

#4

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Q1

Fill in the information below

Name	Darshan Singh Khalsa
City	Reston, Virginia
Country	USA
Occupation	Semi-retired Acupuncturist and Herbalist
Length of Participation in 3HO/Sikh Dharma	56 years
Are you a KRI certified teacher or trainer? If so, what is your certification level and when did you acquire your certification?	Level One certified (grandfathered in many years ago)
Ashram Communities lived in	Washington and Virginia; (Briefly in Phoenix, AZ to help open some restaurants)
3HO/Sikh Dharma Community Positions	See below; at present have the title of Special Assistant to the SSSC Board

Q2

Please enter a valid email address

Email address	Darshan.Khalsa@gmail.com
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Q3

Why do you feel called to serve on the SSSC Board?

Why one feels called is ultimately a mystery...I have been involved with the SSSC since before the last election and my prayer is that I can help make our efforts more effective. I incarnated to help heal and transform the planet, and as I approach my sunset, it is my wish to leave our dharma in good shape to achieve this goal.

Q4

What relevant areas of experience and expertise qualify you for this position and will make you an asset to the board?

I have spent the past year as a Special Assistant to the SSSC Board becoming familiar with the many issues that the Board deals with. There are three areas of my experience that are likely to be most relevant: 1) My years as an engineering project manager designing and carrying out complex projects step by step while working with other trades and managing competing priorities 2) My years as an acupuncturist helping many hundreds of patients achieve balance and healing 3) My fifty-five plus years of Ashram and 3HO-Sikh Dharma community life learning to deal with all sorts of issues and personalities.

Q5

Please summarize your prior and current service to the Dharma. If you have served in leadership positions please note them.

Over the last five and half decades, my greatest service has probably simply been keeping up. There have been many areas of service: managing our Golden Temple Conscious Cookery kitchen at its founding, organizing the founding of our local Khalsa School 40 years ago, serving as chairman of our local Ashram Council for some years, and others. However, my most recent contribution has been one that I am most pleased with: playing a leading role in organizing pro-Siri Singh Sahib candidates to win the last SSSC election. At a time during Covid, when a majority of the SSSC Board was held by those who were negative towards Siri Singh Sahib, I helped rally an electorate willing and able to elect a pro-Siri Singh Sahib majority.

Q6

Please describe your experience of the Siri Singh Sahib as a teacher and your experience of his teachings.

It was the honor of my life to meet and learn from the Siri Singh Sahib. The teachings are vast and more than I can absorb in one lifetime: Kundalini Yoga, Ayurveda, Sikh Dharma, various types of healing, psychologic insights. Maybe I have absorbed one percent of what is available.

Q7

If you can not see God in all you can not see God at all ~ Siri Singh Sahib

Describe what this saying means to you?

It means all is in divine order, the negative as well as the positive. We must appreciate all with an attitude of gratitude.

a)How would you apply this saying in your day to day service on the board?

Listening to all sides, seeing the potential costs and benefits of each course of action, then acting from a place of neutrality and gratitude.

b) How would apply this perspective to help our community and organizations move forward together?

In the same way, listening to all sides, seeing the costs of benefits of each course of action, then acting from a place of neutrality and gratitude. Cultivate tolerance and appreciation for opposing viewpoints where those viewpoints do not contradict the basic teachings. For instance, listening to all viewpoints in a matter of business or real estate development, but not tolerating attacks on the Siri Singh Sahib.

Q8

What do you understand the Role of the SSSC to be and how do you see the SSSC carrying out that role on a:

Practical Level

On a practical level, the Siri Singh Sahib Corporation inherited the legal authority of the Siri Singh Sahib, with authority over both the non-profit organizations such as Sikh Dharma International, 3HO Foundation, KRI, etc... and the for-profits such as East-West Tea Company. The role of the Siri Singh Sahib Corporation is to act as a trustee to responsibly protect and expand all of these.

Spiritual Level

On a spiritual level, the role of the SSSC is to preserve and protect the teachings, and help the teachings go out to help the world.

Q9

As an SSSC Trustee you are accountable to the Sangat.

How would you build and enhance the relationship between the Sangat and the SSSC?

I think monthly public meetings would be the best way to do this, especially if a question and answer format is used. There is a lot of information available on the SSSC website, but most people are already overwhelmed with written information.

The SSSC is part of a close knit community. Given that board members are likely to have strong connections to that community, explain how you will be able to adhere to the SSSC confidentiality policies that apply to board members?

I think that the present confidentiality policy is somewhat too broad; many of the issues covered by the policy would be better discussed in public before a Board decision is made. There are definitely projects and ideas that need to be kept discreet until they are more thoroughly discussed, and a decision made. Sadly, some discussions of an adversarial legal or business nature are better left undiscussed in public until a decision is made. I think the monthly meetings mentioned above could help define which topics are which.

Q10

The SSSC strives to be an inclusive organization and cultivate a diverse and intergenerational community that supports the long-term sustainability of the organization. How would you help foster connection, engagement, and collaboration across generations and communities within the SSSC?

Organizing our actions and discussions around preserving and spreading the teachings. Many will come, some will go, as it has been over these last many decades. However, I would definitely bring in younger people to serve as SSSC Board Special Assistants so they can see the scope of our responsibilities.

Q11

The Siri Singh Sahib taught that we should be known for our service

What do you see as the three (3) greatest challenges facing the Sikh Dharma/3HO Community and the family of For-profit and Nonprofit entities?

see below--combined into one essay.

How do you see the 3HO/Sikh Dharma family of Nonprofit and For-profit organizations serving humanity in these times?

See below --- combined into one essay.

What would you do as a Trustee to overcome these challenges?

See below - combined into one essay.

What skills, tools, and techniques will you bring to the SSSC Board of Trustees to help it move toward the vision you described above?

The goal of the SSSC and all its subsidiary entities (for profit and non-profit) is the following: Protect the honor of our teacher and help spread the teachings in their original purity. I would encourage each organization to organize itself around these goals. Specific plans for the various entities are as follows: SSSC Steering Committee- Develop quarterly and monthly look-aheads. There may always be emergencies or surprises, but right now there seems to be very little planning and almost every topic becomes a surprise or an emergency. We should be able to look ahead and prepare for issues two to four weeks out at least. The Steering Committee sets the Board agenda but is not defined in the bylaws, so a simple majority of the SSSC Board will allow this change. Priorities for non-profit Boards: have each Board submit their priorities and give the SSSC Board regular updates on their progress towards these priorities. SSSC Board should review their priorities and make sure that they are in alignment with our overall priority of "Protect the honor of our teacher and help spread the teachings in their original purity. " KIIT: Same as Non-profits but in particular do the following: Reach a trademark settlement with Siri Singh Sahib's family. This is important for three reasons; a) In terms of karma, this is the right thing to do b) it is needed to free up Kulbir so he can be heading up our India and other outreach efforts without any perceived conflict c) Will be needed to facilitate a shift in priorities for East-West tea. I would also like to see KIIT invest small sums in multiple Dharmic start-ups; some will fail but some will succeed. KIIT also needs to provide a history and lessons learned about our costly RMC (Riccobene) difficulties. All Organizations: Obtain from all subsidiary organizations a statement of income and expenses, also assets and liabilities. Should be at least a quarterly report. All Organizations: Put our dharmic finances on a more stable and growth-oriented footing. Three main ideas here: a) Attain more control of East-West/Yogi Tea so it is contributing more to the overall dharmic efforts b) reinvigorate monthly Das Vandh type donation efforts so our membership is able to support us more c) create an effective donor development/cultivation office for larger donors. All Organizations: More positive outreach around Siri Singh Sahib and our activities in general. a) Aggressively fight the lawsuits and various media hatchet jobs- tell a more positive story b) Promotion of work that KRI, 3HO, and especially OGA are doing can be a big part of this c) this promotion can reinforce our donation efforts. It occurs to me that the Dharma might be a lot better off if we were more aggressive. Patience

is a virtue, but mounting a strong defense of Siri Singh Sahib might serve us better in the long run. A strong statement now will make our future work and fundraising easier. Legal: Regular reports on status of all pending lawsuits and threats. Share this with the sangat to the extent we can without sacrificing our legal strategy. KRI: Create a pledge of loyalty for KRI teachers to at least our main priority. "I pledge to only teach KYATBYB and not whatever I want to add on my own". Consider franchising idea of "Kundalini Yoga as taught by Yogi BhaJan". Make the whole KRI organization more Siri Singh Sahib centered. This is likely to cause further erosion of teachers but so be it; ultimately this will make for a stronger organization. KRI teachings are particularly needed by the world now to help respond to the changes, stress and trauma of climate change and artificial general intelligence (AI). SDI- Ministers need to have a pledge of loyalty that includes "Sikh Dharma as taught by Siri Singh Sahib." Sikhnet — Continue their good work but help them refocus on also promoting the other legacy organizations and especially Siri Singh Sahib's teachings. 3HO—Seems to be doing well enough on its present path. LYB/LYF - Needs further discussion. Real estate development and elder housing seem like natural fits. Miri Piri Academy- I would like to see it continue, but don't have strong thoughts about the way to proceed. This needs further discussion and more Kulbir input. The SSSC Board should be strongly supporting Kulbir and explain to the concerned sangat the general aspects of current developments. Office of Government Affairs (OGS) – doing very good work and should be supported more by the SSSC. To go back and answer the original question, I think my years of experience will help deal with these multiple complex issues — I am reasonably good at breaking problems down into manageable parts, setting priorities, and then staying on course to solve the problems with the help of others.

Q12

Board service regularly requires 20 to 40 hours per month (or more) in board and committee meetings. In addition, there may be multiple Face-to-Face meetings per year.

Can you fulfill these requirements?

Yes.

If so, how will you balance these requirements with your other personal and professional responsibilities?

I am semi-retired and have ample savings.

What do you anticipate being the most difficult part of serving as a Trustee on the SSSC Board?

Reaching agreement where there is disagreement, and staying focused on priorities.

Q13

Directors must maintain reliable access to email and demonstrate basic technology proficiency — including the ability to use a computer, manage calendar invitations, and read and respond to board communications in a timely manner — recognizing that board-related correspondence may occur on a daily basis. Can you fulfill these requirements.

Yes, I am reasonably proficient in all of the above.

Q14

Are you related by blood or marriage to an officer, director, employee, or paid contractor of any of the constituent organizations (nonprofit or for-profit) including all subsidiaries? If yes, to whom are you related, how are you related to them, and what is their position?

No.

Q15

Please upload your resume or CV here.

Darshan Khalsa Resume for SSSC Board of Trustees.pdf (17.5KB)

Q16

Please upload your photo here, if elected as a board member this photo will be used.

Darshan Khalsa photo for SSSC.png (802.4KB)

Q17

Please add anything else you would like to say so voters can better understand you.

I think I've said quite enough! However, everyone should feel free to call me with questions.
