

WORKSHOP SLIDES

Day 2



4 & 5 JULY 2023



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.

4 & 5 JULY 2023

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

Topic 5: Resolving Conflicts – A way to practice HIS teachings

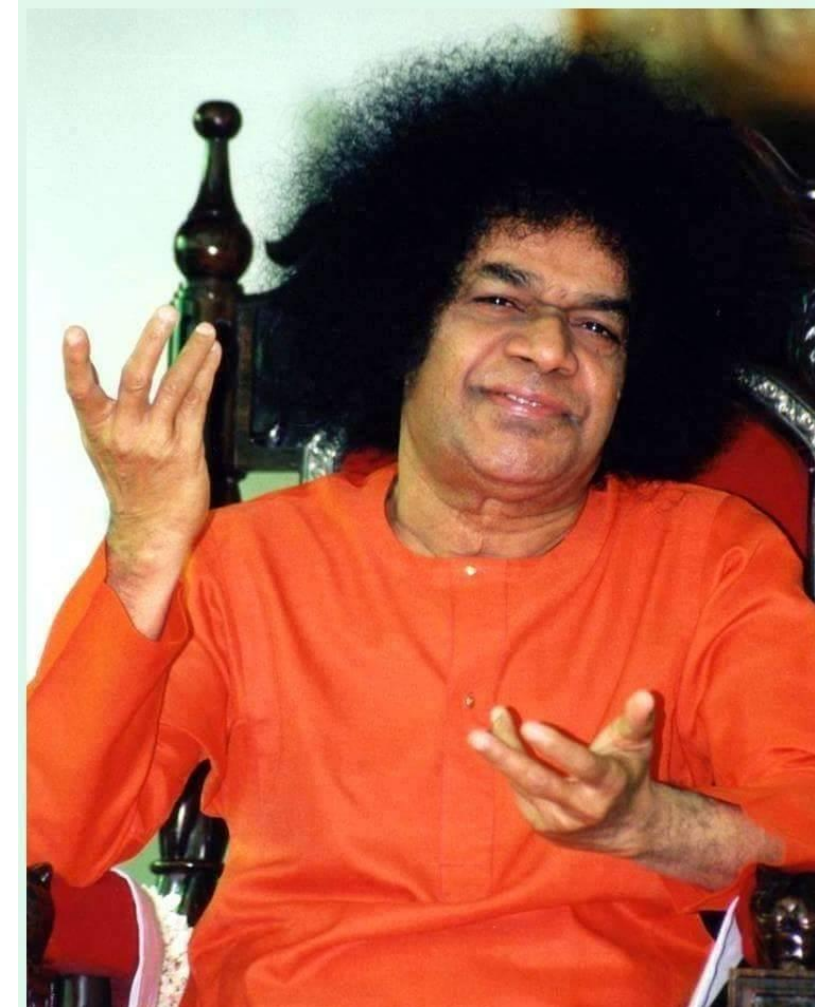


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What is Conflict?

A state of disagreement, clash or friction between individuals arising out of differences in thought process, perception, attitude, understanding interest and requirements

- Intrapersonal
- Interpersonal

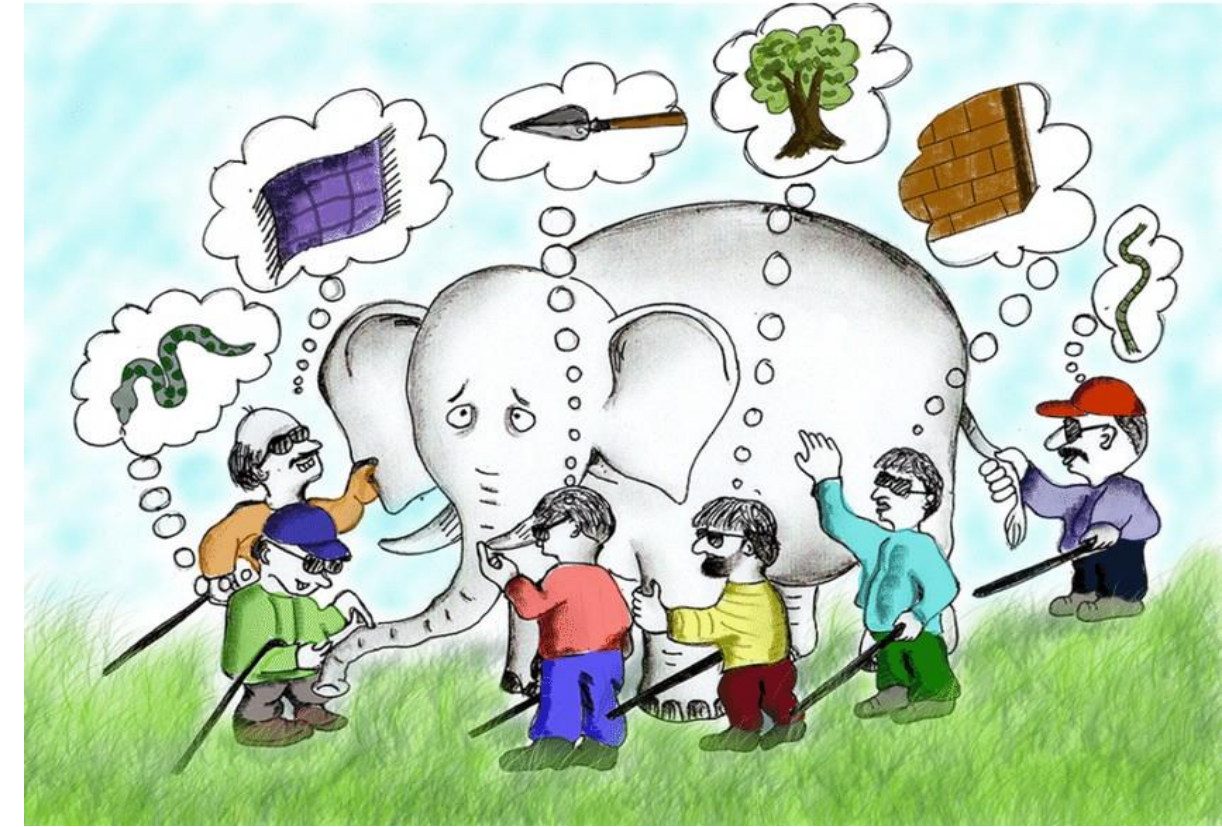


Why do conflicts arise?



It is the absence of spirituality that accounts for all the chaos, conflicts and disorder in the world. They are caused by the neglect of human values in daily life.

- Sri Sathya Sai Baba



- Different perspectives of same issue
- Differences in opinion



Why do conflicts arise?



Dr. John Hislop: Swami, conflict between people appears to be inevitable. What to do?

Sai: Conflicts do come about, but they should be limited to that point, to the fact of conflict and should not be allowed to spread into additional words and feelings. If the conflict is allowed to expand, anger will deepen, bitter feelings will arise, and strong hatred will develop.



Why do conflicts arise?



Conflicts and factions, violence and upheavals are caused by the neglect of human values in daily life.

Sathya Sai Baba



Why do conflicts arise?



Communication Gap

- Incomplete or lack of facts
- Ambiguity
- Miscommunication
- Misunderstanding



Why do conflicts arise?

Challenge the problem & not the person.

The name of Sri Sathya Sai is attached to each wing of this organisation. It is Sri Sathya Sai that inspires each activity of each wing. This fact is not taken to heart by many of you. Sai is the inner inspiration and light for each worker.



Why do conflicts arise?

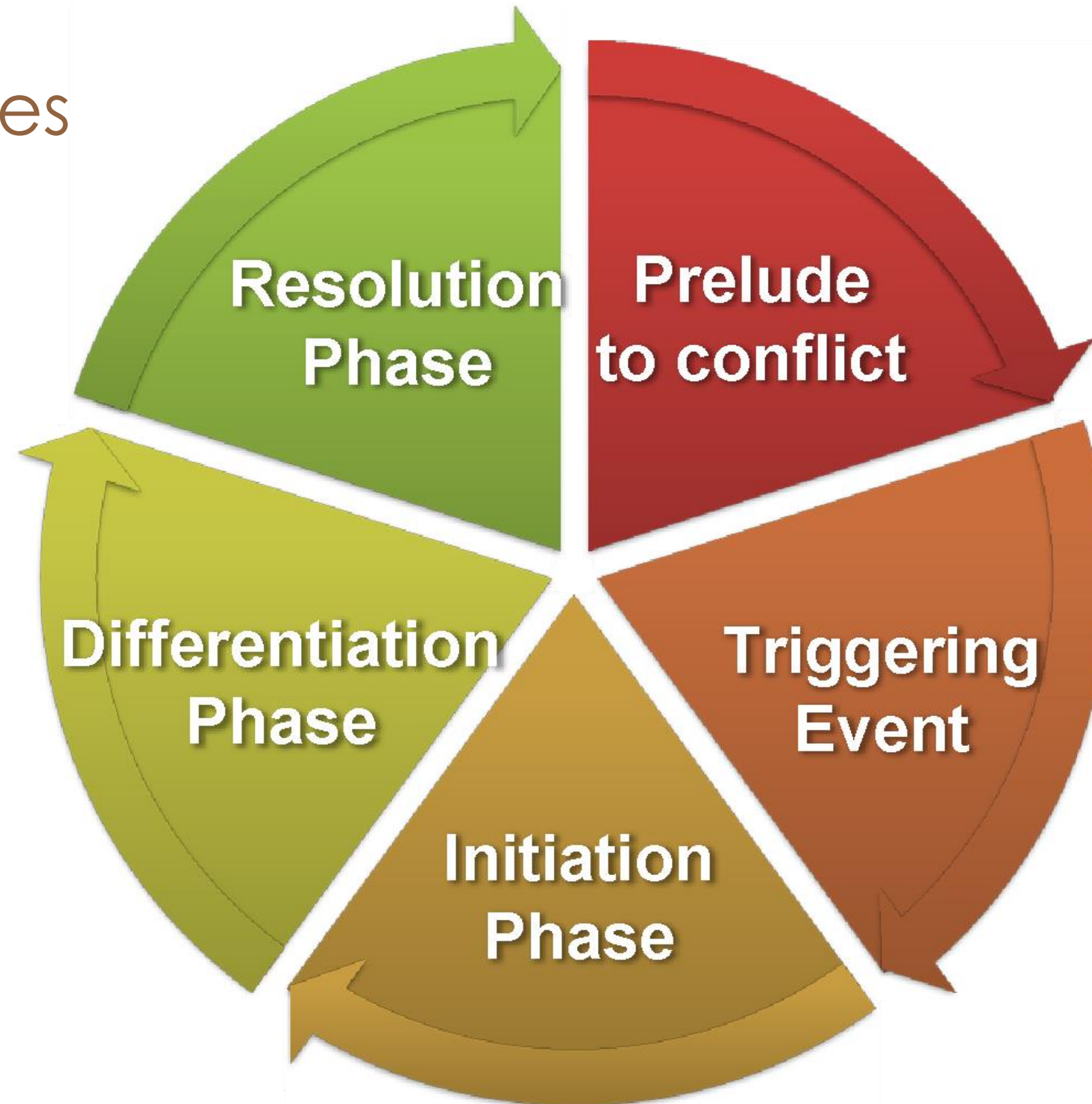
- Leaders tend to own the role
- Poor listening skills
- Badmouthing and backbiting
- Trespassing in the duties
- Over expectation
- Differences in thought & actions that arise.
- Differences in family background
- Level of education/ culture.



Phases of Conflicts



A conflict has five phases



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Consequences of Conflict



Positive Consequences

Negative Consequences



What to do???

Journey towards Self-Realization

- Do not criticize people, improve yourself first.
- You cannot change people
- We are here to Serve and Not Be Served.

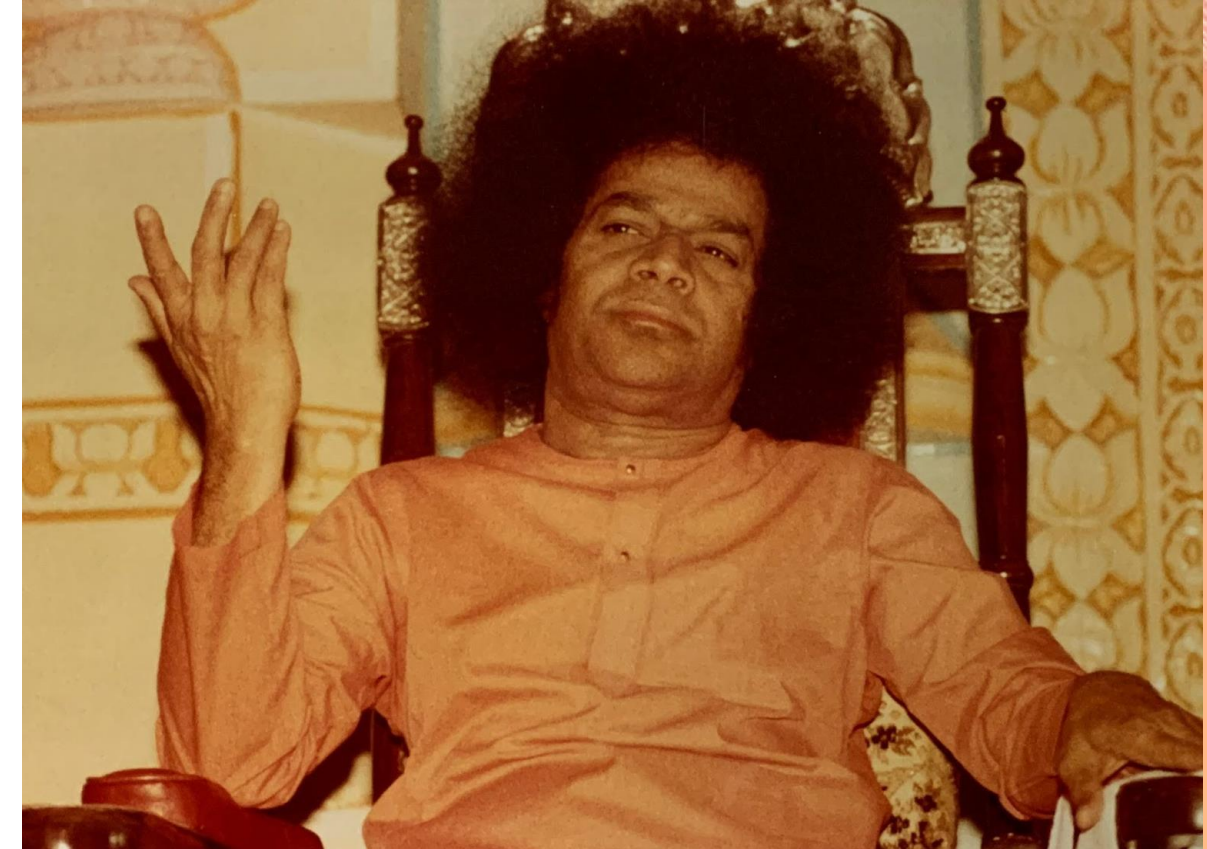


What to do???

Forget and Forgive

*“Love lives by Giving and Forgiving.
Self lives by Getting and Forgetting”.*

- Sri Sathya Sai Baba



What to do???



Control Senses

*“If one can't control their senses, all of their spiritual efforts are meaningless. It is everyone's responsibility to identify any negative ideas that might come to mind and completely dispel them. The mind needs to be controlled”
(Summer Course, 1976).*



What to do???



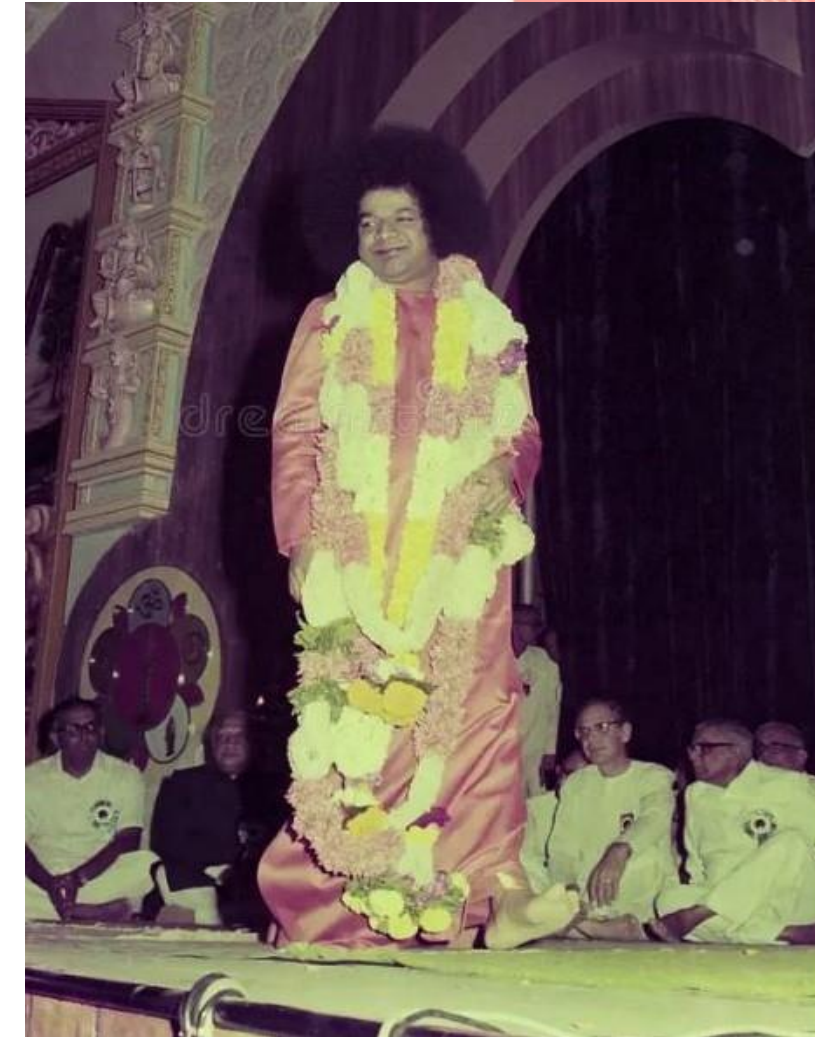
Prayers and Selfless service

- Prayer is a dialogue with God. Prayer should reflect one's love for God, thankfulness for God, and, importantly, willingness to serve God.
- Practice the nine point code of conduct



What to do???

- Follow The Master, Face The Devil, Fight Till The End And Finish The Game.
- Man Is The Crown Of The Creation
- Brotherhood Of Man ; Fatherhood Of God
- ABC of Life
 - Anger Brings Catastrophe – Adore Baba Constantly.



The Way Forward

- **Nine Point Code of Conduct**
- **Ten Guiding Principles**
- **Stick firmly to Swami's teachings while taking decisions or actions**
- **Intense Practice of Human Values**



Conclusion

“Saranagati is total self-surrender wherein the devotee lays down his body, mind, heart and soul at the lotus feet of the Divine Master”.
(Summer Showers 1979)

Give up envy, pride and hatred in your heart. Plant therein love and mutual understanding. It is the only way to resolve the conflict.

- Sathya Sai Baba





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Topic 6: Providing Opportunities to all - A way to experience HIS gift



4 & 5 JULY 2023



The Topic and its Key Aspects



OPPORTUNITIES

- What?
- Why?
- Who?



ALL

- What does this term mean?
- How to provide opportunity to all?



GIFT

- Contextual Relevance?
- How to experience?



Aim of Organisation - in the words of the Master



How does the Organisation achieve this objective?

"You must have the firm belief that the aim of this Organisation is to remove the obstacles that keep man away from God, that separate manavathwa (humanity) from machhavathwa (Divine). There can be no human; it is all Divine. This Organisation must elevate the human into the Divine."

Divine Discourse, All-India Conference,
Prashaanthi Nilayam, 21-11-1970



The Center



It is only through the Center that the Organisation functions and achieves its objectives

Therefore, what do we mean when we use the term Opportunity?



What do Opportunities mean?



Every activity in the organisation is an **'opportunity'** for progressing further on the path of self-transformation - be it spiritual, service or educational activity



Why are these activities so important?



“

“You can't please Me just by joining as a member of the organisation. I shall wait for the day when you turn over a new leaf and transform yourselves into better individuals”

- Divine Discourse,
Madras, 19 Jan 1983



”

“Spiritual practice is essential for realisation of the Divine. Whatever books you may read, you cannot realise the Divine merely by intellectual effort.”

- Divine Discourse,
Madras, 22 Nov 1980



Therefore, the Charter says:

- AND WHEREAS to experience this Divinity, mere environment and circumstances outside are not sufficient but a **change in the minds of men** is necessary.
- AND WHEREAS the **activities of the Organisation are only a means to the spiritual progress** in this direction

- *Divine Charter*

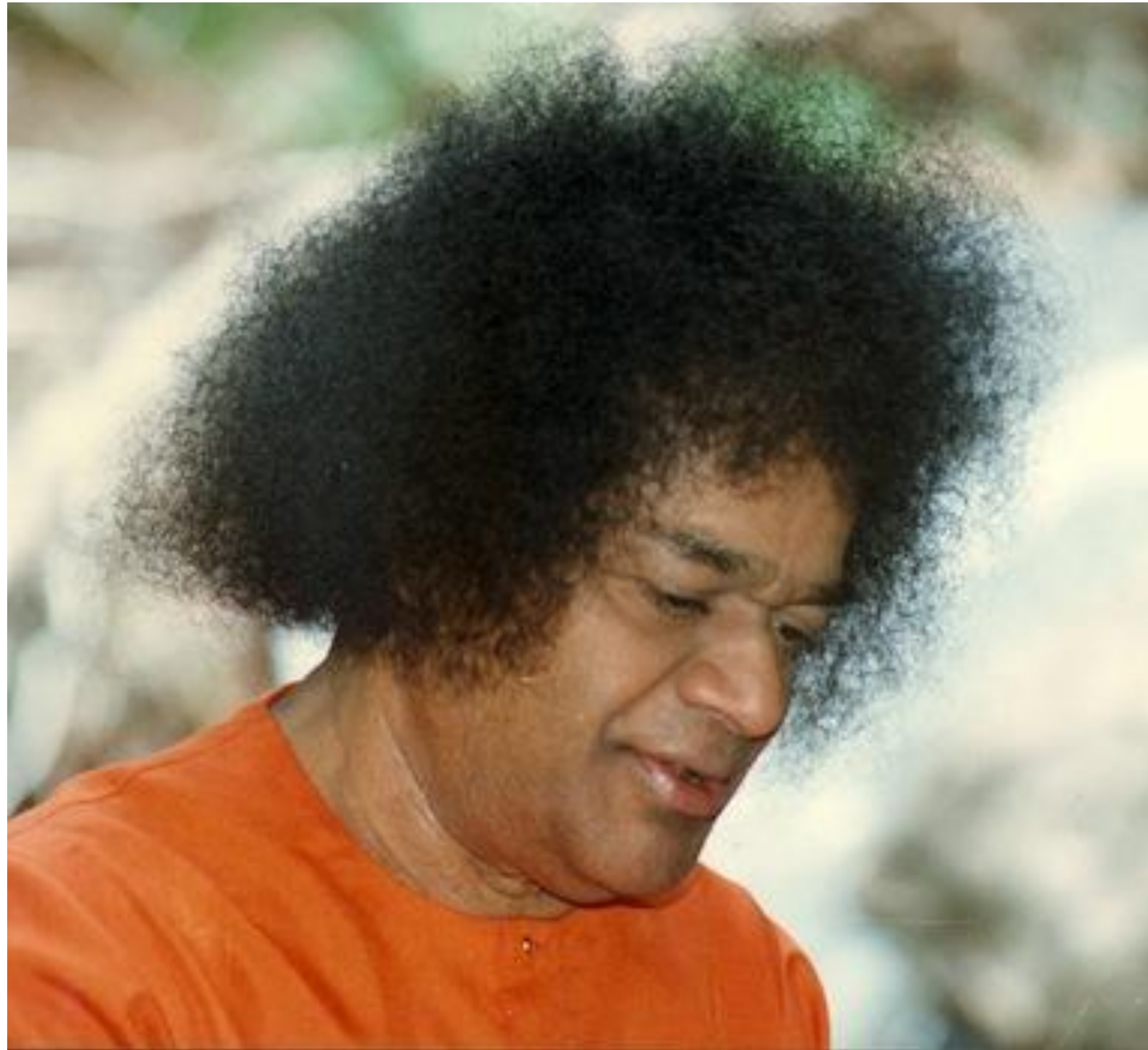
This common understanding has to be ensured at all levels and by all.



**Who is to provide
the opportunity?**



Who is to provide the opportunity?



“

The name of Sathya Sai is attached to each wing of this organisation. It is Sai that inspires each activity of each wing. This fact has not been taken to heart by many of you. Sai is the Inner inspiration and light for each worker.

- Divine Discourse, All India Seva Dal Conference, 22 Nov 1978



Who is to provide the opportunity?



The Myth

“Being Center Leaders, we are providing opportunities to others”

01

Our role is merely that of a facilitator;

02

We are merely puppets in His hands; let's play that role to perfection

03

Everyone joins the Organisation because of His Will

04

Bhagawan does not need us fulfill His Mission



What is to be understood by All?



Who is this Organisation meant for?



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

- Divine Charter



What defines our success as an Organisation?



Enabling maximum number of people to achieve self-transformation through the platform of the Organisation.

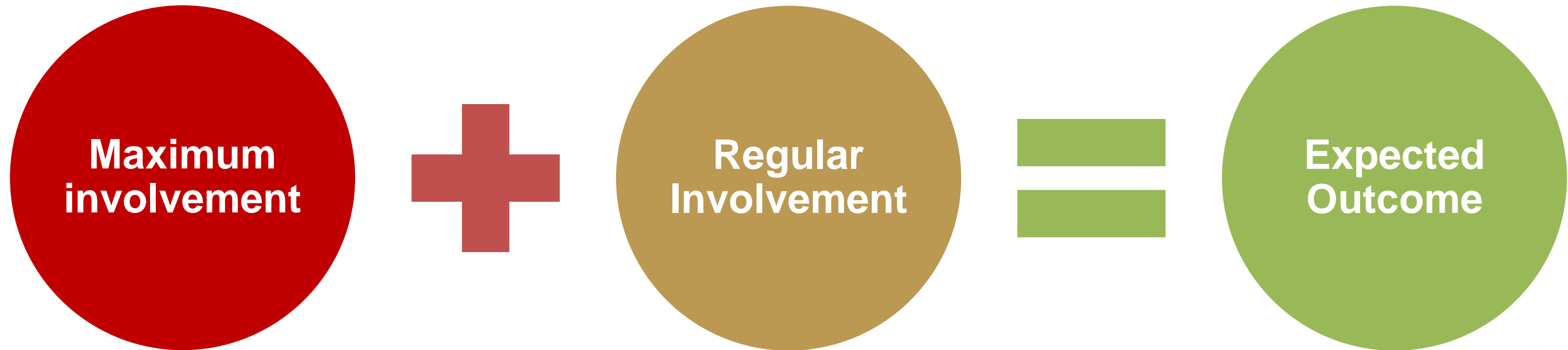


Number of projects or activities we execute and their scale during any given period





∴ Our formula for success



Formula for success

Maximum, not Optimal Involvement

- Focus on involvement of more and more individuals rather than increasing more and more activities.
- Divide the task into smaller task and ensure maximum involvement

Regular activities are more important than one-off events

- A drop of water falling consistently and regularly upon a rock can make a hole in it while a barrel of water irrespective of any force will not have any impact. But the same drop, if not regular does not affect the rock in any manner.

Outcome will follow automatically



Reaching out to ALL - What approach can we take?



Involve

- Involve those who are already members by assigning them tasks on regular basis
- Plan activity calendar

Include

- Include infrequent comers in your planning by giving them some responsibility.
- This will grow their interest

Inspire

- Inspire all others who are not yet involved by demonstrating the bliss and happiness that you derive through service.
- Organise activities in new areas



Step out of the four walls of Center, the entire world is Sai Organisation





Divine Pointers



“Every member of the Samithi (*Center*) must be given some particular work so that he may develop a sense of belonging and may contribute his skill, intelligence, faith and devotion to the promotion of the objectives of the association.”

- Sathya Sai Speaks Vol X P.233

“The direct individual relationship between each of you and myself will remain always. If our relationships can be strengthened through the Organisations, I shall feel happier.”

- Divine Discourse, November 24, 1987





What does this imply for us as Center Leaders

APPROACH

Adopt Inclusive & Universal approach

01

02

PLANNING

- Our Planning should be based to include 'All'

FOCUS

Shift focus from 'Activity' to 'People'

03

04

ATTITUDE

Adorn the Attitude of 'Servitude';

“ The office-bearers should not feel that they are apart from the workers. All are workers. No one can consider himself a master.

- Divine Discourse | Sixth World Conference | 21 Nov 1995



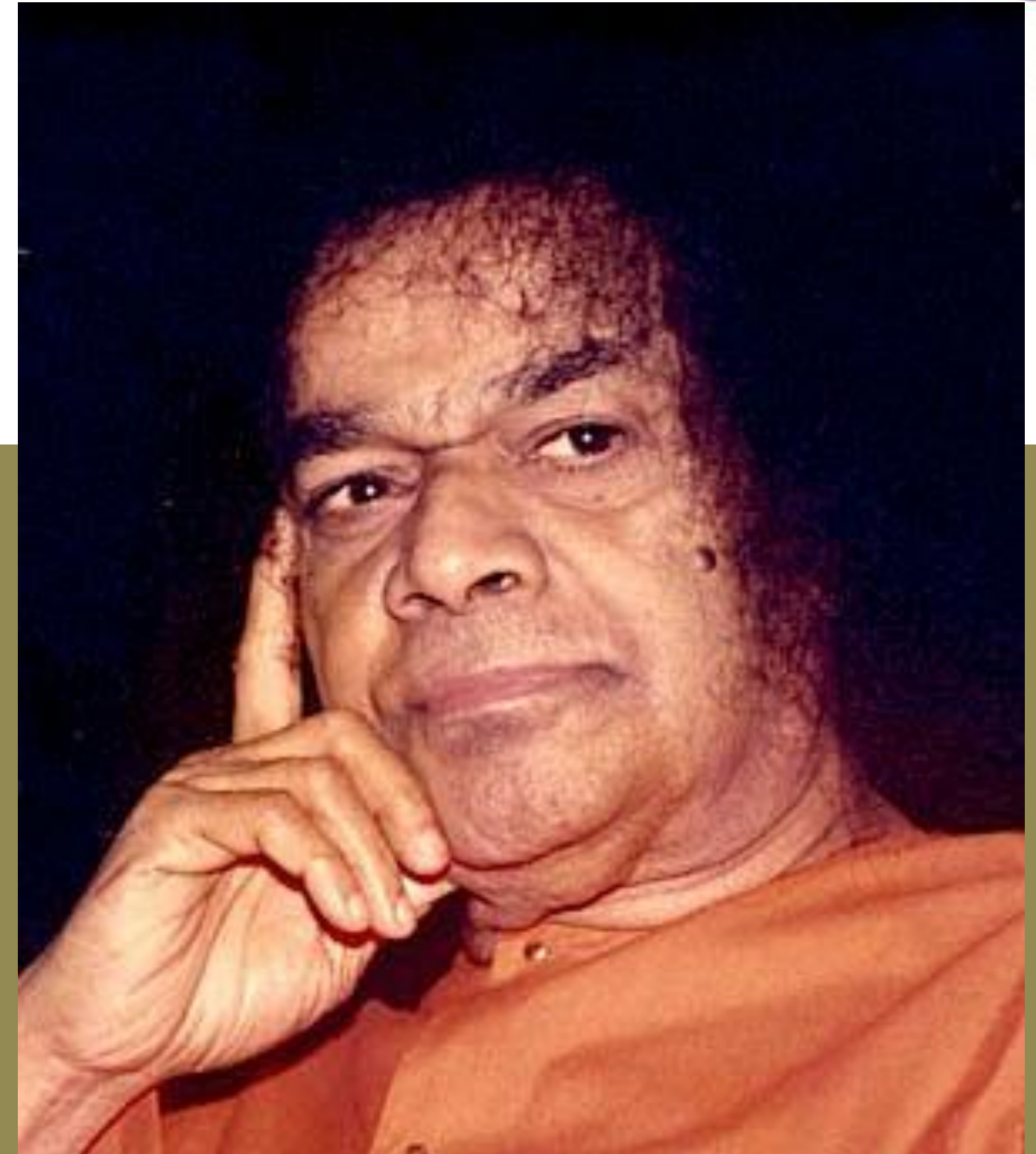


Fanaticism must be kept at bay

- Restrain from imposing your belief system
- All names are His and all forms are His. Therefore, worshippers of others forms or names, are His worshippers only. We must believe this.

“You must convince yourselves that all forms are Sai's; all names are Sai's. There is no 'rest'; all are He....I affirm that this Sai form is the form of all the various names that man uses for the adoration of the Divine

- Divine Discourse, World Conference, 17 May 1968



Accept and welcome all without any pre-condition

Our Organisation should be a place to which everyone should naturally feel belonged to!



The symbol of the Organisation is "the Harmony of Religions, the Unity of all Faiths, the Acceptance of all Approaches."

- Divine Discourse,
22 Dec 1971



“

“Each should practice his own religion sincerely. A Christian should be a good Christian. A Hindu should be a good Hindu. A Muslim should be a good Muslim. Let each one be a true practitioner of his religion.The one God is common in all.”

– Divine Discourse – 14th April 1996



Our task is not to 'Propagate' Sai, but to 'Follow' Sai



I have not got the slightest intention to utilise the Seva Samithis (*Centers of Service*) for propagating My Name or canvas homage for My Name.

- Divine Discourse, World Conference
Mumbai – 17 May 1968

“Do not imagine that your task is to propagate Sai and speak of Sathya Sai and His Message. This is not right. But, through the name of Sathya Sai and the emphasis on the message, aim at the promotion of Godliness and Faith in God. Create the spiritual attitude, promote spiritual discipline. It does not matter what Name you use or what Form they concentrate upon. Through some Name and some Form, lead them into the path of Faith and Saadhana (spiritual discipline).”

– Divine Discourse – 6th January 1975



Core Principles are 'sacrosanct' and 'uncompromisable'

- Use of Organisation's Emblem
- Swami's Chair and Use of Swami's Name
- No association or partnership with any other Organisation
- Gender Segregation
- Other practices to ensure organisational discipline



Try to observe the rules that have been framed through Love, to canalise the Love that you are required to cultivate.

- Divine Discourse, 23 Dec 1971

Do not enforce the rules, without mercy or thoughtful consideration.

- Divine Discourse, 21 Nov 1969



Our approach should be based on Love and Love alone.





Few Guideposts for Center Leaders



Be consistent in life. Do not have multiple personalities.



Position in the organisation is merely incidental. All are on the same path – some ahead, some behind



Consider everyone as resource. Everyone is capable of doing some service



Be, Do and Tell
Unity of thoughts, words and deeds is the Hallmark



Communication is the oil that keeps the lamp of relationship burning.



Humility is the hallmark of a successful Centre Leader – bending down is a sign of humility



The Gift and Experiencing the Gift



The Gift and Experiencing the Gift



But what does this
connote for us as
Center Leaders?

The Sai Organisation is His Divine Gift to the entire humanity,
that can transform Man unto God.



The Gift and Experiencing the Gift



To be born during the lifetime of an Avatar is a matter of great fortune;

To know the Avatar as such is a matter of even greater fortune

To be a part of His mission is indeed a fortune greater than that

But to be His chosen instruments is a matter of greatest fortune ever



****Avatar means The Divine Manifestation****



Being part of His mission and playing the role given by Him under His Direction, is the rarest of the Gifts one can ever receive over several births



Experiencing the Gift

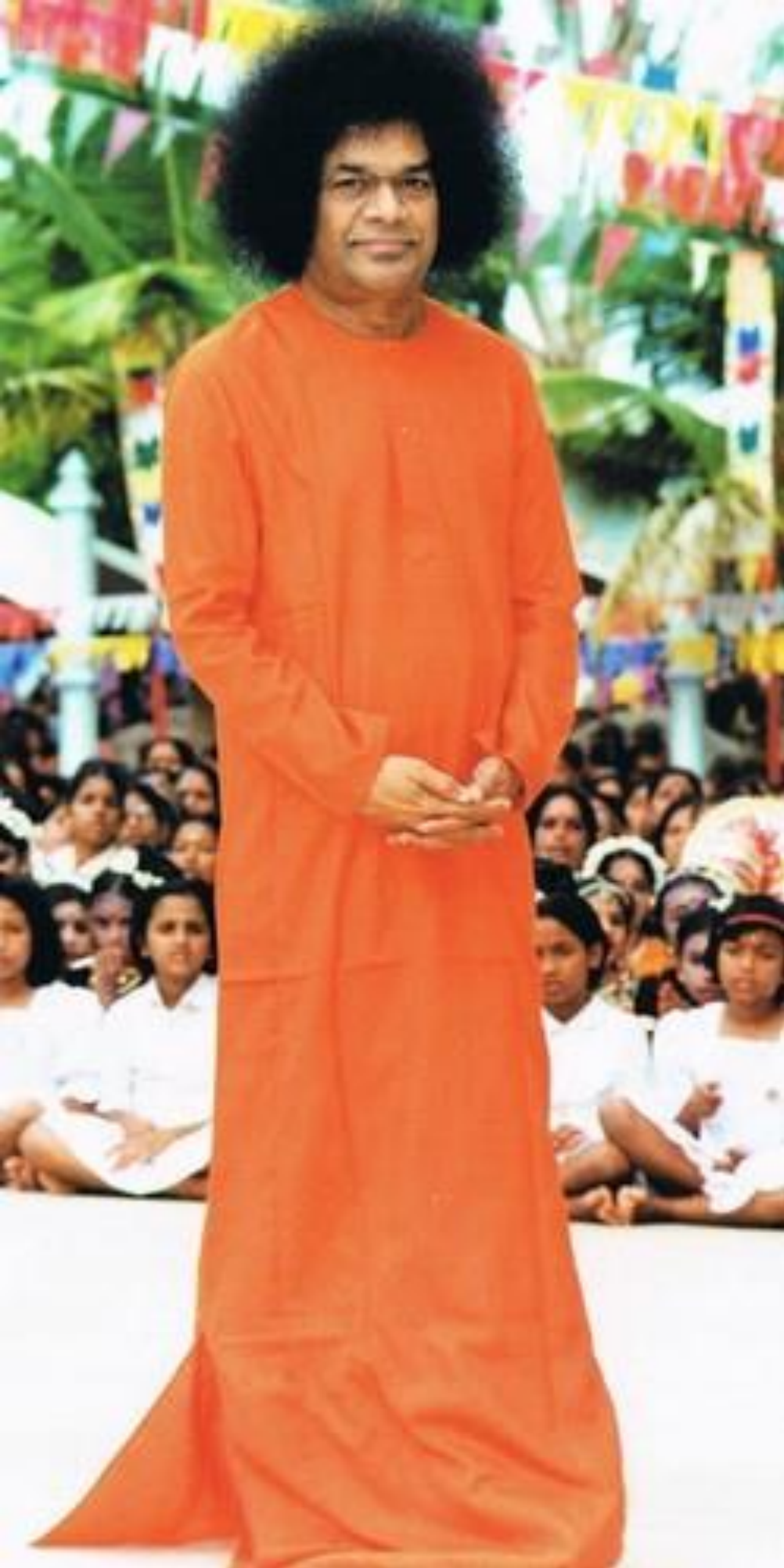


Experiencing the Gift



What could be more satisfying way of experiencing this Gift than to constantly strive to serve in His Mission by **making this unique gift of Sai Organisation available to ALL** - to as many as possible – through our conscious efforts by following His dictums!





Experiencing the Gift



Undoubtedly, you are all singularly fortunate. Therefore, do not let the opportunity slip through your hands. Hold fast to it and make the best of it.”

- Divine Discourse, 22 November 1970

“Strive to win the gift of My Grace, not the glitter of Presidentship or Secretaryship. Pay attention to your duties and responsibilities. This is no ordinary burden that you have been privileged to carry. I can see you through and through.

- Divine Discourse, 20 November 1969





Experiencing the Gift – The Divine Assurance



There will be no scarcity whatsoever. You will never fail in your endeavours. Work with total faith. Have total love. You are bound to achieve success. **The whole world itself will be transformed into a Sathya Sai Organisation and Sathya Sai will be installed in the hearts of one and all.**

- Divine Discourse, First Overseas Convention of Chairs of Sai Centers, Prasanthi Nilayam, 20 Nov 1998

Let's all surrender to His Will and let every step be guided by His commandments. Let's make our Centers, the epicenter of His Love and Divinity for entire Humanity!





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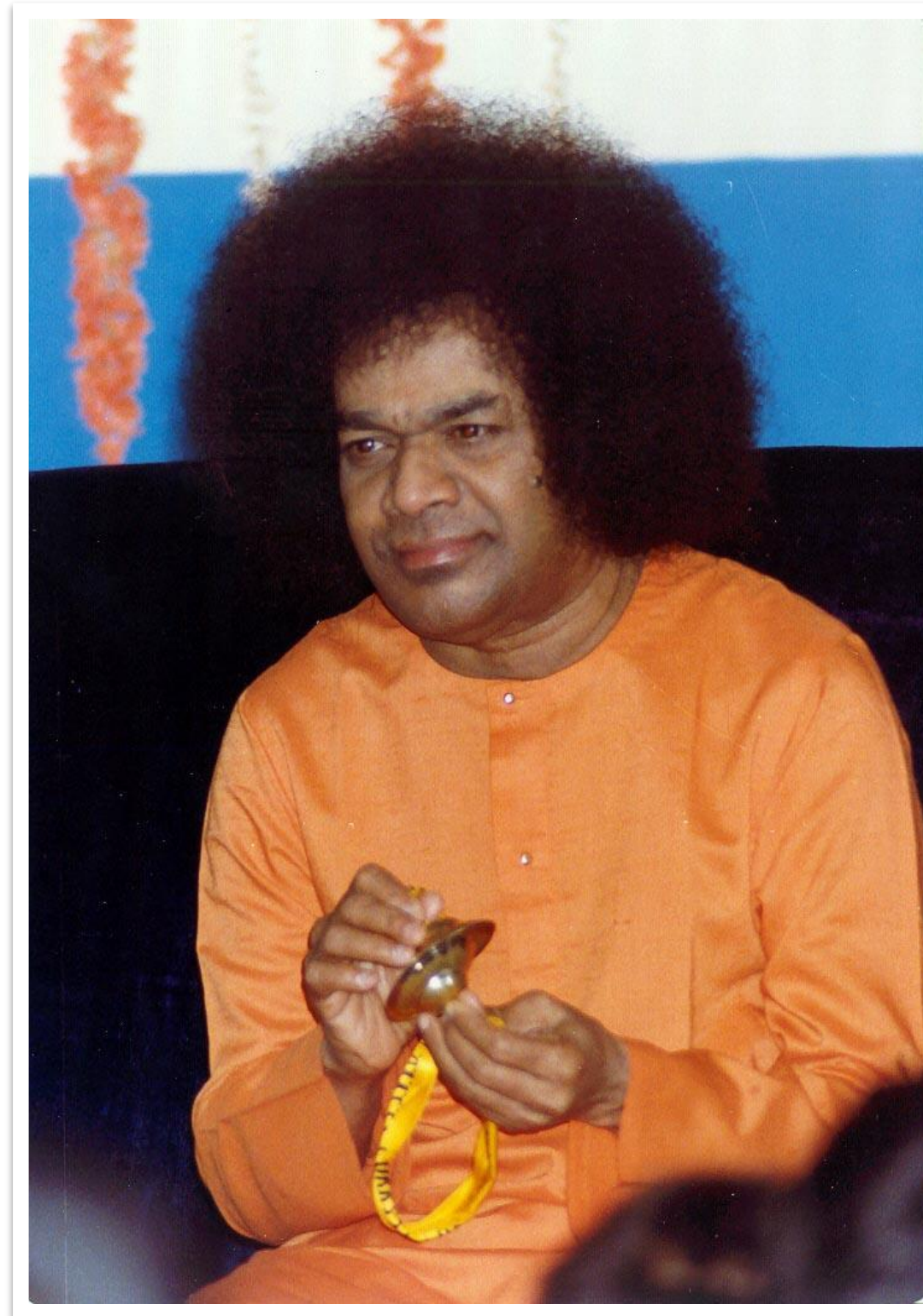
Topic 7: Going Beyond Bhajans - A Way to feel HIS Presence



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Going Beyond Bhajans - A Way to feel HIS Presence

AUM SRI SAI RAM



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Practise Inspire

Going Beyond Bhajans - A Way to feel HIS Presence

- Bhajan is a medium through which we can connect to God.
- Bhajan is the primary activity in our Organization and its a Gateway through which members get into the fold.
- Three Paths.
- Some like path of Service ;
- Some are fond of Bhajans -path of Devotion;
- Some involve more actively in study circles/Study of Sai Literature -path of Knowledge.



Going Beyond Bhajans - A Way to feel HIS Presence

Swami's Declaration



- On Avatar Declaration Day - ***“Manase Bhajore Gurucharanam...”***
- Mind is the culprit which comes between Man and God.
- **“I am present Wherever My Glory is Sung.”**
- **“I am Present Wherever My Work is done..”(1985)**
- HE also Initiated other spiritual activities involving Service and Knowledge /Awareness.
- **Therefore, Going Beyond Bhajans to Feel HIS Presence.**



Going Beyond Bhajans - A Way to feel HIS Presence

Divine Doctor

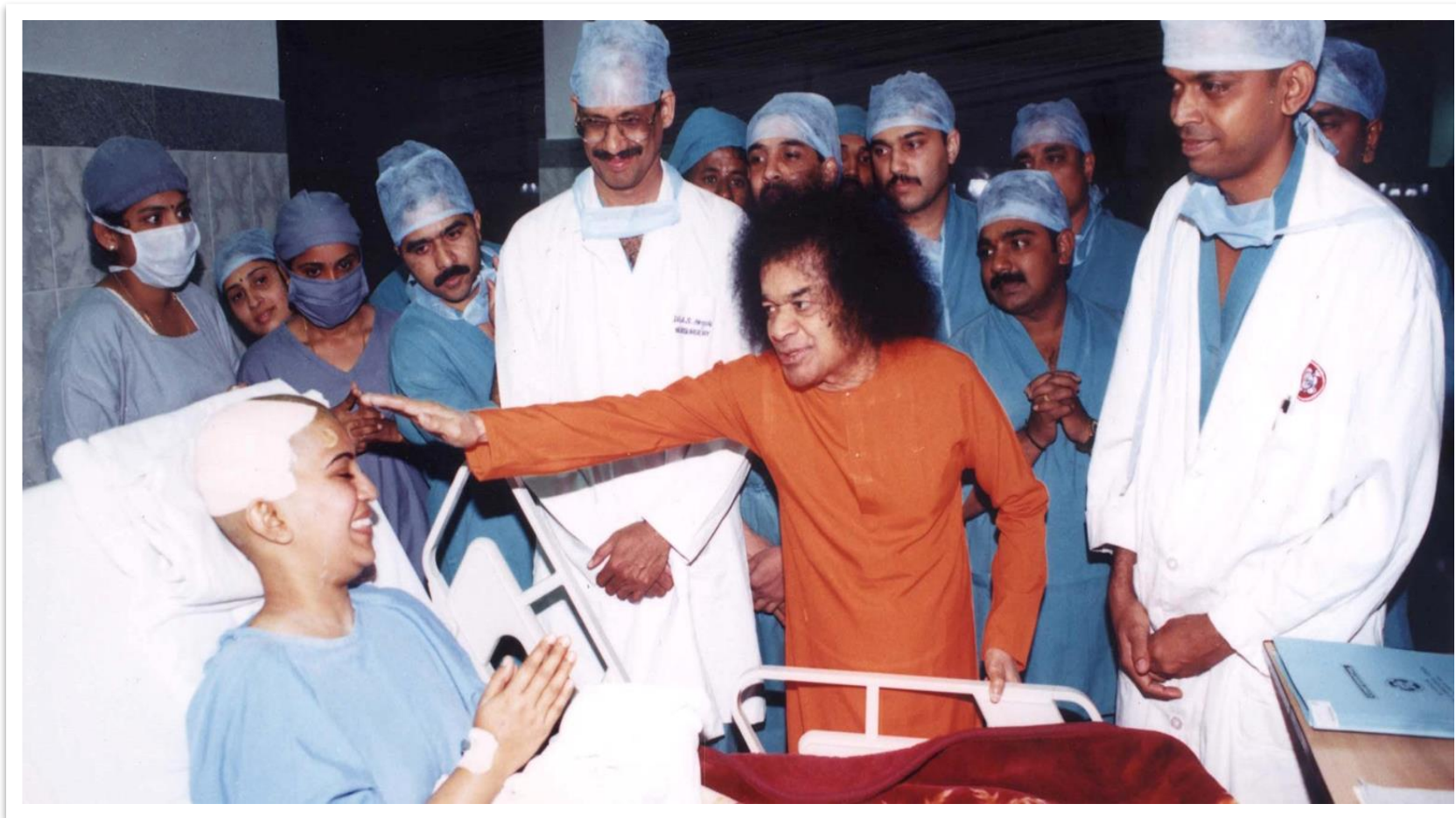


Disease	Bhava Roga (The disease of material existence resulting in repeated cycle of birth and death)
Divine Doctor's Prescription:	1.Path of Devotion
	2.Path of Service
	3.Path of Knowledge
Over a period of time	We got entangled to our core competency. We did not find complete peace and happiness through our activities.
Solution?	Divine Doctor has advised us to integrate all the three activities for a balanced spiritual growth.



Going Beyond Bhajans - A Way to feel HIS Presence

Divine Doctor



- Mind is the culprit.
- Three Maladies connected to mind.
- These Three activities are not mutually inclusive, but to be undertaken by all spiritual aspirants for a balanced Spiritual Growth.
- What are these Maladies and
- What is the prescription?



Going Beyond Bhajans - A Way to feel HIS Presence

Three Maladies of the Mind - Mala, Vikshepa and Avarana



The mind, as compared to a mirror, is subject to three kinds of pollution - *Mala* (dirt), *Vikshepa* (constant wavering) and *Avarana* (obscures the reflection of the Self).



Going Beyond Bhajans - A Way to feel HIS Presence



Mala - is dirt or dust on the mirror of the mind

- ✓ Negative Actions committed not only in this life but also in previous lives, is imprinted on the subconscious mind.

Remedy:

- ✓ Bend the body, Mend the senses and end the Mind,
- ✓ “Chittasya Suddhaye Karmaha”-Service activities purifies the mind
- ✓ Center Leaders can impress this aspect as motivate all to take up to Service activities irrespective of the wing.



Going Beyond Bhajans - A Way to feel HIS Presence

Vikshepa - Wavering or Unsteady mind.



- With the Purity of Mind obtained from Good actions, we now embark on the second activity - Path of Devotion a prescription for the wavering mind

Remedy:

- ✓ Activities include mainly Bhajans etc.
- ✓ Seva without Sadhana (Spiritual exercise) is a bondage, Sadhana without Service is a burden.
- ✓ **Center Leaders can include Bhajans in all Service activities Before a Medical camp or any service programme**



Going Beyond Bhajans - A Way to feel HIS Presence

Avarana- Thick cloth covering the mirror of mind.

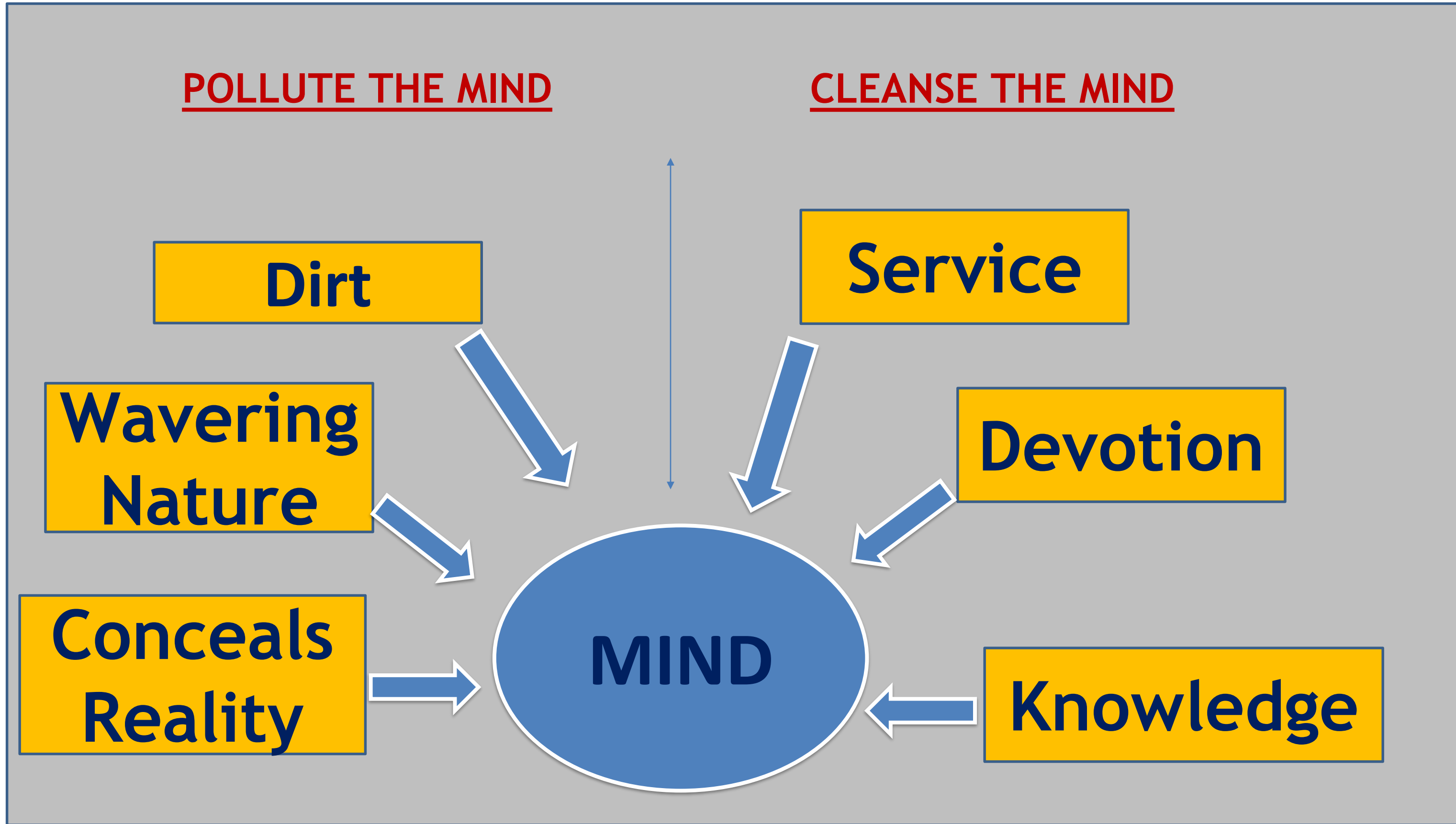
- ✓ What is that Cloth - It is the six Vices of Desire, Anger, Greed, Attachment, Pride & Jealousy which is covering the mirror of mind.
- ✓ We start considering this body itself as our true form.

Remedy:

- ✓ We have to create awareness of the message of the Lord.
- ✓ Center Leaders can conduct regular Study circles and discussion sessions to increase awareness levels of Why and How of Spirituality.



Going Beyond Bhajans - A Way to feel HIS Presence



Going Beyond Bhajans - A Way to feel HIS Presence

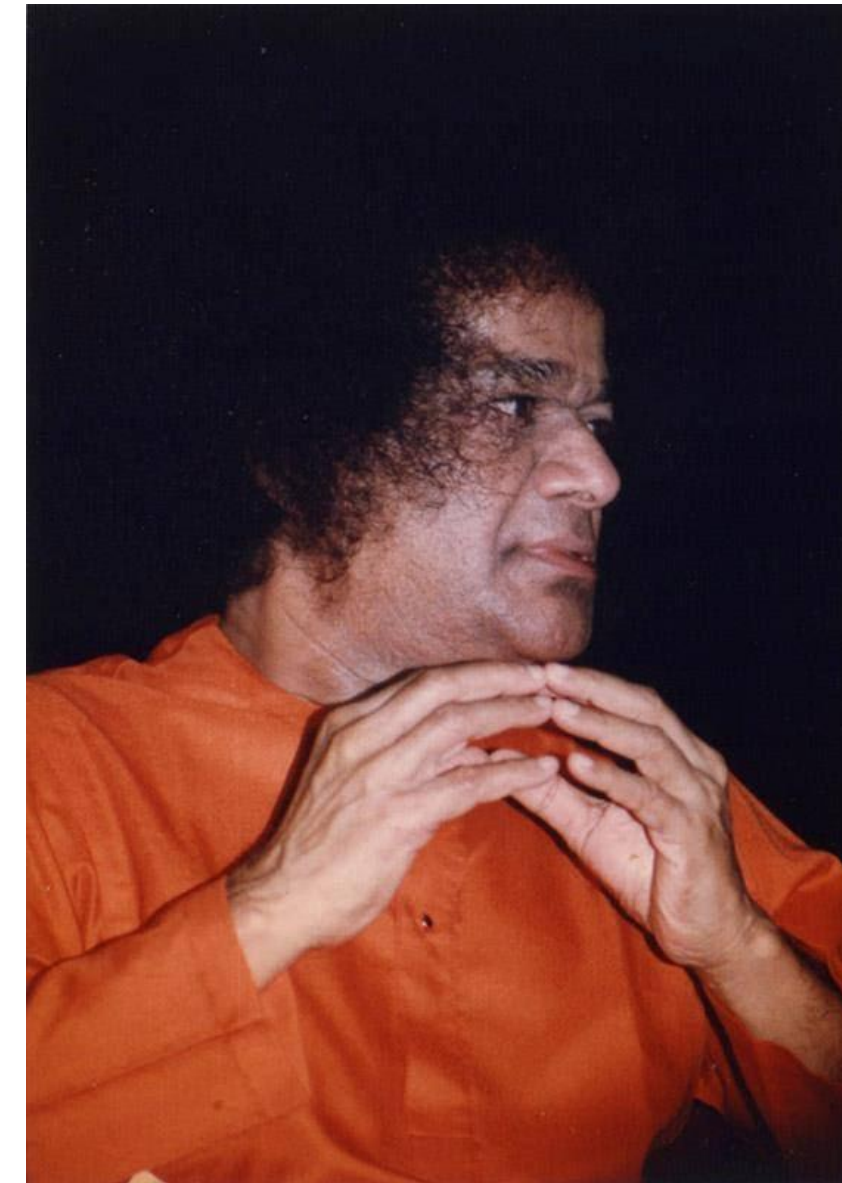


Amalgamation of the three paths are required for Balance Spiritual Growth.

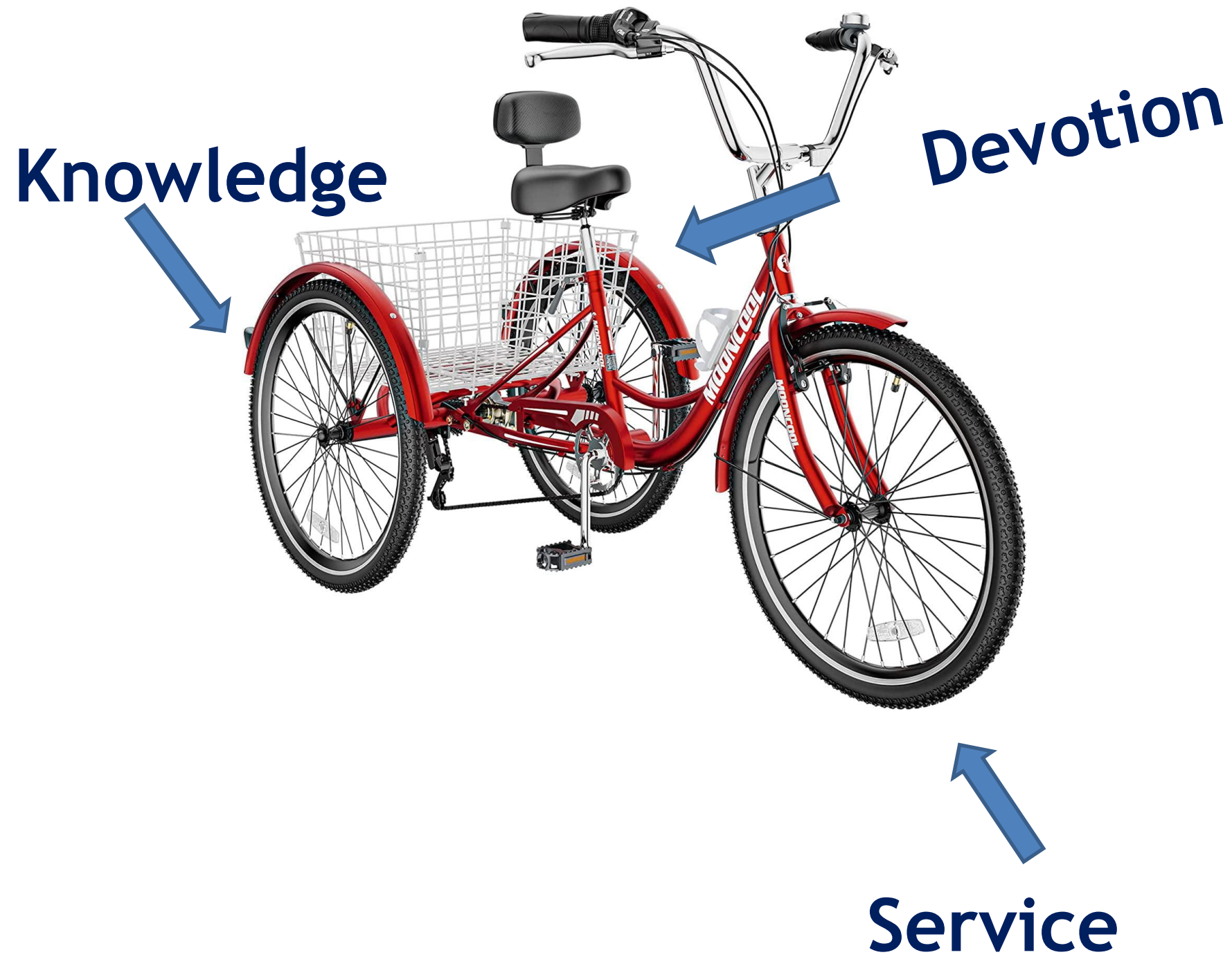


Service Devotion Knowledge

Design Activities in Centers which will Integrate all the three for eg. In Retreats or special camps Start with Bhajan, Address the purpose of the activities and then do the Activity with Full Awareness...



Going Beyond Bhajans - A Way to feel HIS Presence



All the three wheels have to move in unison for a balanced Spiritual Growth



Going Beyond Bhajans - A Way to feel HIS Presence

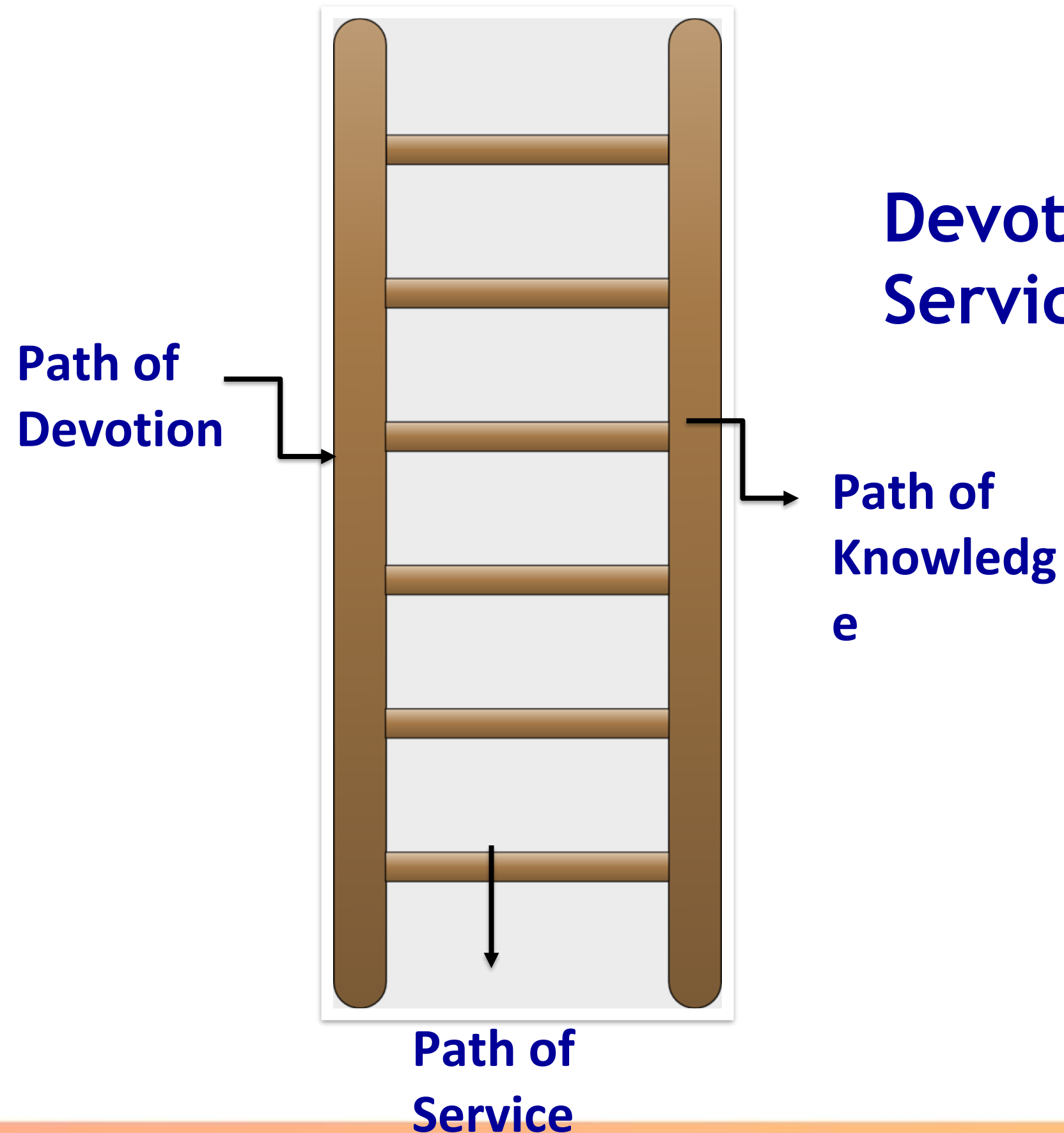


- Here the **second hand** is Path of Service - Body - **Bend the Body.**
- The **minute hand** is - Path of Devotion - Mind - **Mend the Senses.**
- The **hour hand** is - Path of Knowledge **End the Mind.**

SATYOPANISHAD - PART 26



Going Beyond Bhajans - A Way to feel HIS Presence



**Devotion & Knowledge as Vertical poles
Service as the horizontal step (Rungs)**





Going Beyond Bhajans - A Way to feel HIS Presence

Devotion, Service and Knowledge: Three blades of a fan



Path of
Knowledge

Path of
Service

Path of
Devotion

Morality in Society

Fear of Sin

Love for God

Karma (activity) is a natural and essential attribute of the physical body. It is only when the body undertakes good karmas that the mind will function well. When the mind is sound, love for God can be developed. Thus Bhakti (devotion), Jnana (wisdom) and Vairagya (detachment) are interlinked with love for God, fear of sin and morality in society. They are like the three blades of a fan.

SSSS 42.9, Prasanthi Nilayam, 6-7-2009



Going Beyond Bhajans - A Way to feel HIS Presence

Namasmarana and Service

Vibhishana: Hanuman, I have been chanting Rama's name for so many years now, but I have not earned the darshan of Rama."

Hanuman: "Vibhishana! Have you participated in service to Rama?"

So along with Lord's name, service is also important.

'Name' - negative,

'Service' - positive;

'current' - our will power.

Divine Discourse, July 19, 1997





Going Beyond Bhajans - A Way to feel HIS Presence

Bliss Beyond Bhajans- Experiences of Sri.Raja Reddy

Swami's message was: "O fool! Don't go on dragging your feet into the bhajan right through until the grave! Come on, go off the ladder! Evolve from bhajans to something more intense and increasingly inward, something more direct."

Source:http://media.radiosai.org/Journals/Vol_05/01OCT07/14-h2h_special.htm

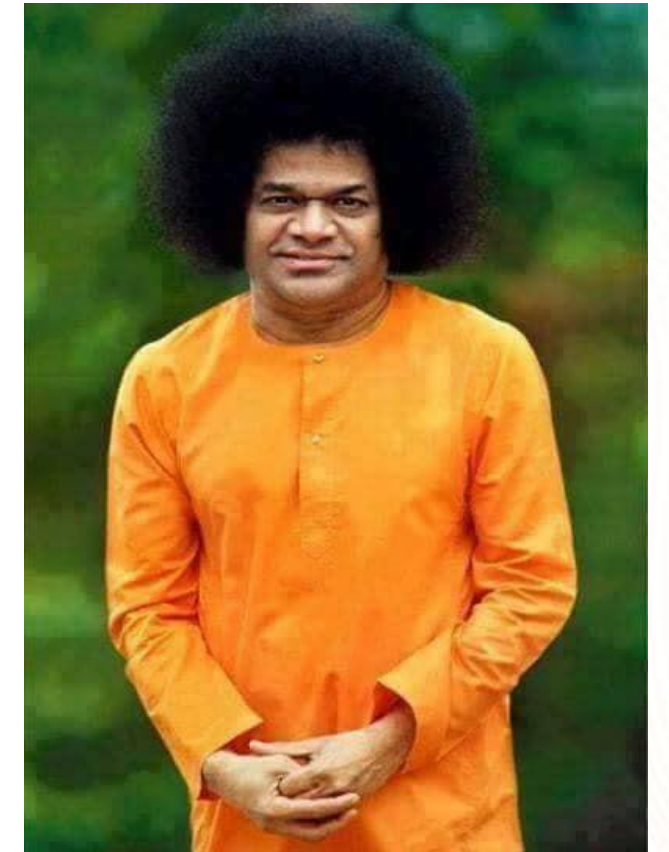
http://media.radiosai.org/Journals/Vol_05/01NOV07/14-h2h_special.htm



Going Beyond Bhajans - A Way to feel HIS Presence



- Going Beyond Bhajans does not mean going beyond Namasmarana (*Repetition of Lord's name*). Repeating Lord's name is a means for liberation in this Kali age
- Have the name in your lips and do your work.
- **Suggestion : While packing food, while serving, while treating the patients we could chant Sai Gayatri**
- *Head in the forest, Hands in Society*





Going Beyond Bhajans - A Way to feel HIS Presence

Take Home Message

- ✓ As Center Leaders we need to integrate all the three paths - Service, Devotion & Knowledge for a balanced Spiritual Growth.
- ✓ Individually and Collectively.
- ✓ Let us not pick and choose the activity we like the most.
- ✓ Let us follow the prescription of our Divine Doctor completely.
- ✓ Then, Our Lives will be HIS message.





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Topic 8: Engaging Families & New Members - Way to Serve



4 & 5 JULY 2023



***WHY?
WHO?
HOW?***



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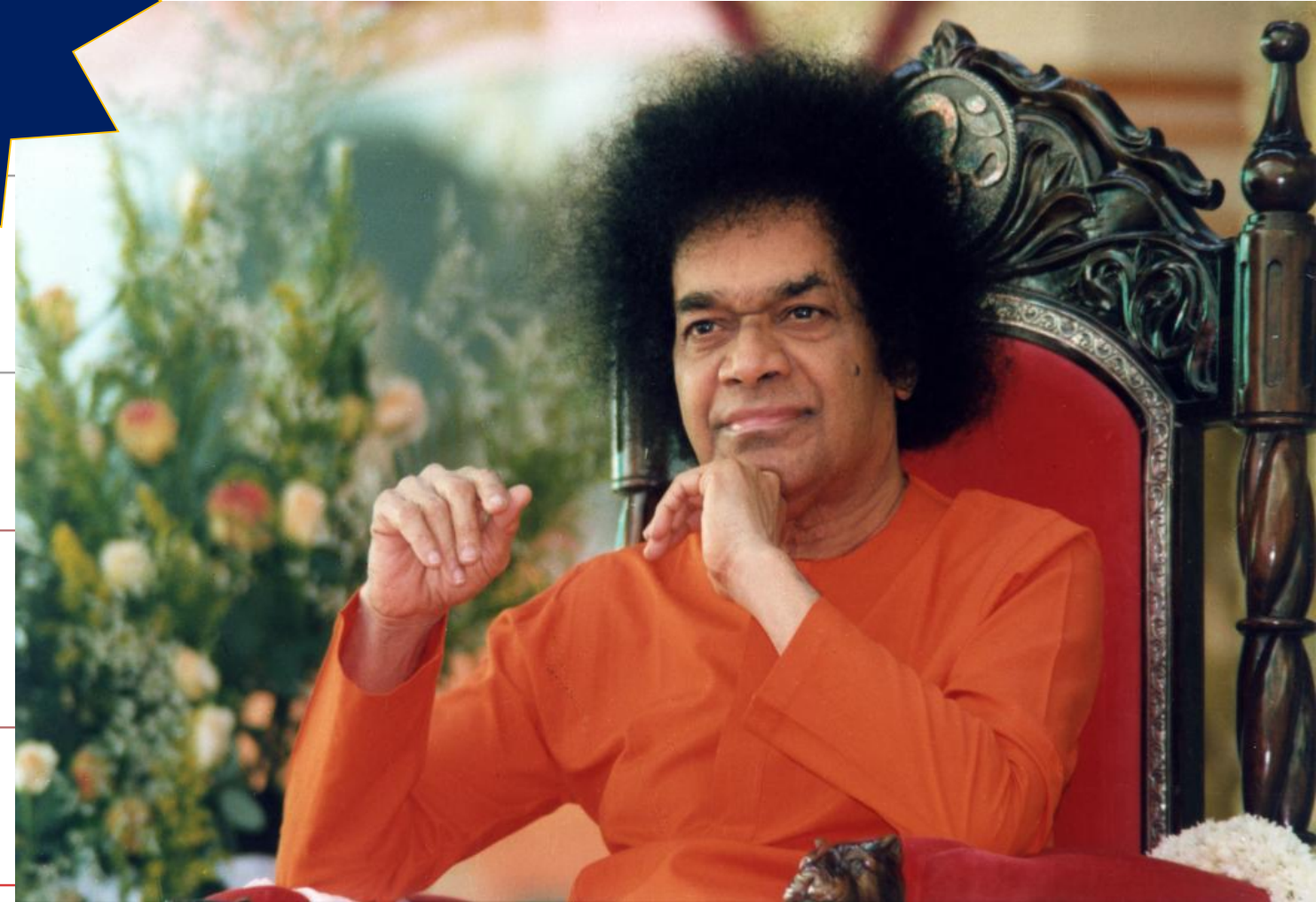
WHY?

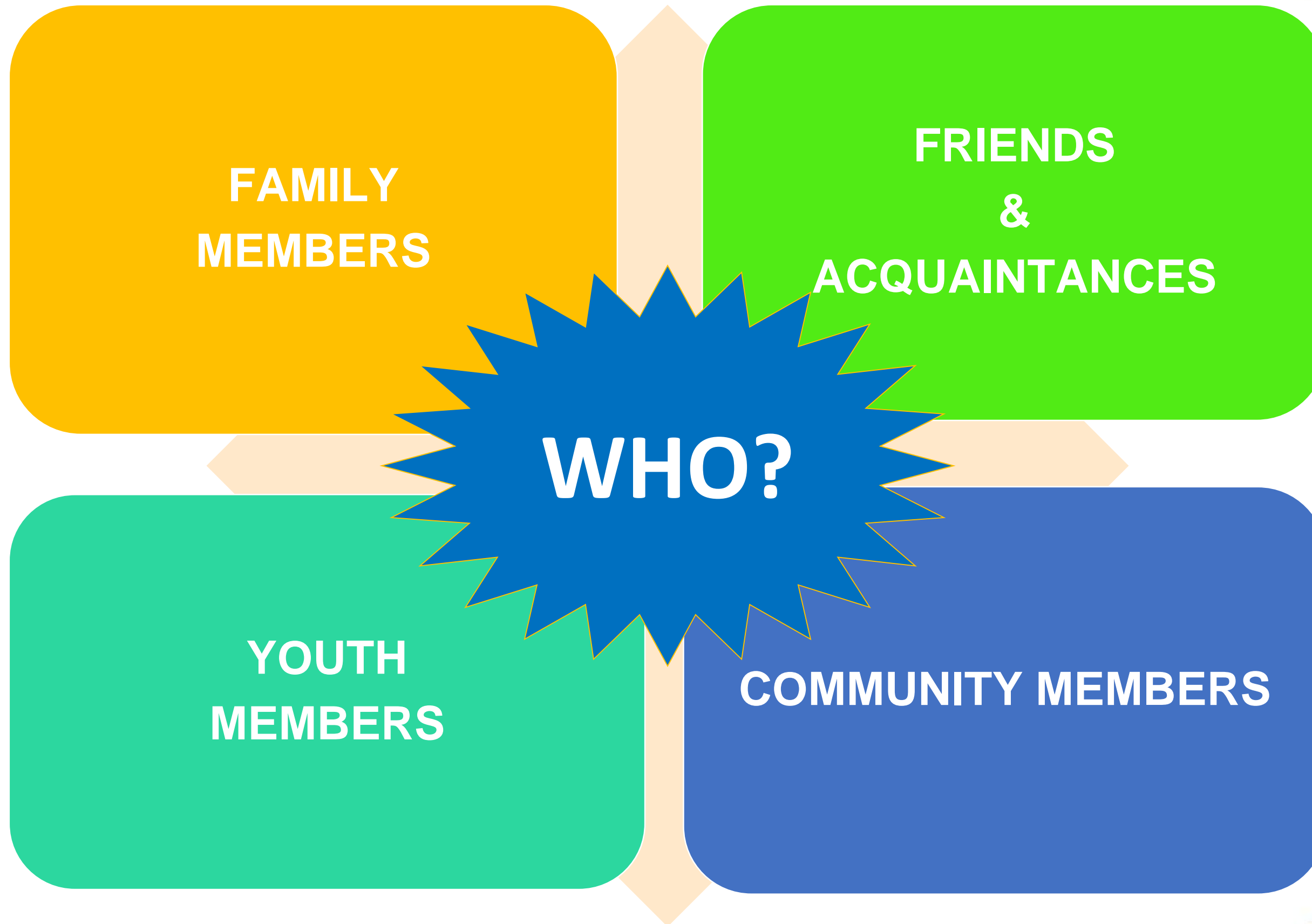
GROWTH OF THE ORGANIZATION

EXPANSION OF DIVINE LOVE

SPREADING DIVINE MESSAGE OF LOVE & SERVICE

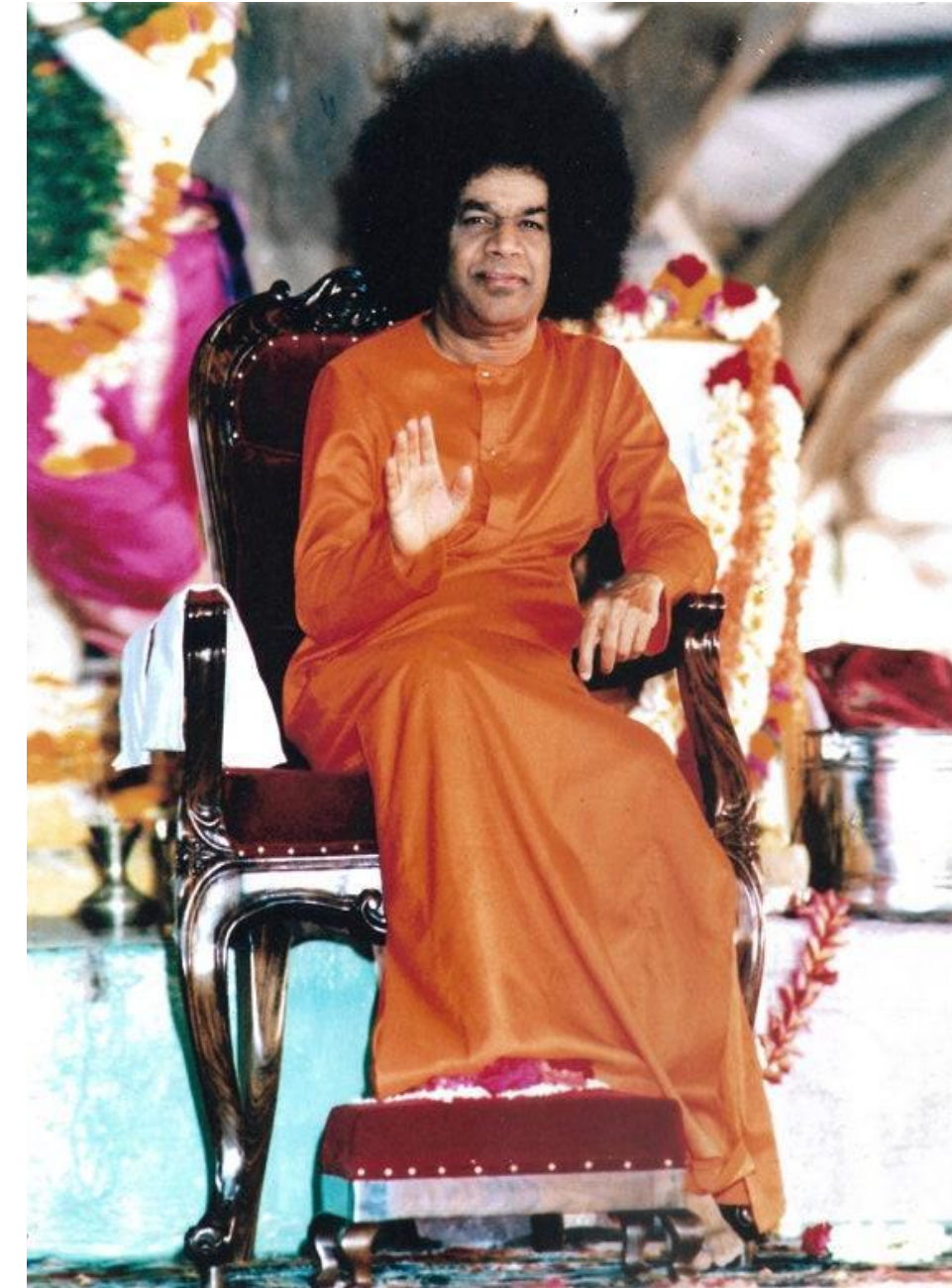
STRENGTHENING RELATIONSHIPS





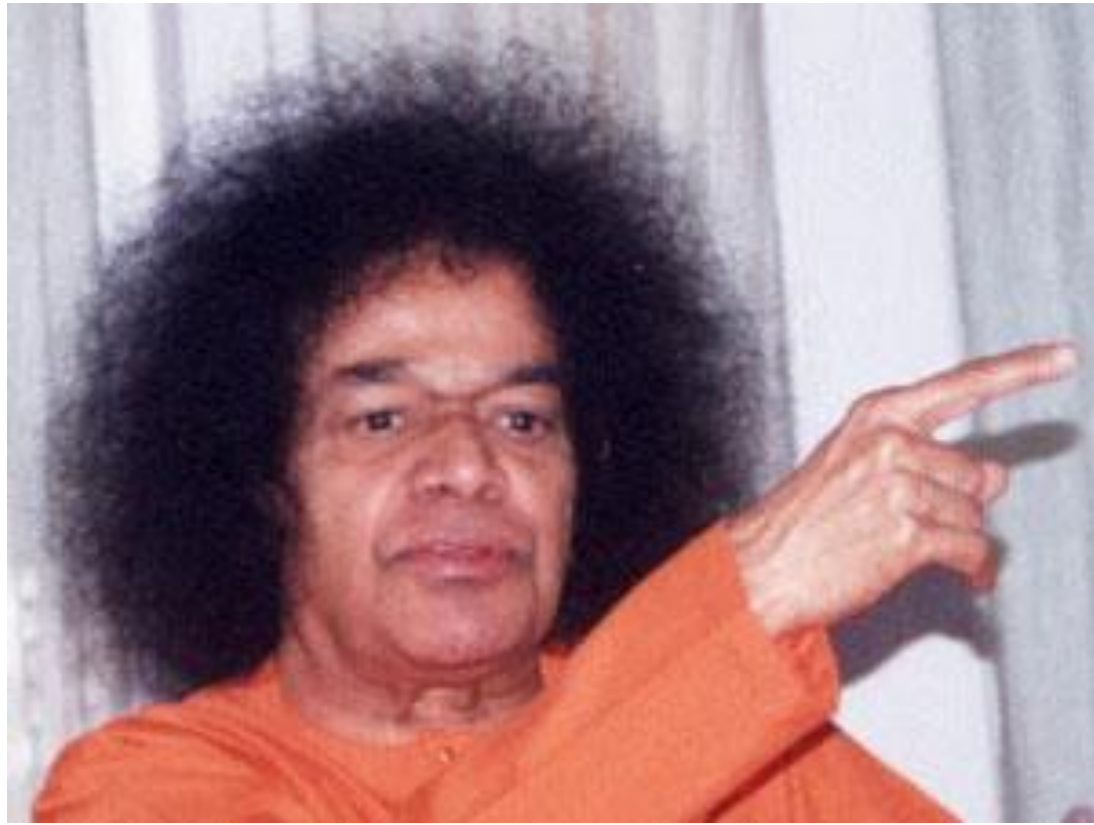
HOW?

- CREATE A WELCOME ENVIRONMENT**
- SUPPORT INDIVIDUAL CHOICES**
- PERSONAL EXAMPLE**
- INVITE & ATTEND EVENTS**
- SHARE LITERATURE & RESOURCES**
- JOIN FOR ACTIVITIES TOGETHER**



LOVE ALL SERVE ALL HELP EVER HURT NEVER





Remember:

- Happiness is infectious – Let us show Happiness in our faces at all times.
- Encourage dropouts to rejoin the SAI Center, it's important to address their concerns and highlight the bliss and benefits they can gain by returning.

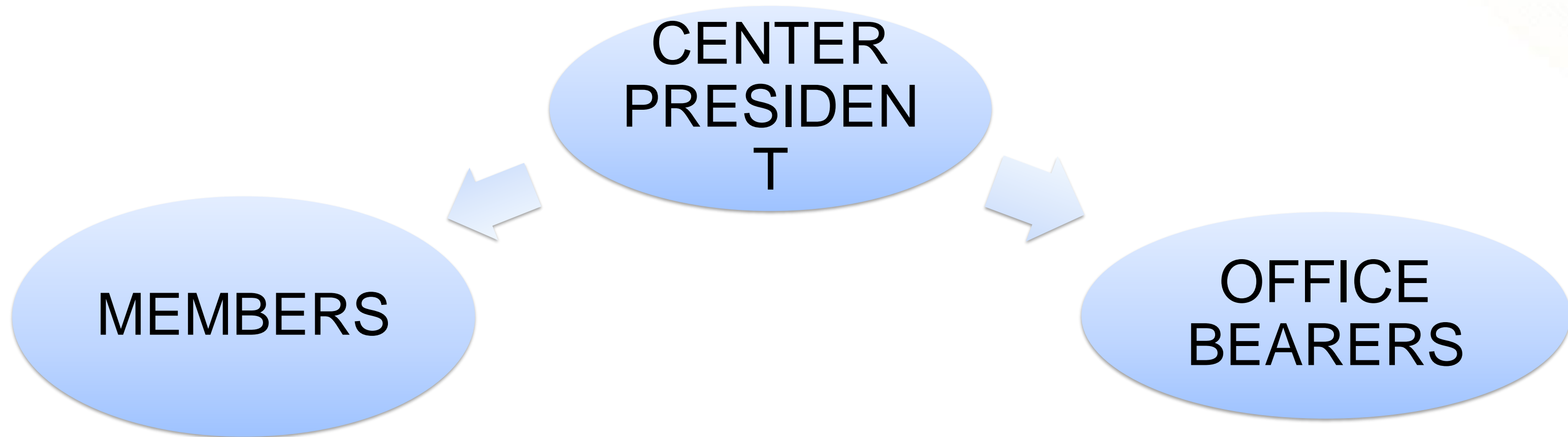




- Welcoming newcomers as Sai devotees in an overseas country is crucial for their integration and sense of belonging.
- Provide them with cultural orientation programs that familiarise them with the customs, traditions, and norms of the host country.



ROLE & RESPONSIBILITIES OF ALL MEMBERS



Everyone is interrelated through different wings and this interdependence allows for effective coordination, shared responsibilities, and the overall success of the SAI Center





QUALITIES OF CENTER PRESIDENTS AND MEMBERS

- ***Love, Compassion and humility***
- ***Service-oriented mindset***
- ***Good communication and leadership skills***
- ***A votary of Diversity and inclusivity***
- ***Genuine interest in others***
- ***Joyful and uplifting atmosphere***





SPIRITUAL WING & EDUCATION WING

1. The Spiritual Wing fosters personal transformation



2. The Education Wing, on the other hand, focuses on holistic education and character development.





SERVICE WING, LADIES FORUM & YOUNG ADULT



- The Service Wing embodies the spirit of selfless service,
 - The Ladies Forum fosters a sense of sisterhood.



- The Young Adult Wing focuses on leadership development



The journey from "I" to "We" to "Him"

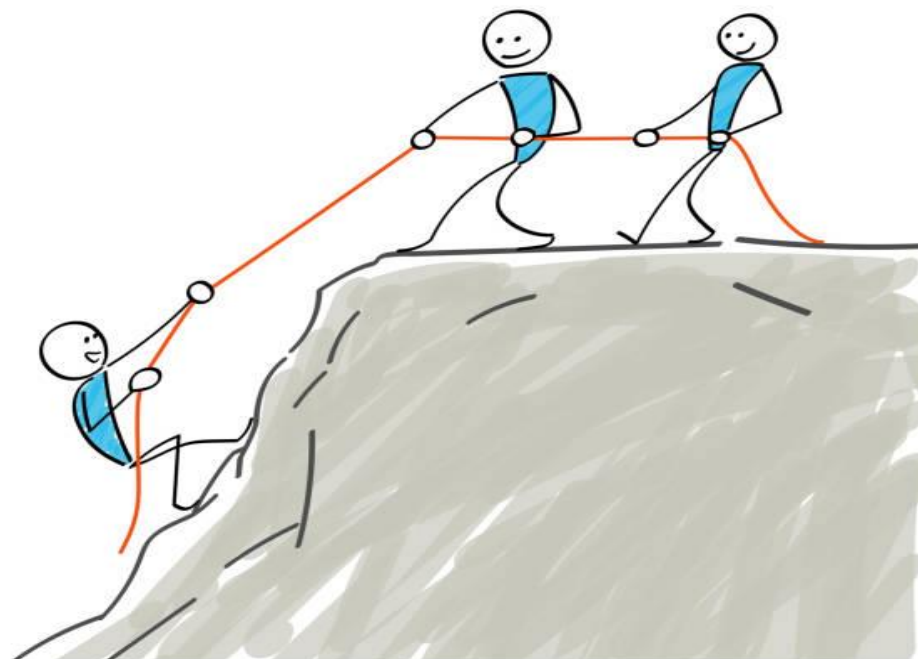


"I"
represents
LONELINESS
&
EGO



"Him"
represents
The
DIVINE

"We"
represents
UNITY



"I" and "We"
Lead to
"Him"



Innovative approaches to welcome new members



**Personalized
Welcome Kits**

Think
OUTSIDE



**Orientation
Program**

**New Member
Gathering**

**Buddy
System**

**Modern technologies
&
Social media platforms**

THYASAI GLOBAL COUNCIL

LEADERS CONFERENCE

Practise Inspire



DO'S



DONT'S



- Love, truth, righteousness, peace, and nonviolence
- Meet and greet lovingly
- Sense of unity and brotherhood/sisterhood
- Welcome diverse backgrounds and cultures
- Explaining without imposing
- Always maintaining positivity

- Prejudice based on race, gender, religion, or social status
- Gossip, rumors, or spreading negativity about fellow members
- Impose your beliefs on others
- Promote divisive or harmful ideologies
- Misuse the organisation's resources for personal gain





THE MOST IMPORTANT ONE



*If your EGO doesn't go.....**HE** goes.*





Take away message

- Cultivate a Welcoming Atmosphere
- Personalise Engagement
- Foster Meaningful Relationships
- Provide Mentorship and Guidance
- Engage Children and Youth
- Offer Educational Opportunities
- Regularly Evaluate and Adapt





SRI SATHYA SAI GLOBAL COUNCIL

JAI SAI RAM

Practise  Inspire



Om Sai Ram

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

4 & 5 JULY 2023