Ensure SSSSE
 is open to
 children of all
 faiths /
 background









3. Parents

Parents to reinforce at home the values taught by Gurus

Parents to
understand
the
importance
of Balvikas
in their
child's life

Parents to become Gurus and undergo training

Contribute
articles for
SSSSE
publication

Most important for parents to attend PCP apart from bhajans, seva activities and study circles







4. Society

Proliferate more centers and train more Gurus

Most effective is word of mouth

OUTREACH

Videos, exhibitions, pamphlets & other outreach to be employed

Increase awareness with flyers, brochures etc.

Centre leaders to coax members to attend Sai centres



Key Take Home Messages

- Sri Sathya Sai Education is for all children
- Center leaders to observe a SSSSE class at least once
- Encapsulated SSSSE training program can be given to the center leaders
- It is the responsibility of the Centre Leaders to ensure that the Parents are properly informed of the benefits derived from SSSSE lessons through PCP
- Reasons for non-attendance by children should be identified and addressed.
- No child should be deprived from attending SSSSE





Key Take Home Messages

- SSSSE always has continuous enrollment throughout the year as it is unlike a regular school academic year.
- It is everyone's responsibility to ensure children grow up as loving and respectful individuals
- This beautiful program gifted by Bhagawan is universal and inclusive
- SSSSE helps to enrich and enhance the moral and mental wellbeing of each family - society as a whole
- "Every House is a Balvikas class, every mother a Balvikas guru"







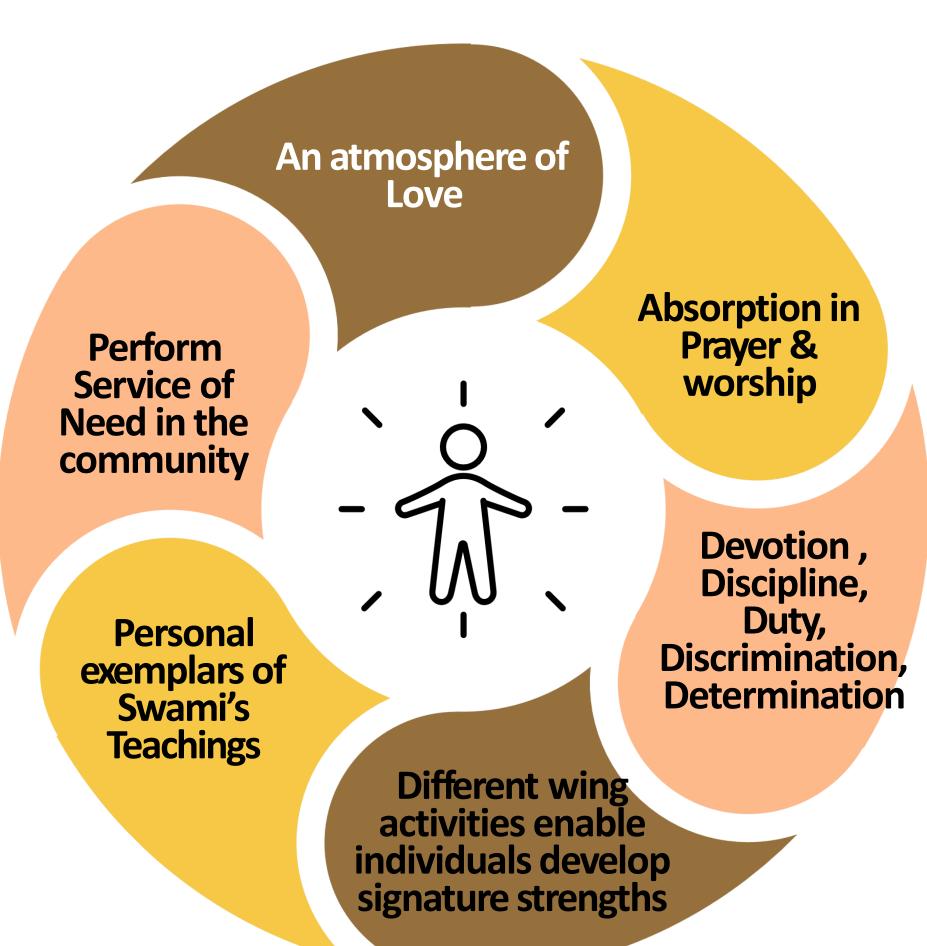
"Let Million Buds Bloom" [A I SAI RAM

Topic 4: Engaging Members & Community to serve through Centers

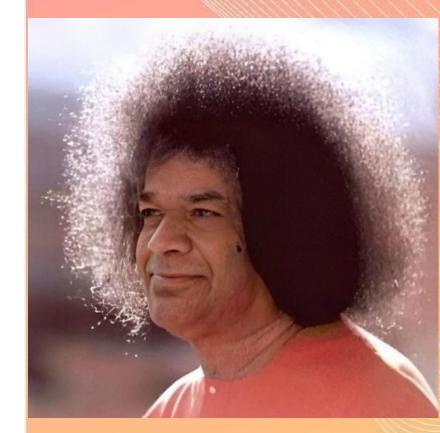


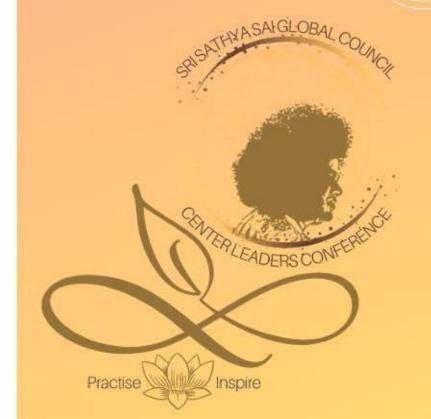
SSS-CENTER: An Effective Platform for Self-Realisation

Steeped in an atmosphere of Love, it offers many opportunities for an individual to develop their signature strengths and do service.









SSS-CENTER – An Effective Platform for Self-Realisation

SSSC enables a person to enhance their:

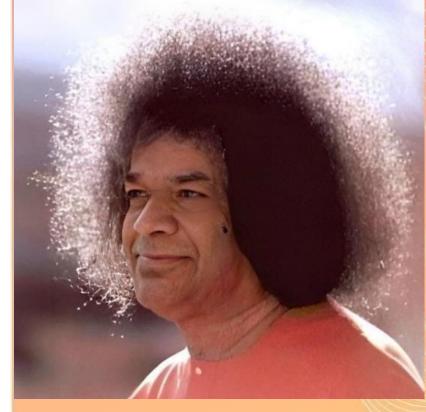
Self-Knowledge Self-Self-Satisfaction Self-Sacrifice Self-Realisation

Swami says:

"Sai Centers are dedicated to the great task of progressively aiding people to realise their reality and merge in it" – SSSS Vol III P 44

- SSSC is a precious gift from Swami for each one of us to grow holistically and recognize our own inherent Divinity; and
- Assist as many people as possible to realise their inherent Divinity







SSS-Center Leader: An Instrument of Transformation

Sai Leaders are NOT just effective managers of the SSSC activities but leaders who work for world prosperity.

How can a SSSC Leader assist people to realise the inherent Divinity?

SSSC Leaders are Organizational Leaders.

They provide opportunities to serve by formulating projects to inspire each to their highest aspirations, thus strengthening centers, homes, villages, states and nations.

First and Foremost – A SSSC Leader should always 'Practice' Swami's teachings.

"You must be prepared to spend all your lives in the service of humanity. In the first instance, you must serve your own home, then you must serve your village, then your state, and then the country."

"Lead your lives according to My Teachings, without the slightest modification. First have faith, then the experience is granted." Divine Discourse 25 Oct, 1961

Remember!

To worship Sai in our heart is **Bhakti** (devotion), To worship Sai in everybody is Seva (service).

"You who belong to the Sri Sathya Sai Seva Organization, every one of you, must become a sevak, eager to help those who need it. When the sevak (helper) becomes the nayak (Leader) the world will prosper." SSSS Vol.15 19/11/1981



Divine Discourse 20 May 1976

SSS-Center Leader: An Instrument of Transformation

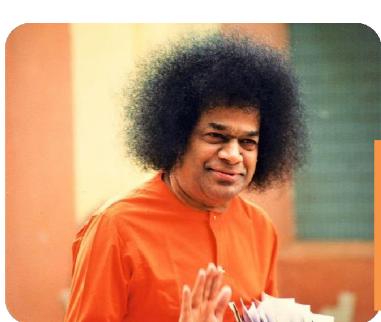


Cannot show a sense of superiority, seek reward or attention

Should be a **shining example of Swami's Love** in their personal and family life.



Always promotes Unity and Harmony in one's own family first and then in the community & society at large



Swami's message

Inspiring others to participate and do Seva is an integral part of a SSSC Leaders' Sadhana.

Love lives by giving and forgiving; self
lives by getting and forgetting
Divine Discourse Dec 25, 1979



How to Inspire Members – by leading from the front

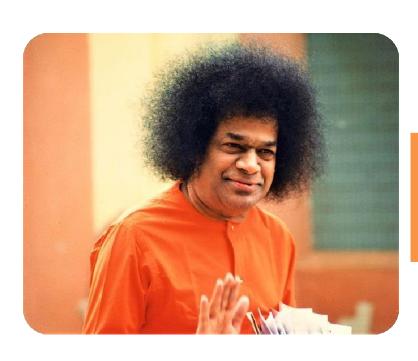


Swami the Role Model As the ultimate leader,

Swami is an Exemplar and has practically demonstrated this.







Swami's message

"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."

Divine Discourse 19 May 1969.

A <u>SSSC Leader exuding inner joy and love</u> will inspire the members to:

- ✓ Connect with their own idealism and highest aspirations and
- ✓ Give their best for the Organization and the task at hand.





Roadmap for Engaging Members and Community to Serve through SSSC



2. SSSC LEADERS: as Instruments of Transformation

Practice & Inspire



4. COMMUNITY:

Educational Projects –

Blood Donation

Tree Plantation

- Medical Camps, Disaster Relief

- SSSEHV classes

- Transformational Workshops such as Dynamic Parenting Women's Empowerment etc.,







An effective platform for Transformation through Selfless Service



Devotional activities +- Bhajans, Study Circles

Ceiling on Desires Program; 9 Point Code of Conduct; Sadhana Plan

Community Service Projects – Tree Planting; Blood Donations; Food & Clothing; Birthing Kits





How to Engage Members - some ideas to share...



1 Be welcoming and inclusive

- 2
- Create warm and loving relationships treat

 Center members as an extended family
- Without prejudice or favoritism involve as many members as possible in taking lead in the activities of all wings of the Center
- Organize high quality Bhajans and celebrations. Ensure that discipline is observed in all activities

Allow children to organize and lead one Bhajan session a month. This will bring parents involvement with more enthusiasm.

- Include Youth in ALL the activities. Provide them with meaning behind the activity because Youth wants to know the 'WHY' more than the 'HOW'.
- Organize **spiritual outings / picnics** for members & families once or twice a year

8



Continue to **spot talents** and engage members equally in **singing**, **writing skits** for children's plays, preparing **costumes** for the dramas, **setting up altars**, **video** and **media** production etc.

Impress upon the members that Seva is not just going out into the community and undertaking service. Every activity in the SSSC is an opportunity for selfless service.



In summary, a good SSSC Leader



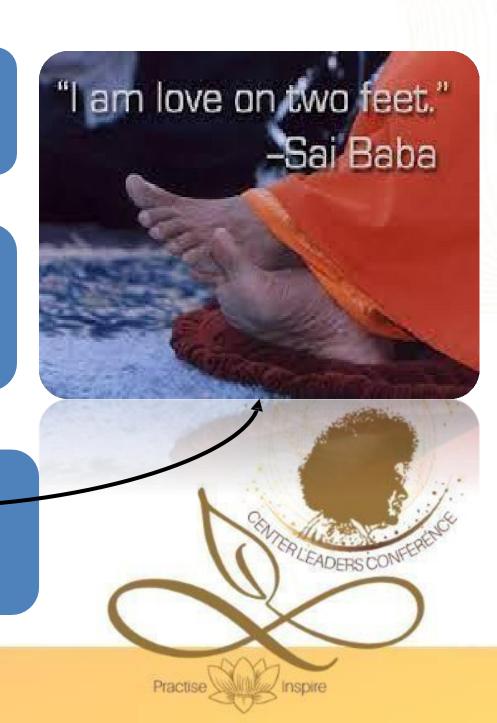
Creates an organizational culture of Love & Service by personal example so members work 'much beyond their call of duty' to maintain excellence in the organization



Engages & inspires members with selfless love like that of a good and affectionate mother.

Acknowledges their members for successes and takes responsibility for outcomes. Takes note of talent for future projects.

Always projects themselves as part of the team and talks in terms of 'We' and not 'You'. A good leader is "Love on two feet"



2 Key questions...

Why Engage Members & Community to

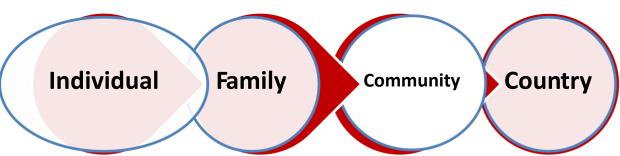
How to Engage in the Community?

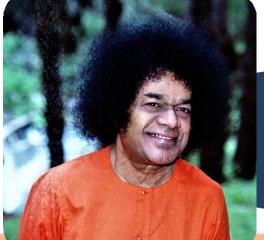
Engaging family & community to serve results in:

- Individuals cultivate compassion, kindness and a sense of sacrifice through service
- Families collectively practice the teachings and transform for the betterment of the nation
- Community develops a sense of unity and universal brotherhood.
- This ultimately results in the prosperity of the country.

But need to be mindful of local laws

- Opportunities to undertake Service programs varies
 from SSSC to SSSC and from Country to Country.
- Center Leaders must understand their own community needs and organize Service Projects accordingly. All Seva Projects must be guided by the needs analysis.
- At all times we must serve members of the community as though we are serving GOD.





You must all be filled with the zeal to render service at any time, at any place, when the need is there. You must try to attract young people to the service organization."

SSSS Vol.17- 20.5.1984

Sample Activities to Engage with the Community



Regular service activities

Other unique activities that allow us to share Swami's teachings

Develop online & F2F workshops on Human Values

Narayana Seva,
Medical Camps,
Disaster Relief
Projects,
Adopting
Villages, Water
Projects, Tree
Planting

- Join local 'Interfaith Groups' and share Swami's message of Unity of Faiths.
- Bring Human Values into Sports play sports
 with local sporting clubs like Cricket, Netball,
 Basketball etc.,
- Liquid Love Register your Center with the local blood donation Center and regularly donate as a group

Develop & deliver online and face to face workshops on topics based on Human Values such as:

- Dynamic Parenting; Grand
 Parenting; Ethnic Parenting
- Emotional Wellness;
 Women's empowerment etc.,



Sample Activities to Engage with the Community



Key
difference
between
SSSE &
SSSEHV

SSSEHV classes are for children from the community

focus would be on enabling the children to grow into ideal citizens. Swami as a Role Model of Humanitarian service. of members of the SSSC, so the future leaders of Sai Organization are developed with firm faith in Swami as an Avatar.



How to promote activities in the Community

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Identify and analyze the needs of your local community & develop service projects accordingly

Promote the activities in local free papers, community newsletters and Social media.

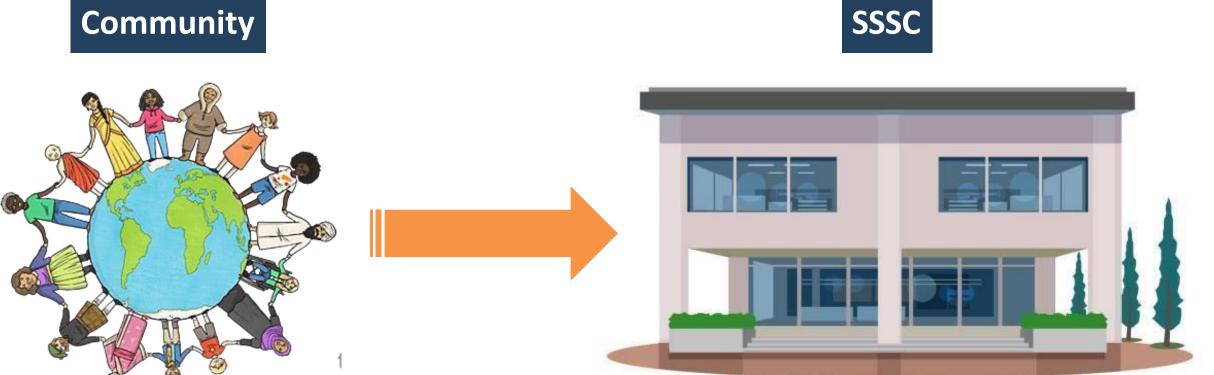


Liaise with local councils, shires, municipalities and offer the services for the community – free of charge

Spread the word in your friends' circles and faith communities, temples, social networks etc.,



How Can A Community Serve Through the SSSC





- ✓ Invite talented individuals from the community to be trained in SSSEHV
- ✓ This may require **some training in SSSEHV principles** only and they <u>need not</u> <u>become members of a SSSC</u> to undertake this training.

principles to help deliver programs/workshops

✓ However, this process can only work if we <u>completely imbibe Swami's saying</u> of "My Life is My Message". This will inspire the community members to want to know more and engage through the SSSC.

As the presence of SSSC as a 'change agent fostering a culture of love and non-violence in society' takes roots in the community.



Key points to remember when engaging with the community

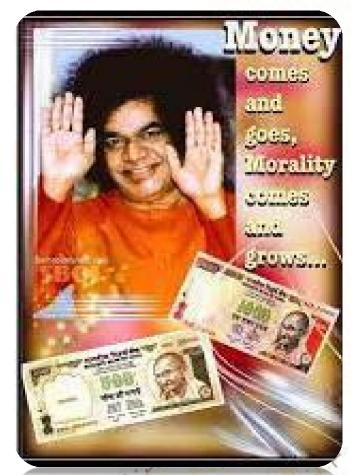


Swami's name

- Swami's name can be mentioned in different ways <u>depending</u>
 <u>on the country</u> and the <u>local laws and sensibilities</u>.
- For example: Introduce Swami as greatest Humanitarian on earth, He is the leader with a dynamic vision and a colossus of inspiration, He is PURE LOVE walking on two feet.



- Keeping in line with Swami's advice on money & spirituality –
 all community programs will be run 'free of charge'
- Essential funds may be contributed by the office bearers and key people involved in the service activity.
- Undertake only those projects that are feasible and sustainable



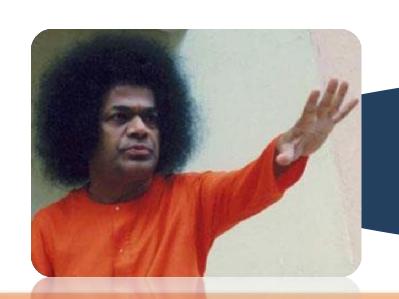


Conclusion

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- Swami gave us this organization bearing His name as a gift to humanity. It is an
 effective platform for our transformation.
- The various activities of a SSSC gives us precious and unique opportunities to
 PRACTICE Swami's teachings and serve humanity unconditionally.
- With Love, Unity, Purity and Discipline, we INSPIRE & engage members and community through the SSSC activities which will assist them in <u>attaining their</u> <u>highest aspirations.</u>





"Oh, Sadhak! Arise! Gird up your loins! Plunge into social service!" This is the Sai message

Divine Discourse Nov 17, 1985 (Fourth World Conference)



SERVICE TO COMMUNITY AND RESULTING TRANSFORMATION, THROUGH SRI SATHYA SAI CENTERS FROM AROUND THE GLOBE - FEW GLIMPSES





Z9 : SA - Frasers Adopted Village



Z5 : Indonesia - Narayan Seva



Z3: New South Wales - Winter Drive



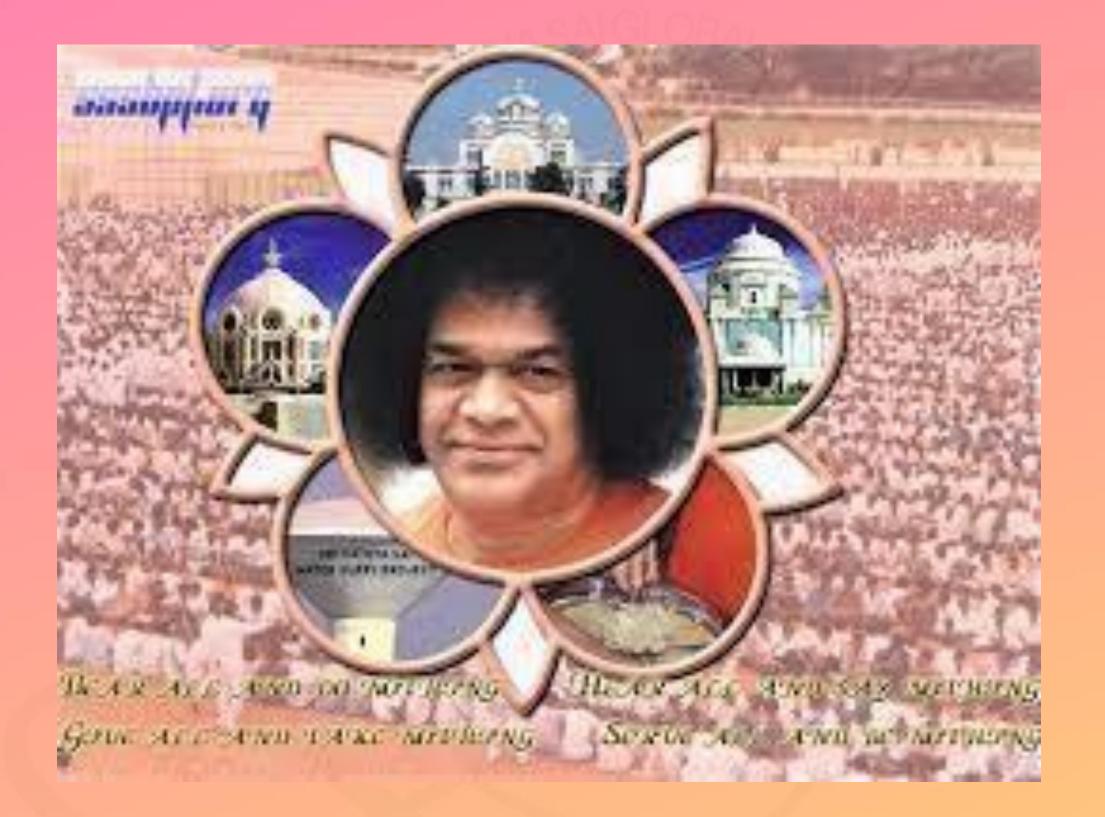
Z5: Taiwan - Serving those without homes



Z4: Nepal - Piped Water Seva Project



Z5: Malaysia - Blood Donation



MAI SAIRAM







To obtain additional information on these presentations, please contact the National President of SSSGC in your country.