



SSSC End of the Year Report

January 2020-December 2020

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Note from the SSSC President

Sat Nam,

At the end of a tumultuous year with many challenges, the SSSC Trustees hope everybody in our community is safe, and healthy. We send prayers and blessings to our global community.

We are pleased to share our first annual report with you. While we continue to face challenges within our community, we are confident that we will meet those challenges, while learning and growing. We are grateful to all of those who have participated in our learning, our growth, and in helping us understand the scope of those challenges.

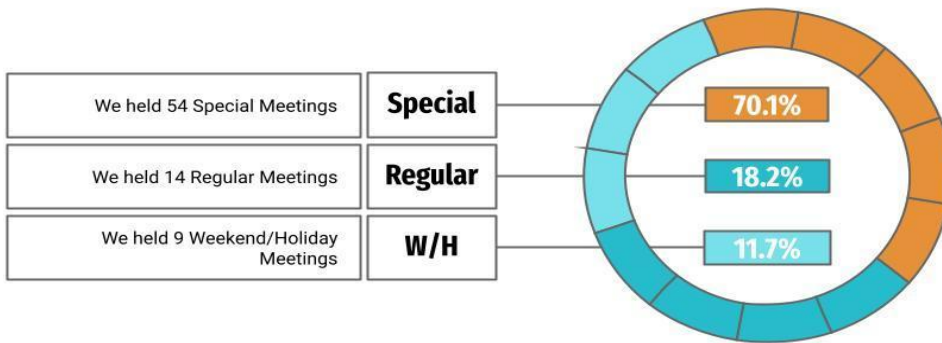
The SSSC is blessed to have a hard-working volunteer board of Trustees who are committed to upholding and living our values. We are also committed to providing safe environments allowing all in our community to participate, grow and live their values as best serves them. We recognize this won't be easy, but believe we have the dedication, skills and resources to emerge from this as a renewed and united community which lives our values of service, outreach and love for humanity.

We look forward to walking this path and confronting these challenges with all of you.

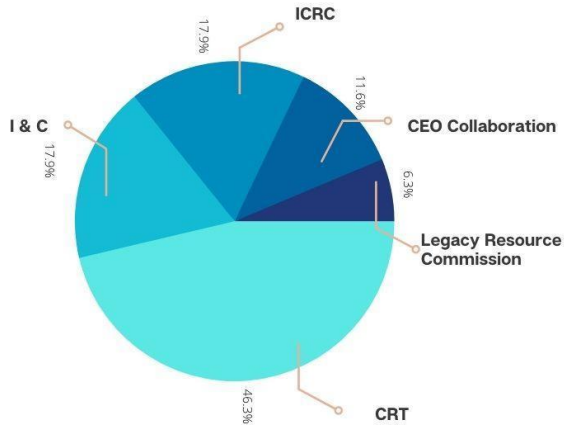
Sahaj Singh Khalsa - SSSC President

Overview of 2020 Activities

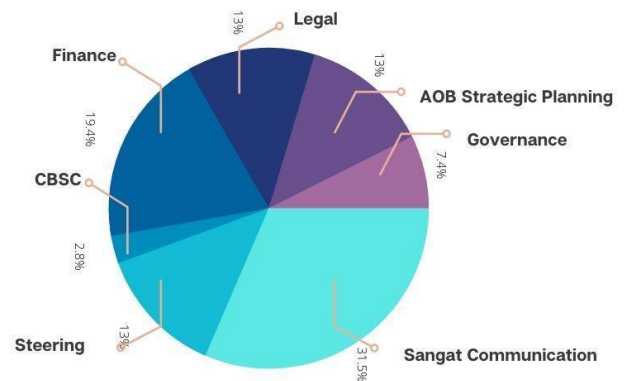
2020 SSSC Board Meeting Overview



SSSC COMMISSION MEETING OVERVIEW # OF MEETINGS PER COMMITTEE



SSSC COMMISSION MEETING OVERVIEW # OF MEETINGS PER COMMISSION



Key:

- ICRC: Interim Compassionate Reconciliation Commission
- I&C: Information and Communication Commission
- CRT: Collaborative Response Team
- CBSC: Constituent Board Service Committee
- AOB: An Olive Branch

SSSC 2020 TIMELINE

JANUARY

- January 2020, SSSC Election Began
- January 8, 2020 - Charandev Singh and Japjit Kaur appointed to 3HO Europe Board January 8, 2020 - Seva Kaur appointed to LYF Management Board
- January 18 - 20, 2020 - F2F Special Meeting

FEBRUARY

- February 12, 2020 - The SSSC forms the Collaborative Response Team (CRT)
- February 2020 - Hiring of An Olive Branch

MARCH

- March 2020 - Election concluded

APRIL

- April 2020 - new board members begin their term (SS Ek Ong Kaar Khalsa Michaud, MSS Guruka Singh Khalsa, SS GuruPrem Singh Khalsa and SS Sham Kaur Khalsa)
- April 1, 2020 - Avtar Kaur appointed to the 3HO Board
- April 26-27, 2020 - F2F Special Meeting

MAY

- May 20, 2020 - Dr. Harjot Kaur resigns and SS Gurujot Kaur Khalsa joins the board
- May 18, 2020 - formation of Legacy Resource Commission
- May 28, 2020 - SSSC approves 6-month emergency funding for MPA

JUNE

- June 9, 2020 - SS Gurujodha Singh, SS Ek Ong Kaar Kaur, Atma Kaur Khalsa and others travel to Houston, TX to attend the funeral of George Floyd
- June 10, 2020 - SSSC approves Q3 and Q4 emergency funding for KRI
- June 11, 2020 - Sat Hari Singh, Georg Lemperg, Sat Dharam Singh, Andrea Saritz-Lücker and Karta Purkh Singh approved for another four-year term on the YT Foundation Board
- June 18, 2020 - HarDev Singh appointed to SDEI Board
- June 18, 2020 - Nirvair Singh appointed to KRI Board
- June 24, 2020 - formation of AOB Report Strategic Planning Committee

JULY

- July 29, 2020 - Commitment to Safety Statement published

AUGUST

- August 2, 2020 - SSSC reviews and approves recommendation that the individual nonprofits may apply for PPP loans
- August 7, 2020 - formation of the Information and Communication Commission
- August 8-9, 2020 - F2F Special Meeting
- August 12, 2020 - MJ Amrit Singh Khalsa resigns
- August 13, 2020 - An Olive Branch Report on an Investigation into Allegations of Sexual and Related Misconduct by Yogi Bhajan published
- August 15, 2020 - SS Guru Amrit Singh Khalsa resigns
- August 17, 2020 - SS Krishna Kaur Khalsa resigns
- August 19, 2020 - AOB Report Strategic Planning Committee concluded work.
- August 19, 2020 - formation of the Interim Compassionate Reconciliation Commission

SEPTEMBER

- September 27, 2020 - SS Gurumeet Kaur Khalsa and SS Sirivishnu Singh Khalsa join the board
- August, 2020 - Dissolution of the CRT
- September 27 & 28, 2020 - F2F (Regular and Special) Meetings. Viriam Singh Khalsa was elected as Vice President, Gurusangat Singh was elected as treasurer and secretary
- September 30, 2020 - Hiring of Just Outcomes

OCTOBER

- October 1, 2020 - SSSC Special Election Began
- October 5, 2020 - SS Gurujodha Singh, along with Dr. Stephane Coney and her daughter Sesely Coney meets with 3 members of the Minneapolis City Council to discuss Black Lives Matter, racial injustice in Minneapolis and the status of the George Floyd protests and visits George Floyd Memorial Square in Minneapolis, MN and recites an Ardas in the Square to pray for peace and justice for Mr. Floyd, his family and the entire Minneapolis community
- October 8, 2020 - SS Guru Darbar Singh Khalsa resigns
- October 28, 2020 - formation of Governance Committee

NOVEMBER

- November 4, 2020 - Sahaj Singh elected SSSC President
- November 11 - 12, 2020 - 2021 CCC Grants Awarded

DECEMBER

- December 2, 2020 - formation of EPS Global Ethics Commission
- December 9, 2020 - SSSC approves grant request for 2021 MPA emergency funding
- December 14, 2020 - Special Election concluded and Awtar Kaur and Amar Atma Singh were elected.

Reports of Harm and Misconduct

Numerous reports of harm and misconduct began appearing in early 2020. In response to these serious allegations, the SSSC took steps to:

- Provide a safe environment for people to speak freely
- Establish CRT to provide collaborative response and communications with our organizations and communities
- Engage an investigation by an unbiased 3rd party (An Olive Branch). See report of findings here.
- Provide counselling and healing for those who reported harm
- Embark on a program of Compassionate reconciliation for the healing and unity of our community (Link to CRC website)
- Begin a process to gain understanding of what structural changes, trainings and transformations are needed so that no further harm can occur.
- Bridge polarization in our community

Commitment to Safety in our Community

Since the publication of the Commitment to Safety Statement by the SSSC last year, the need for creating a safe space for all remains paramount and a top priority for the SSSC.

The SSSC and its subsidiary organizations affirm our commitment to managing safe and healthy environments for all constituents. We are further developing effective procedures, training for teachers, ministers and students to prevent abuse, and creating policies for ensuring that complaints are fairly addressed in a timely manner.

Please click on the following links to see the policies regarding safety and ethics in our organizations:

- SSSC Commitment to Safety
- 10 Rights of a Kundalini Yoga Student: It is available to read and print in 21 languages. <https://www.3ho.org/10-rights-kundalini-yoga-student>
- Code of Ethics for Kundalini Yoga Teachers (get correct name)
- Code of Ethics for Sikh Dharma International Ministers

Next-Gen Forums

In 2020, the SSSC hosted several forums to listen to the voices of Second Generation members of this community. These forums created a space for sharing Second Gen experiences of harm and difficulty related to growing up in this community and, in many cases, attending the community’s boarding school programs in India. These forums opened a space to reckon with and acknowledge the experiences of the Second Gen. The work focused on the Second Gen is ongoing and is included in the broader Compassionate Reconciliation work described later in this report.

Listening Tours

In an effort to increase communication and sharing of experiences, our organizations have supported a process of deep listening. We hosted a series of calls to facilitate spaces for personal processing, community dialogue, and sharing.

Check- In Calls

5

| Org. Name | Num. Of Calls | Participants/Call | Total Participants |
|--------------|---------------|-------------------|--------------------|
| 3HO | 8 | ~ 40 | ~300 |
| SDI | 4 | ~ 50 | ~ 200 |
| SSSC/LT | 6 | ~ 30 | ~ 180 |
| LA Community | 1 | 10 | ~ 10 |

Each call was focused by guiding question(s):

- Where are you in your processing of the allegations and the report?
- Where are you in your relationship to Kundalini Yoga/Sikh Dharma/The Teachings?
- Knowing that your opinion may change, what is most important in your vision of our community moving forward together?

Moving Towards Dialogue Calls

10

| Org. Name | Num. Of Calls | Participants/Call | Total Participants |
|---------------------------------------|---------------|-------------------|--------------------|
| 3HO | 6 | ~ 10 | ~60 |
| SDI Khalsa Council Fall Session | 1 | ~ 130 | ~ 130 |
| LA Community | 2 | ~ 14 | ~ 30 |

Basic Structure of Calls:

- Instruction on reactive vs responsible language and active listening
- Opportunities for individual and group practice
- Facilitated small group dialogue

Collaborative Efforts

Part of the SSSC's purpose is to foster collaboration among our affiliated entities. One of the guiding principles is that we work better when we work together. The following are some of the collaborative efforts we initiated over the past year.

- Establishment of the Office of Seva Corps. At the advisement of the International Khalsa Council, the SSSC committed to two years of funding for an Office of Seva Corps, whose mission is to engage the communities worldwide in the sacred duty of selfless service, cultivating a clear presence and network of communities and sharing what is already happening.
- Development of Ram Das Puri
- Establishment of the Collaborative Response Team (CRT). The CRT is a group of people representing the nonprofit and for-profit entities, empowered by the SSSC in a resolution dated February 12, 2020. The CRT has been formed by the SSSC with the duty to respond effectively and responsibly to the allegations about Yogi Bhajan's conduct. The CRT will act and communicate based on established best practices, transparency, respect and concern for all involved, and the goal of seeking the truth in all areas of this urgent situation.
- In August, the SSSC formed the Information and Communication Commission in order to increase two-way collaboration and communication between the SSSC and all of the

affiliated organizations. This Commission includes representatives from SSSC, EPS, KIIT, LYF, KRI, IKYTA, NKYTA, 3HO, 3HO Europe, SDI, the Ministry, OPA, SDEI and SikhNet.

- Also in August, the SSSC formed the Interim Compassionate Reconciliation Commission (ICRC) to identify a Restorative Justice consultant and advance the Compassionate Reconciliation initiative. The ICRC includes representatives from SSSC, EPS, KIIT, KRI, 3HO, 3HO Europe, SDEI and SDI.
- In October, the SSSC formed a Governance Committee to develop solutions to governance issues within the SSSC as well as across the affiliated organizations. The Governance Committee began work with KRI as well as the Diversity and Inclusion Committee to begin a dialogue about issues of concern and importance.

Impact of Covid-19

Like most of the world, all of our community members, as well as our organizations and businesses were deeply impacted by the Covid-19 pandemic. The SSSC provided guidance and financial assistance to our affiliated organizations. We hosted a series of meetings with each organization to help strategize their adjustments to the many impacts of Covid-19. The SSSC provided emergency financial support for a number of the organizations.

The Legacy Resource Commission met together with many of the nonprofit and for-profit Boards to assess the financial needs across the organizations due to the pandemic, and to strategize to cover these unexpected financial needs.

The pressure placed with these challenges also brought our global community closer together as all the events and gatherings shifted to be online. We were able to serve and reach more of our global constituency and serve and support the global community.

The SSSC Board acknowledges and appreciates those many employees and representatives of our nonprofit organizations, KIIT company, and the for-profit companies for their work and dedication in collaborating to create solutions for everyone.

As a spiritual family, we extend our heartfelt prayers and sympathies to all who suffered and all who lost loved ones during this pandemic. May the eternal undying spirit, Akal, be with all members of our community.

Development of Ram Das Puri

On September 4, 2019 the SSSC Board approved funding to design and build permanent, sustainable structures at the Solstice Site at Ram Das Puri. Construction began at the end of 2019 and continued through 2020.

We want to extend our gratitude to the LYF management board and staff and the 3HO Board and team on their many efforts to develop this essential project.

You can click on the following URL To watch video about the progress on the Ram Das Puri Site:
<https://www.youtube.com/watch?v=TLUiObYZO7I>



SSSC Board Composition

The SSSC Board is an elected body of 17 volunteer members. Members serve a term of five years. Every two and a half years half of the Board is up for reelection. In March 2020 we had our regularly scheduled election. In December of 2020 we held special elections to fill the vacant seats from some members who resigned.

CURRENT BOARD MEMBERS



SS Gurujodha Singh Khalsa
President



SS Viriam Singh Khalsa
Vice President



SS Guru Sangat Singh Khalsa
Secretary & Treasurer



SS Amar Atma Singh Khalsa
Phoenix, Arizona



SS Awtar Kaur Khalsa
San Francisco, California



Bhal Sahiba Bibiji Inderjit Kaur
Los Angeles, California



SS Ek Ong Kaar Kaur Michaud
Plano, Texas



SS Gurujot Kaur Khalsa
Herndon, Virginia



SS Guruka Singh Khalsa
Espanola, New Mexico

CURRENT BOARD MEMBERS



SS Gurumeet Kaur Khalsa
Los Angeles, California



SS Guru Prem Singh Khalsa
Los Angeles, California



SS Gurutej Singh Khalsa
Singapore



SSS Kulwant Kaur Khalsa
Los Angeles, California



SS Sahaj Singh Khalsa
Santa Fe, New Mexico



SS Sham Kaur Khalsa
La Paz, Bolivia



SS Siri Vishnu Singh Khalsa
Española, New Mexico

With deepest gratitude to departing members for all of their contributions to the SSSC:

DEPARTING BOARD MEMBERS



MJ Amrit Singh Khalsa
Espanola, New Mexico



SS Dharm Singh Khalsa
Espanola, New Mexico



SS Dr. Harjot Kaur Khalsa
Calgary, Alberta, Canada



SS Krishna Kaur Khalsa
Los Angeles, California



SS Guru Amrit Singh Khalsa
Glenbrook, Nevada



SS Guru Darbar Singh Khalsa
Espanola, New Mexico



SS Sat Bachan Kaur Khalsa
Espanola, New Mexico



SS Sat Hari Singh Khalsa
Hamburg, Germany

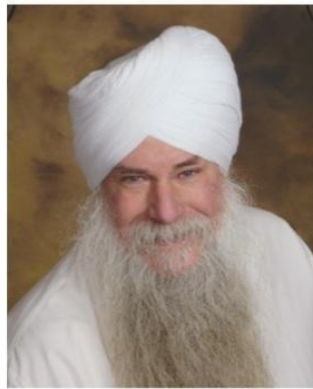
Election of Officers

Every election cycle the SSSC also elects the officers of the corporation. They are:

ELECTION OF OFFICERS



SS SAHAJ SINGH KHALSA
PRESIDENT
SANTA FE, NEW MEXICO



SS VIRIAM SINGH KHALSA
VICE PRESIDENT
EUGENE, OREGON



SS GURU SANGAT SINGH KHALSA
TREASURER AND SECRETARY
HERNDON, VIRGINIA

We would like to give thanks to SS Gurujodha Singh Khalsa, SS Kulwant Kaur Khalsa, and SS Guru Amrit Singh Khalsa for their service as past officers of the SSSC Board.

Subsidiary Boards and their Membership

One of the main responsibilities of the SSSC Board is to appoint board members to the nonprofit subsidiary Boards and the KIIT Board.

2020 SUBSIDIARY BOARD MEMBERS

KRI - KUNDALINI RESEARCH INSTITUTE

*Devinder Kaur Khalsa
Gurusahay Singh Khalsa
Hargopal Kaur Khalsa
Dr. Gurucharn Singh
Khalsa
Haridass Kaur
Marika Bethel Vedyia
Amrit Kaur
Guru Jiwan Kaur
Sangeeta Kaur
Nirvair Singh Khalsa*

SDEI - SIKH DHARMA EDUCATION INTERNATIONAL

*Simran Kaur Khalsa
Siri Shiva Singh
Shanti Kaur Baker
Harisimran Kaur Khalsa
Siri Nam Singh Khalsa
Har Dev Singh Khalsa*

SDI - SIKH DHARMA INTERNATIONAL

*Sada Sat Simran Singh
Khalsa
Guru Raj Kaur Khalsa
Siri Karm Singh
Gurumukh Singh Khalsa
Rajveer Singh
Dr Sat Kaur
Kartar Singh
Sardarni Guru Amrit Kaur
Khalsa
Bibi Inderjit Kaur Puri*

SIKHNET

*Gurumustuk Singh Khalsa
Supreet Singh Manchanda
Guru Amrit Singh Khalsa
(non-voting member)
Dr. Harjot Kaur Singh (non-
voting member)
Harbhajan Singh Khalsa
Ek Ong Kaar Kaur Khalsa
(non-voting member)
Gurusevak Singh Khalsa
Jujhar Singh
Darshan Jessop*

3HO

*Sumpuran Kaur Khalsa
Pritpal Kaur Khalsa
Dharm Singh Khalsa
Sat Jagat Singh Khalsa
Harpal Singh Khalsa
Jill Curtis
Avtar Kaur Thielefeldt
Dr. Sat Darshan Kaur*

EUROPEAN 3HO FOUNDATION

*Sarabjit Kaur Khalsa
Sat Dharm Singh Khalsa
Japjit Kaur
Guru Jiwan Kaur
Avtar Kaur
Siri Sant Kaur*

LYF FOUNDATION

*Siri Marka Singh Khalsa
Deva Singh Khalsa
Seva Kaur*

KIIT - KHALSA INTERNATIONAL INDUSTRIES & TRADE

*Dya Singh Khalsa
Guru Sangat Singh Khalsa
Gurujohn Kaur Khalsa
Gurusevak Singh Khalsa
Hari Amrit Kaur Khalsa
Nam Sadhana Singh
Sahaj Singh Khalsa*

Looking ahead to 2021

Compassionate Reconciliation Work

SSSC is grateful to be partnering with Just Outcomes Consulting to move forward with the Compassionate Reconciliation process for the global community in 2021.

In 2021, a Compassionate Reconciliation Commission will be formed, composed of advisory groups representing numerous facets and perspectives of the community. This Commission will gather feedback and design a process for healing based on community input. Over the coming months, there will be a great deal of development and news about the work of the Commission and the advisory groups.

We have created a website to inform the community of the ongoing efforts of this project. To see the details, explanations and initiatives of this program please visit their website: www.compassionatereconciliation.com

On-going Work and Training in Safety in our community

- Commitment to Safety in our Community
- Establishment of a Diversity, Equity and Inclusion Commission
- Development of an Inclusion Policy
- Addressing Transparency Issues

Creation of Addressing Transparency Issues

In order to achieve more transparency with our global sangat, 2021 will see some new initiatives. Below are some of the initiatives we will be rolling out this year:

2021 Sangat Forums

Beginning in March 2021, the SSSC will start holding regular sangat forums. The first round of forums will be held on:

Date: March 22, 2021 from 8:00-9:30 pm EST/ 6:00pm-7:30pm MST/ 5:00pm-6:30pm PST, 6:30 am India

Date: March 29, 2021 from 1:00-2:30 pm EST/ 11:00am-12:30pm MST/ 10:00am-9:30am PST - 7pm- 8:30pm CET (Europe)

Please click on the link below to join one or both of these forums:

Translations of website and materials

We realize that our constituency is global. As such, we will start translating our website and communications into 6 languages so that our constituency from around the world can remain informed.

We want to receive your feedback

We want to hear from you. If you would like to see more information in these reports please give us your feedback by filling out the feedback form. Please click [HERE](#) to give us your feedback.

General Information

Learn more about our nonprofit organizations:
<https://www.ssscorp.org/non-profit-organizations.html>

Learn more about SSSC Board composition and its work:
<https://www.ssscorp.org/board-members.html>