



SSSC Regular Meeting – October 25 & 26, 2023

Mission Statement of the SSSC

With the guidance of God and the grace of the Guru it is the mission of the SSSC to protect, preserve and cultivate the prosperity of the constituent community and its assets; listen to, serve and elevate the constituent community; support the nonprofit and for profit entities and the family of constituent communities; and live to and hold the values of the teachings of the Siri Guru Granth Sahib and the Siri Singh Sahib Bhai Sahib Harbhajan Singh Khalsa Yogi Ji: selfless service, compassion, kindness, honesty, integrity, trustworthiness and Guru inspired consciousness.

Vision Statement of the SSSC

To Serve, Align, and Grow our Family of Organizations to Uplift All.

Agenda

1. 3HO board
2. Executive Director Report

Motion:

Whereas: We are grateful for the hard work and dedication of the 3HO board members throughout their time of service.

Whereas: The SSSC board would like to bring a fresh perspective to the operations of the 3HO board.

We hereby move to remove the following 3HO board members effective immediately:

Linda Shottes-Bouchard

Shanti Preet Kaur

Anand Singh

Dr. Onna Lo Sat Darshan Kaur

In addition we appoint to the board effective immediately:

Rupinder Kaur

Submitted by: Livtar Singh Siri Mukta Singh

Sat Naam, all.

Last night, I committed to sharing my thoughts in writing about this motion, and since I will not be at the board meeting tonight - here is my response to the motion as presented.

1. I would recommend separating out the addition of Rupinder Kaur and the removal of the other board members into two motions to be voted on separately.

2. The recently approved bylaws of 3HO (see below) include consultation with the Directors of the Corporation for board composition. There is an argument to be made that, if the 2-year term that these board members were appointed to has not yet expired, it is our duty to make sure we consult with the constituent board before removing anybody. The BASEE process is the policy that the board has adopted in order to ensure we are making board decisions in consultation with the constituent boards, as per the bylaws.

Section 4.3 Designation of Directors. Directors of the Corporation will be designated by the Member following consultation with the incumbent Board. Directors shall serve two-year terms, consecutive terms permitted.

3. If it is true that the BASEE process is no longer going to be used for board appointments and removals, then the full board needs to vote to rescind that policy. This board is bound by the votes of its predecessors and if you decide to undo a policy enacted by a former board - then do it right. Bring a motion to rescind the BASEE process. Vote on that motion. Since this is a regular meeting, it will become part of our public record. After the vote, Satwant Singh can formally let the subsidiary boards know that the BASEE process is no longer going to be used for board appointments.

Our duty of care demands that we act in as transparent a manner as possible and communicate as professionally as possible with the constituent boards.

4. A business culture is only as good as the worst behavior that it is willing to tolerate. This type of activity - these "board massacres" being undertaken without transparent and accountable communications are very poor behavior and will impact morale across our constituent organizations negatively. We will lose people over this. People with talent and dedication will quit and not want to be part of a company that behaves in this capricious, autocratic style. I strongly recommend that we follow our duty of care, consult with the 3HO board in some manner, before removing anyone. And if the majority of the board members do not want to adhere to the BASEE process, then that policy needs to be rescinded through a formal vote.

My views and thank you for reading.

Blessings,

Ek Ong Kaar Kaur