

YOUNG ADULTS (YA) PROGRAM GUIDE

FOR SATHYA SAI CENTERS

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SRI SATHYA SAI INTERNATIONAL ORGANIZATION, USA

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This document acts as a supplement guide for the Sai Center YA program in the USA, and is derived from the SSSIO Guidelines and Operations Manual(sathyasai.org/about-us/organisation/guidelines) For clarifications, contact ya-national-team@sathyasai.us v22.10

Sri Sathya Sai International Organization (SSSIO)

The main objective of the Sathya Sai Organization is

to help you recognize the divinity inherent in you. So, your duty is to emphasize the One, to experience the One in all you do or speak. Do not give importance to differences of religion, sect, status, or color. Have the feeling of one-ness permeate all your acts. Only those who do so have a place in this Organization; the rest can withdraw.

- Sri Sathya Sai Baba, 6 January 1975

Conduct of the SSSIO

Organisations named after me are not to be used for publicising my name or creating a new cult around my worship. They must try to spread interest in reciting God's name, meditation, and spiritual exercises that lead man Godward. They must demonstrate the joy derivable from devotional singing, and the peace that one can draw from good company. They must render selfless service to the helpless, the sick, the distressed, the illiterate and the needy. Their service should not be exhibitionistic; it must seek no reward, not even gratitude or thanks from the recipients.

- Sri Sathya Sai Baba, 23 February 1968

Permanent Charter Granted By Bhagawan Sri Sathya Sai Baba

<https://www.sathyasai.org/organize/charter.html>

Center YA Program | Overview

The Sathya Sai Young Adults (YA) program encourages individuals between the ages of 18 and 40 to lead purposeful lives in service of their families, communities and countries by learning and practising the spiritual principles revealed by the life, teachings, and work of Sathya Sai Baba.

Role of Young Adults

In His discourse during the World Youth Conference of 1997, Sathya Sai Baba revealed the important role of YAs in fulfilling a noble mission:

The youth of today are the future leaders of the nation and the architects of the new society. The future of a nation depends on its youth. The strength of the youth lies in their spirit of patriotism. The primary duty of the youth is to render service to the society. The physical and mental strength of the youth is the foundation on which a nation is built.

- Sathya Sai Speaks, Vol. 33, pg. 18

Guiding principle

The guiding principle for YAs is self-transformation. Sathya Sai Baba revealed a clear path to achieve this grand mission. He said:

It is the privilege and duty of the young men and women to promote the welfare, progress and peace of the world. Transform all your actions into sacred duties. Experience the love of the Divine. That is the meaning of Swami's declaration: "My life is my message." Adhere to the ideals set before you by Swami.

- Sri Sathya Sai Baba, 16 July 1997

Young people 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 divinise the world.

- Sri Sathya Sai Baba, 16 July 1997

Importance of the YA program

Primary importance is given to holistic character development through spiritual practices, especially selfless service, and bearing in mind that the primary purpose of the YA program is to realize and manifest one's innate divinity. The YA program provides a forum to discuss practical issues YAs face in leading a spiritual life following Sathya Sai Baba's teachings.

A flourishing YA program that harnesses the energy and vitality of the young adults can help the Sathya Sai Center thrive. The YAs may help the Sathya Sai Center promote initiatives that enable the SSSIO to better serve the country's needs in accordance with its traditions and customs. In fact, everyone gains from a well-run YA program.

Unity

The YA program is an integral part of the SSSIO and not a separate organization. The YAs are to be given opportunities to lead spiritual and service programs for young adults and all center members. They are also expected to participate in Sathya Sai Center activities, contributing actively to them. The Sathya Sai Center leadership can nourish the YAs by being mindful of their needs and supporting their service and spiritual programs.

Primary objectives

Sathya Sai YA meetings and gatherings are organized around the pursuit of spiritual rather than social goals. In keeping with the spiritual focus of such gatherings, YAs are requested to maintain discipline, which helps them to imbibe the spiritual teachings of Sathya Sai Baba and develop a fraternal bond of unity. Such disciplines are simple and include:

1. Being on time
2. Wearing modest and comfortable clothing
3. Courteous speech and conduct
4. Maintaining gender separation
5. Showing respect for others



As part of the discipline, male and female YA activities may be conducted separately to enable the young men and women to concentrate on their own spirituality and to give them a safe space to discuss and address gender sensitive topics.

All YA gatherings must abide by the general guidelines of the SSSIO and are conducted to bring forth the latent talents and strengths in YAs. Therefore, the primary objectives of the YA are:

1. **Character Development:** Create activities to learn and practice the universal teachings of Sathya Sai Baba.

Money is lost, nothing is lost. Health is lost, something is lost. Character is lost, everything is lost.

- Sri Sathya Sai Baba, 30 May 1999

2. **Selfless Service:** Provide opportunities to contribute to their communities, countries and the world through selfless service, which are tailored to their local / regional / national environments. This helps in self-transformation.

From today, develop your faith in God. Engage yourselves in dedicated service to society, and make your lives purposeful and helpful to those in distress or need. Remember that whomsoever you may serve, you are serving God.

- Sri Sathya Sai Baba, 21 July 1986

The world's prosperity or otherwise is based upon the character of the youth – men and women. Hence, young men and women should be pure hearted and render selfless service to the country.

- Sri Sathya Sai Baba, 21 July 1986

3. **Self-Realization:** Work together to realize the inherent divinity in all by living and sharing the five universal human values of Truth, Right conduct, Peace, Love and Nonviolence.

The purpose of all spiritual practices is to discover the nature of the 'I' that is experienced in all different states of waking, dreaming, and deep sleep.

- Sri Sathya Sai Baba, 30 March 1987

The moment you establish yourself in the truth, "I am Atma", you will attain liberation. Always think, "Swami is in me. I am in Swami." However, there will be no use if you simply repeat, "I am Swami", "I am Swami", with a fickle mind. Develop firm faith, "I am Swami," "I am God; I am God." It is only when you develop that firm conviction, you will attain Divinity which is attributeless, unsullied, final abode, eternal, pure, enlightened, free and the embodiment of sacredness.

- Sri Sathya Sai Baba, 28 July 2007

Young Adult Coordinators and Advisors

The Committee of the Sathya Sai Center consists of five officers, and also the Young Adult Coordinator(s), if there is one. This Committee is responsible for all aspects of operating and administering the Sathya Sai Center. The center YA team can include 1 or 2 YA Coordinators (aged 18-40) and 1 or 2 Advisors (aged 41 and above) depending on the number of YAs at the center.

The YA Coordinators and Advisors are selected by the YAs using the same process for Sathya Sai Center Officer Selection. More specifics on the roles and responsibilities, selection process in the subsequent sections.

Young Adult Activities

YAs should develop activities suitable for their age to bring forth and develop their talents and self-esteem. YA meetings should include educational and devotional activities, with a strong emphasis on selfless service, including:

- Devotion: prayer, meditation, devotional singing, study of Sathya Sai Baba's teachings
- Retreats/conferences: workshops for personal enrichment, parenting, motivational speakers
- Education: computer literacy, education in human values, vocational training, mentoring, leadership training
- Service: soup kitchen, disaster relief, blood donation, medical camps, Serve the Planet
- Culture: Human values oriented music concerts, drama, poetry, devotional songs album, radio programs
- Miscellaneous: Go-Green initiatives, YA sports day, media training
- Outreach: public outreach activities based on Sathya Sai Baba's teachings, such as interfaith meetings, walk for values, youth awareness programs in the local communities
- Participation in SSE Programs: provide inspiring, creative ideas to enhance the understanding of what is being taught and help those in SSE Group 4 to transition to the YA program

The YAs are encouraged to develop new programs and activities that are compatible with Sathya Sai Baba's teachings and inspire the YAs into action, and reflect on their spiritual journey.

Furthermore, the YAs may initiate activities that better align the SSSIO to the country's traditions and customs, for example, composing devotional songs in the local language, arranging debates and study circles about cultural relevance, studying and discussing the biographies of exemplary leaders to evaluate their teachings and contributions, and studying and discussing the National literature to draw out its positive values.

The YAs must consult with and receive guidance from the Institute of Sathya Sai Education (ISSE-USA) before embarking on Sathya Sai Education in Human Values (SSEHV) oriented programs.

Study Circle Checklist

You are engaged in poring over all types of books and gathering information. 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. The Self is the soul, of which the entire Creation is composed and so, knowledge of the Self alone can quench the thirst of man.

- Sathya Sai Speaks Vol.12 Ch.30

The study circle is an integral part of SSSIO activities. Here is an overview of the goals, the process, the role of the facilitator and the participant: sathyasai.us/devotion/workshop-on-study-circle.

In addition, below is a checklist for the YA officers and study circle leads.

1. Facilitators:

- a. For any discussion, choose facilitators who can lead the entire discussion and the entire group to a higher level.
- b. Everything started by Swami had a higher purpose: “Institute of Higher medical sciences”, “Institute of Higher Learning”. Similarly, the purpose of SSSIO is to strive towards a “Higher living”.

2. Selection of Topic:

- a. Set the right context and clarify the goal/intention that resonates with a higher purpose of Swami’s vision. There will be varied perspectives on what can be discussed, and what cannot be!
- b. Individuals connect/resonate differently to different events - be mindful and sensitive to all these aspects.
- c. The majority opinion is not always the right path, every single voice matters. Unity and Harmony are key!
- d. Use your judgment before selecting a topic, always vetted by the entire team. When in doubt, reach out to fellow officers.
- e. Pay attention to detail and the intended outcome: Think about the fact that you are in the group setting for an hour or two: what would you like to get out of the discussion vs what can be done as individual study/research offline; secular vs spiritual; solving problems vs gaining confidence & clarity of purpose.
- f. Reflect more on the values that need to be emphasized to bring the change needed, instead of focusing on issues.
- g. Every topic is best discussed by being facilitated in a structured manner.

3. Know your audience:

- a. Create an open, safe, and judgment-free space for everyone. Be sensitive to all YAs in the group.
- b. There will be varied perspectives on any of the topics, important to acknowledge that each one is at a different stage in terms of processing information.
- c. Some may be very vocal, while others may choose to remain silent. These group dynamics will have a strong influence on the nature of the discussion. For example, be mindful of YAs who may be in affected communities (or have loved ones who are), while others for whom a specific topic may not resonate as strongly. The key is to guide the discussion in an unbiased, inclusive way leading to deeper understanding.

4. Review and Vetting:

- a. Ensure content is aligned with overall SSSIO mission and SSSIO Guidelines.
- b. All content should be vetted by Reps and Advisors, reach out to your peer teams when in doubt.
- c. Pay attention to detail and visualize the intended outcome by means of a dry-run.
- d. Be particularly mindful of Slides/Electronic content being shared. Any of these can be screenshotted and taken out of context especially due to the online nature of the meetings.
- e. If any content raises questions, discomfort or split opinions, please err on the conservative side - replace it.

5. Content and Selection of Words:

- a. Words like “racism” can be used with all the above points considered - with clarity in intent and content!
- b. At the very core, this is Sathya Sai Organization, so bringing in concepts from academia or other sources has to be vetted in detail to ensure they are reliable and consistent with Swami’s teachings and do not cause a division within the group of people present in the discussion. It’s always best to keep the conversation grounded in Swami’s teachings.
- c. Swami addressed many of these topics, so use those as a foundation to bring up these discussions and make it contextually relevant: Examples: (1) discourse of Swami on equanimity can be discussed with a question "how has the current situation affected your practice of equanimity?"; (2) using the importance Swami gives to introspection and self-inquiry as the basis for an exercise examining one’s own implicit biases.
- d. If there is a need or interest to go deeper into any of the histories behind the issues, devotees can always engage in self-study or even group discussions outside an official SSSIO activity.
- e. All of us may be aware that Swami’s discourses -- particularly excerpts -- at various times may seem contrary/paradoxical, however, our understanding of the message depends on the context, situation, and current state we are in. So what words of Swami should we take at a given moment is left to the individual's conscience. Facilitators need to be aware of the context in which the words are being used and ensure the flow of discussion.
- f. No copyrighted media/materials without due consent by owners.
- g. No endorsement of any groups/organizations outside the SSSIO.

6. Online Privacy:

- a. Ensure online meeting settings are protected and monitored to provide a safe space.
- b. Get consent from participants before recording a session.
- c. Review the recording before sharing it with a wider group.

7. Non-Approved Content:

- a. Violence.
- b. Explicit personal or bodily displays - even if well-intended or destined only for illustration.
- c. Encouraging gender mixing.
- d. Endorsing other specific organizations, including NGOs or other spiritual organizations.
- e. Political, controversial, biased or preferential towards any group or individual.
- f. Negative, divisive or derogatory.
- g. Copyrighted materials without consent from the authors.

Membership Code of Conduct

Members of SSSIO are expected to do their best to practice the Nine-point code of conduct and the Ten guiding principles laid down by Sathya Sai Baba and thereby become exemplars of His teachings ([Reference](#)).

Nine-point code of conduct (from the original charter of the organization):

1. Daily meditation and prayer.
2. Group devotional singing or prayer with family members once a week, where possible.
3. Participation in Sai Spiritual Education by children of the family.
4. Regular attendance at the center's devotional meetings (at least once per month).
5. Participation in community service work and other programs of the organization.
6. Regular study of Sathya Sai Baba literature.
7. The practice of placing a ceiling on desires, consciously and continuously striving to eliminate the tendency to waste time, money, food, and energy, and utilizing the savings for service to mankind.
8. The use of soft, loving speech with everyone.
9. Not speaking ill of others, especially in their absence.

Ten guiding principles (from divine discourse - Nov 21, 1985):

1. Love and serve your country. Do not be critical of others' countries.
2. Honor all religions, for each is a pathway to the one God.
3. Love all people without distinction; know that humanity is a single community.
4. Keep home and surroundings clean.
5. Help people to become self-reliant. Provide food and shelter, love and care, for the sick and the aged.
6. Do not tempt others by offering bribes or demean yourself by accepting them.
7. Do not develop jealousy, hatred, or envy on any account.
8. Do not depend on others to serve your personal needs; become your own servant before proceeding to serve others.
9. Adore God, abhor sin.
10. Observe your country's laws and be exemplary citizens.

Frequently Asked Questions

1. Criteria for establishing a center YA program:

A center should consider establishing a YA program if the Center has 5+ active YAs (who participate in center activities at least once a month per 9 point code of conduct) who are (1) interested in consistently supporting center activities as a YA community and (2) conducting YA activities at least once a month. If a center is interested in establishing a YA program, they should contact the Regional YA team and Regional President before initiating the process.

Centers that do not have an established YA program should have a YA point of contact (POC), solely to facilitate communication between the Regional YA team and center YAs.

2. Number of YA officers at the center:

A center that has an established YA program should consider having 2 YA coordinators if the center has more than 10 active YAs (who participate in center activities at least once a month per 9 point code of conduct) at the center. If a center does have 2 YA coordinators, they should be of different genders, if possible. The number of YA coordinators needed for the center should be revisited as part of each nomination cycle and any impending changes should be discussed with the Regional YA team beforehand. A center should not have more than two YA coordinators unless it is determined necessary by the Center and Regional teams.

Every center should consider having at least 1 dedicated YA advisor, depending on the number of YAs. Alternatively, the Regional YA Advisors can fulfill this role.

3. Role of gender in selection/nomination process:

All YAs should be able to nominate individuals for both YA coordinator roles (assuming there are 2 roles) and the advisor roles. This pertains purely to the selection process - gender separation during YA meetings should continue to be maintained/enforced as appropriate.

4. Selection process frequency:

Similar to the other wings, nominations for Center YA Officers are conducted every two years, regardless of whether the current officer is eligible for a second term. If the current officer is not eligible or not interested in serving a second term, this should be communicated to the YAs at the time the nomination process is initiated.

Interim: If a current officer steps down for any reason with less than 1.5 years remaining in the current two-year term, the position may be filled for the rest of the term by the selection process or interim appointment by the Center President in collaboration with the Regional President and Regional YA team. If more than 1.5 years remain in the current two-year term, it is recommended that the position be filled by the selection process, as this is considered to be full term.

5. Term duration and Number of consecutive terms:

The term of a Center YA Coordinator or YA Advisor typically spans two years, beginning on January 1st and ending on December 31st of the following year. Individuals are permitted to serve as a Center YA Coordinator or Center YA Advisor for two consecutive terms in the same role, provided they are re-selected for the second term via the established selection process. Individuals that have completed 2 consecutive terms in a role are eligible for consideration after a gap of 1 term or 2 years, only if this is the last option and after consultation with the regional YA team.

Interim: If an individual assumes the role of a Center YA Coordinator or Center YA Advisor in the middle of an on-going term, with less than 1.5 years remaining in the two year term, this will be considered an interim term. Upon completion of the interim term, the individual is eligible to serve two consecutive full terms, provided they are re-selected by the selection process. If an individual assumes the role with more than 1.5 years remaining in the term, this will be considered as the first term, after which the individual is eligible for one additional term in the same role for the next 2 consecutive years.

6. Young Adults on the selection committee:

YAs on the selection committee can be individuals who have served in SSSIO roles previously at any level or have experience leading initiatives within centers that require an understanding of SSSIO guidelines. YAs on the selection committee should be active members at the center who are familiar with SSSIO guidelines, the roles, responsibilities, and expectations of being an SSSIO officer. The YAs on the selection committee should be familiar with the majority of center members who are likely to be nominated to serve in center officer roles and should be able to objectively provide feedback on nominated individuals without bias towards or against anyone based on personal friendships/relationships. Additionally, YAs on the selection committee should excuse themselves from all officer roles being considered for selection at the center level.

7. Participation in Center Officer selection Process:

All active YAs (who participate in center activities at least once a month per the 9-point code of conduct) can participate in the center selection process by nominating individuals for all center officer roles, including the YA Coordinator and YA Advisor roles.

8. Criteria for discontinuing a center YA program:

A center should consider revisiting their need/choice to have an established YA program if they have less than 5 active YAs interested in participating in and supporting center activities and YA activities. If a center chooses to discontinue its YA program, they should contact the Regional YA team and Regional President before initiating the process. Centers that do not have an established YA program should still have a YA Point of Contact, solely to facilitate communication between the Regional YA team and center YAs.

Center YA officers | Roles & Responsibilities

Do not doubt your destiny: it is to merge in the Highest Wisdom, Power, and Love. Do not waver or stay away. At every step, inquire, discriminate, and search for Truth. Be self-reliant, bold and free. Know that you are the instruments of God in a Divine Task and so there is no justification for weakness or vacillation. Be an example to others in humility and devotion. Do not scatter advice, without the authority of practical experience. Love, cooperate, serve. Your Office is a call for spiritual exercise, a reminder of your being under My care and direction.”
- Sathya Sai Speaks, Vol. 9 Ch. 35, Nov 22, 1969

A Sai Center YA officer (Coordinator & Advisor) is committed to ...

1. Living Sai ideals throughout one's daily life

- Have firm faith in Sathya Sai Baba, His name and form.
- Practice His teachings – nine-point code of conduct, ten guiding principles, five human values.
- Represent Sathya Sai Baba and His teachings through exemplary conduct.
- Be an active member of your Sai center and the Sri Sathya Sai International Organization.
- Follow guidelines as prescribed by the USA National Council.

2. Developing the YA program within the center

- Create an environment conducive to understanding and practicing His teachings.
- Review SSSIO guidelines, purpose and overview of the YA program with the center YAs.
- Encourage YAs to be active members of the center.
- Initiate and plan regular events to unite YAs within the center; get feedback on future improvements.
- Ensure that all YA activities adhere to the organizational guidelines.
- Encourage YAs to undertake activities that meet the local needs.
- Develop workshops or facilitate study circles on practical topics of interest catering to the various age groups, all centered around the message of Sathya Sai Baba (refer to the study circle section above).
- Provide a variety of opportunities which aid in the development of the YA talent pool, wherein YAs can express their uniqueness and creativity with a strong foundation in His teachings.
- Reach out to and be inclusive of the broad spectrum of YAs across all walks of life.

YA Advisor

- Along with center YA Coordinator(s), act as liaison between adults and the YAs in the center.
- Be a resource and recourse for all YAs in the center.

3. Providing leadership and guidance to YAs

- Be available to answer questions and participate in the resolution of problematic issues.

YA Coordinator

- Help foster the next generation of leaders by empowering YAs with tasks that bring out their potential.

YA Advisor

- Work with the center YA Coordinator(s) to steer the direction of the YA program.
- Listen to and provide feedback on ideas, but not to act as the primary driver.
- Encourage YAs to get involved in the various opportunities at center, regional, national and zonal level, thereby promoting leadership skills needed to be the current and future office bearers in the SSSIO.

4. Supporting all aspects of operating the Center

- The Committee (Leadership) of the Sathya Sai Center consists of the five officers (President, Vice President, Devotional, Educational and Service Coordinators) and the Young Adult Coordinator(s). The Committee is responsible for all aspects of operating and administering the Sathya Sai Center.

A Sai Center YA officer (Coordinator & Advisor) communicates and collaborates with ...

1. Regional YA Leadership team

- Provide regular and timely updates as requested by the regional YA team. This is mainly to share these ideas with the rest of the YAs in the country, to inspire and get inspired.
- Share feedback and seek guidance of center successes and challenges.
- Voice concerns, inquiries and requests.
- Regular participation in conference calls and share updates from the regional team with YA membership.

2. Center Leadership team

- Participate in the center officers' meetings, be an integral part of the center leadership team along with the President, Vice President, Service, Education and Devotion Coordinators.
- Be present and be involved in the planning of regular center activities, special programs and YA-led events etc.
- Update the center president and other center officers of all the YA activities, concerns, feedback, etc.
- Inform and seek approval from the center president for speakers outside of the center membership.

3. Center YA leadership team

- Meet in person or over phone for planning YA activities on a regular basis.
- Plan regular center YA meetings, service projects and events that unite YAs from the center.
- Involve all members of the center YA team in developing, planning and reviewing YA activities and projects.
- Find solutions to problems, and cross-check with one another within the YA team.
- Actively participate in the selection process of the next YA leadership team.
- Encourage YAs to submit their nominations for center and regional YA officer roles.
- Ensure that the communication shared with the YAs follows SSSIO guidelines. When in doubt, check with the regional YA leadership team.

YA Coordinator

- Involve YA advisors in the meetings, planning and preparation of all activities.

YA Advisor

- Advise YA coordinators and ensure activities are aligned with the guiding principles of SSSIO.

4. SSE Group 4 (16-18 years)

- Communicate with the SSE coordinators to invite the Group 4 students to YA activities as applicable.
- Encourage YAs to take on SSE teaching roles or become mentors at the center.
- Welcome SSE graduates transitioning to the YA program.

5. Center Young Adult teams in the region (other centers in the region)

- Share ideas and activities with other center YA teams.
- Communicate often on new ideas, challenges, and solutions.
- Collaborate on and plan multi-center/regional events when possible.

A Sai Center YA officer (Coordinator & Advisor) supports ...

1. Regional, National and International Initiatives

- Encourage YA participation in the various opportunities at the regional, national and international level.
- Assist the regional YA leadership team with regional service projects or events.
- Be aware of the skill sets of the YAs in the center which can be utilized for any of these initiatives or events.

Center YA Officers | Selection Process

Choose men and women who have unshaken faith in this present Avatar, with this Name and Form. The leaders of these units lead because they have the vision and the yearning, not because they have the votes or the purse. The bliss they derive is the only reward they are after. These offices should not be regarded as positions of authority or 'prizes' for devotion. They must be accepted with humility and discharged with love towards members and the public.

- SriSathya Sai Baba

The selection of Center YA officers follows the same process as the rest of the center officers, and is facilitated by the same selection committee that facilitates the selection of other center officers.

Step 1 | Initiating the process

1. Regional president initiates the process at all centers by communicating the selection process, nomination form, SSSIO Guidelines, Officer Roles and Responsibilities, and timeline.

Step 2 | Establishing the selection committee

2. Regional president requests center presidents to nominate a center selection committee.
 - a. **Young Adult Roles:** The selection of YA officers follows the same process as the rest of the officers and is facilitated by the same selection committee.
 - b. The selection committee should include 1-2 experienced YAs, depending on the size of the selection committee and the center. YAs on the selection committee can be individuals who have served in SSSIO roles previously at any level or have experience leading initiatives within centers that require an understanding of SSSIO guidelines. All members of the selection committee should be actively engaged in deliberation of candidates for all center officer roles.
3. Regional president reviews and approves each center's selection committee.
 - a. Consults with the regional YA team for approval of YAs part of the selection committee.

Step 3 | Nomination Process

4. Regional President sends the online center officers nomination form to the center selection committee.
 - a. Nomination form: <https://sathyasai.us/officer-nomination>
 - b. **Young Adult Roles:** While there is a maximum of four YA roles that can be nominated for (two Advisors and two Coordinators), the number of roles is determined by the center selection team, center president and the current YA team. For more details about the roles and responsibilities, please refer to pages 25-29 in <https://sathyasai.us/resources/ssio-guidelines>, and for YA officer roles and responsibilities: refer to <https://sathyasai.us/ya/centerguide>
5. Center selection committee starts the selection process by sending the guidelines and the online nomination form to all center members and reviewing them with members at center meetings.
6. Nominations will be closed as listed in the nomination process.
7. The nomination form will have the following information:
 - a. Swami's quote on member qualifications - members need to reaffirm their intent to be members of the SSSIO.
 - b. Members enter their name, center affiliation and indicate if they are YA or not.
 - c. Nominations can be entered for each role (upto 3 per role).
 - d. Young Adult roles (Coordinator and Advisor): Nominations for these roles can only be entered if the member has indicated that they are a Young Adult (aged 18-40).

Step 4 | Officer Selection

8. The Regional President and the Center selection committee will receive anonymized nominations along with a list of individuals who have participated in the nomination process.
9. The Center selection committee deliberates and decides the people they would like to approach for each role and gets the list approved by the Regional President.
 - a. Young Adult Roles: Regional President should also consult with the Regional YA team.
 - b. In general, the 4 As are taken into account during deliberation:
 - i. Ability (have the skills to perform the task);
 - ii. Availability (have the time, interest and enthusiasm to participate);
 - iii. Affability (be cheerful, have a positive attitude and be a good team player);
 - iv. Accountability (they are accountable to Sathya Sai Baba and the SSSIO and so discharge their duties righteously, lovingly and with self-sacrifice for the benefit of all members and devotees).
 - c. If a person attends multiple centers, clarify their attendance going forward.
 - d. Individuals should not be involved in lead roles in other spiritual/religious organizations to avoid conflict of interests. (please refer to guidelines for more info)
 - e. The number of nominations an individual receives should not be the primary criteria for evaluating candidates, but this data point should be viewed as an indicator of the membership's voice, which should not be entirely disregarded.
 - f. Young Adult Roles: Other criteria that should be considered for reviewing nominated candidates:
 - i. Age criteria should be met (38 or younger for YA coordinator and 41 or older for YA advisor). Although the YA age range is from 18-40, it is preferred that the YA Coordinators be under the age of 35. This helps with experience transfer and further progress of the YA program after any one person's leadership term finishes.
 - ii. Individuals considered should have an invested interest in the YA program and should be an inspiration to the YAs.
 - g. Suggested procedure: The selection committee should deliberate on all the nominees and prioritize them based on the criteria established by the guidelines and their own best judgement. The committee should feel free to reach out to the Regional President who in turn can consult with Regional Coordinators regarding any questions or clarifications the committee may have/need. While not necessary, the selection committee may choose to discretely reach out to any or all the nominees to help in their prioritization. Once the prioritized nominee list is final and approved by the Regional President, the committee may begin approaching the nominees in the priority order until the role is accepted.

Step 5 | Approval and Communication

10. The Center selection team can then reach out to the individuals for their consent and unanimous agreement with center members.
 - a. Young Adult Roles: Once the candidates have accepted, in addition to announcement at centers, the regional YA coordinators will send a welcome note with a short bio via the official regional YA announcements.

Resources

1. SSSIO: <http://www.sathyasai.org>
2. SSSIO USA: <http://www.sathyasai.us>
3. SSSIO International YA program: <http://www.sathyasai.org/ya>
4. SSSIO USA YA program: <http://www.sathyasai.us/ya>
5. SSSIO Guidelines: <http://www.sathyasai.org/guidelines>
6. SSSIO Centers Operations Manual: <http://www.sathyasai.org/guidelines/operationsmanual>
7. Sathya Sai Humanitarian Relief: <http://sathyasaihumanitarianrelief.org/updates/>
8. Sai Universe: <http://saiuniverse.sathyasai.org/>
9. Teachings of Sathya Sai Baba: <http://www.sssbpt.info/english/index.html>
10. Sathya Sai Vahinis: <http://sathyasai.org/media/ebooks>



I WANT YOU TO BE LEADERS TO
PROTECT THE WORLD.
LEADERS LIKE LIONS, SELF-RELIANT,
COURAGEOUS, MAJESTIC AND JUST. THE
LION IS THE KING OF ANIMALS, AND I
WANT YOU TO BE KING AMONG MEN

Sathya Sai Baba



