

Strategy, Vision and Alignment Team (SVAT) Charter

Reviewed Nov 7, 2024

Purpose:

To have a place where the Chief Executive Officers, Board Chairs of the subsidiaries and the SSSC connect, communicate, share and work on strategies that align with the SSSC mission and vision.

Goals:

- Communicate and understand each subsidiaries' culture and goals
- Have direct communication with the SSSC with support of the nonprofit committee
- Review and align the mission, vision and purpose of each subsidiary with SSSC mission and vision
- Work on the strategic goals for each entity
- Envision and identify synergies to create "shared services" across the organizations in domains such as financial, accounting, marketing, IT, communications, Human Resources, etc.

Objectives reached so far:

- The LNPOOs have synced their missions and strategic goals in 2023
- Manou Kaur created a reporting process in 2023
- Manou Kaur created a structure for business plans for all the organizations in 2024

Objectives for the future:

- Align the subsidiaries' missions and visions with the SSSC mission and vision in 2025
- Organize a subsidiary-wide Seva project in 2025
- Create a master document of all LNPOOs KPIs
- Create a master presentation that presents Who We Are

Meeting Regulations:

The committee meets as necessary when there is a request from the Nonprofit Committee or when programs are being rolled out.

Key Responsibilities of SVAT members:

- Share their entities' goals, strategies and processes with the intent to align strategies and efforts
- Participate in working groups to give input on the processes to develop alignment strategies
- Collaborate on projects that contribute to the overall mission and vision
- Explore ways to improve business practices to reduce duplicate efforts and costs
- Review the processes that are presented by the SSSC Board

Allocation of Responsibilities (if applicable):

- Manou Kaur, Legacy Program Manager:
 - Organize the processes
 - Structure the processes
 - Facilitate meetings
 - Synthesize the results and bring for discussion and review
- Ananda Hargeet Kaur, Meeting Manager
 - Takes notes and sends notes to the team members
 - Schedule the meetings
- Nonprofit Committee
 - Validate and approve each step of each process that is being worked on

SVAT composition (updated on October 28, 2024)

- LNPOs and SSSC Offices, CEOs and Board Chairs
Expected for the next series of processes and meetings for 2024-2025:
 - Nam Kaur (3HO)
 - Ong Kar Kaur (3HO)
 - Sat Shakti Kaur (3HO Europe)
 - Guru Tej Singh (3HO Europe)
 - Manjot Singh (EPS)
 - Jugat Guru Singh (KRI)
 - Harimandir Kaur (KRI)
 - Guru Sadhana Kaur (LYF)
 - Siri Marka Singh (LYF)

- Simran Singh (OGA)
- Japjeet Kaur (SDEI)
- Harimandir Singh (SDEI)
- Prem Kaur (SDI)
- Siri Pritam Kaur (SDI)
- Dass Atma Singh (SikhNet)
- Harbhajan Singh (SikhNet)

- KIIT and For Profit:
 - Siri Mukta Singh
 - Sat Bachan Kaur

- SSSC Non-Profit Committee:
 - Sham Kaur
 - Guru Sangat Singh
 - Avtar Singh

Requirements of members:

- Have availability to attend most of the meetings
- Commit to the processes proposed
- Join for critical meetings where crucial communication and updates are shared