

Annual
Report

2008



SIKH RESEARCH
INSTITUTE

Preserve. Celebrate. Inspire.

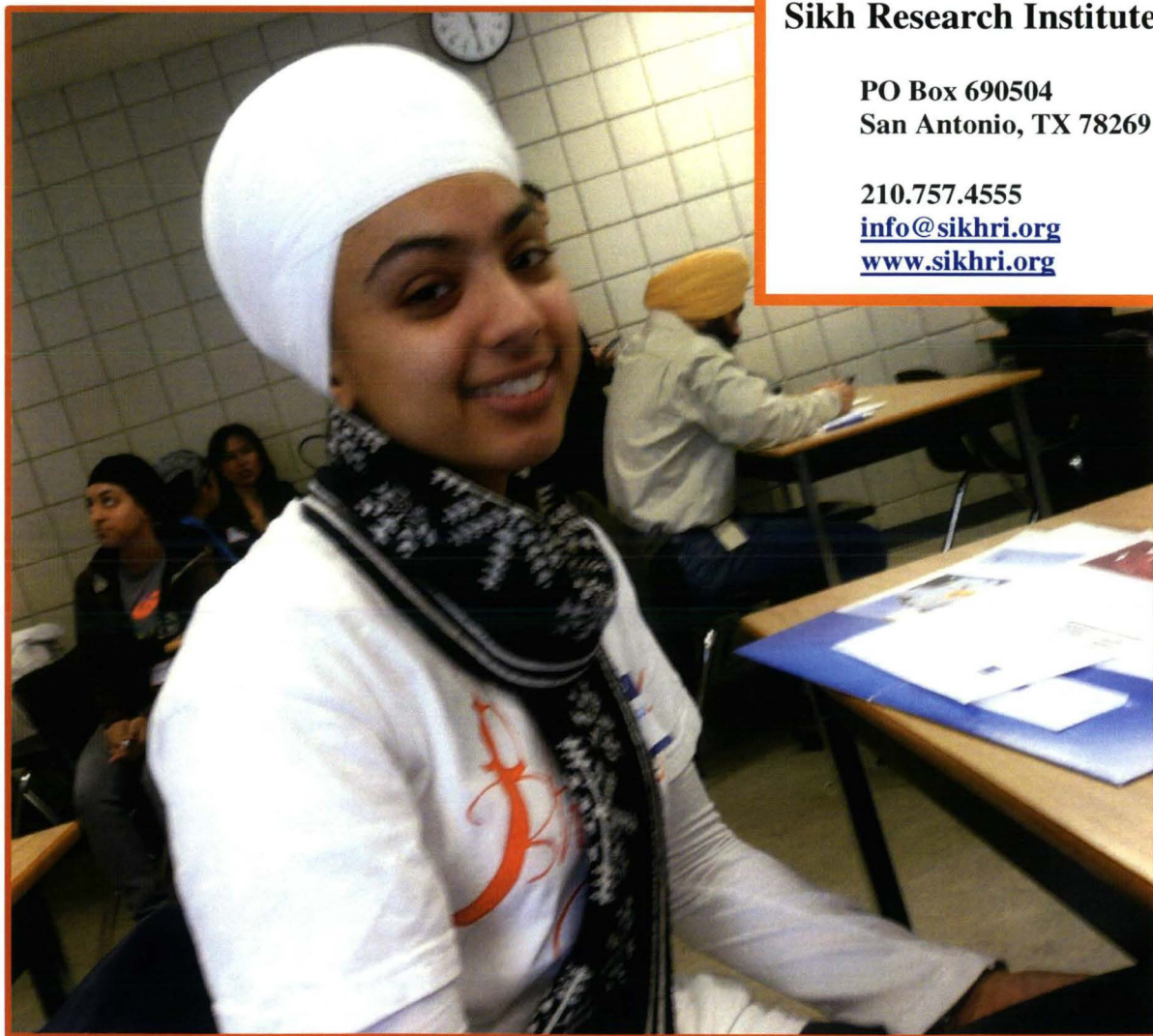
Come and join together, O my Gur-Siblings,

Dispel duality by being in harmony with Vāhgurū.

Accompany the Identity of All-Pervading,

Come, sit, and listen to the Gurū's instructions!

- Gurū Granth Sāhib, 1187



Sikh Research Institute

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The Sikh Research Institute's mission is to facilitate training and development while inspiring Sikh values, create global awareness of Sikhī, and deliver solutions to the key challenges faced by the Sikh community.

Founded in 2002, the Sikh Research Institute (SikhRI) is based in San Antonio, Texas, with an eye toward the world. From our earliest ideas and inspirations, the organization has since thrived on innovation, its enthusiastic and capable staff, the generosity of volunteers and the power of well-managed donations. SikhRI strives to address issues of concern in our communities through the development of superior educational techniques aimed at both Sikhs and the general public.



Upon incorporation as a 501(c)(3) non-profit organization in 2003, leaders of Sikh organizations based in the United States were called for two meetings. They were asked to contribute their experiences and advice in developing SikhRI's aims. From these meetings, education became our main focus, and the mission statement was drafted to reflect these ideals.

As SikhRI grew larger and stronger, we brought on a full time Director of Education to oversee the development and distribution of Sikhī curriculum. Thus far, we have released Sojhī curriculum for grades Kindergarten through eighth. High school-level lessons are in the docket for release in 2010.

Further expansion allowed us to hire two additional full time employees and a Board of Advisors was formed in 2008. SikhRI frequently offers four Training and Development courses, Sidak, Sanehā, Grihast and Sevādār, that are designed to serve the young adult and young professional demographic.

Our facilitators regularly travel across North America, while also making trips overseas for periodic engagements in the United Kingdom, Pakistan and India. Radio shows, press coverage and Liv Web-based seminars have taken SikhRI's presence out into the public as direct outreach becomes a priority. Increased programming is being offered in Pañjābī through radio outlets and cooperation with gurduaras.

"The knowledge, passion [and] commitment to creating a learning environment and a love for Sikhī and students shine through to set a standard for what Sikh development should be like."

*-Balmeet Singh
Bakersfield, CA, USA*

As SikhRI enters its seventh year, we look forward to working with new volunteers and expanding the strength and reach of our programs and ideas with each passing day.

30 April 2009
Nanakshahi 541



Dear Friends:

Vāhgurū jī kā Khālsā Vāhgurū jī kī Phatah!

First, I thank Gurū Sāhib for gracing us with the opportunity to serve its *Panth* and *Vāhgurū's* creation. It is important to reflect on the accomplishments we have had in the last six years and to thank the many partners, donors, supporters, participants, staff, and volunteers who have contributed to our success.

I present to you the first annual report which includes a comprehensive overview of Sikh Research Institute (SikhRI). It reflects the trends that have been previously identified in yearly reviews. It also shows the growth over six years in both hosted and participated events. Our response to the community needs exemplifies high quality material and deliveries which are *Gurmat*-based. Our work, rooted in Sikh values, impacts personal and community growth. Our primary target of 16 to 35 year-olds was expanded to include Pañjābī audiences via gurdwaras, radio, and television. Our efforts are now focused beyond America to Canada and United Kingdom with selective engagements in India and Pakistan.

In Training and Development, *Sidak* has become a life-changing experience whereas *Sanehā* (formerly *Mark of Excellence*) and *Grihast* are providing platforms for deeper learning. In Global Awareness, we are addressing both Sikhs and non-Sikhs in academic, interfaith, civic, and religious forums. In Strategic Solutions, adoption of Sojhī curriculum by *Gurmat* and Pañjābī schools foreshadows positive long-term effects of nurturing a new generation of Sikhs in the letter and spirit of Sikhī. Additionally, presenting to wider audience through *Liv* webinars by efficiently harnessing technology is transcending several limitations. Our biggest challenge is to attract and retain full-time staff.

Please join me in reflecting with gratitude on the role of SikhRI in increasing the understanding of Sikhī education and enhancing participation in creating awareness. All of this progress was possible through your direction and support. I look forward to your leadership to grow SikhRI. Towards that end, I ask you to think about the opportunities to become even more relevant to the educational needs of the Sikh Nation.

Many thanks for your involvement and support of our work towards community development in the last six years. We look forward to serving in bigger and better ways in Nanakshahi 541 (2009).

Satigur Rākhā!

Harinder Singh
Executive Director



Staff

SikhRI employs four full-time staff members. Part-time employees, consultants and interns are hired on an as-needed basis. In addition to our staff, we are able to count on many generous volunteers from the local to the global level.

Harinder Singh

Executive Director

Jasmine Kaur

Director of Education

Shraddha Nembang

Operations Resource Specialist

Surender Pal Singh

Research Associate

Though too numerous to mention every name here, thank you to all our volunteers who aid our staff with their time and myriad talents. Our work would not be nearly as successful or enjoyable without your dedication!

For employment openings at SikhRI see our listings at: <http://www.sikhri.org/support/careers.asp>

For our internships and volunteer opportunities visit: <http://www.sikhri.org/support/volunteer.asp>

Boards

With experience in education, the business community, non-profit development, health and human services and activism on the local and global stage, members of our Boards bring with them a wide variety of insight and knowledge for the benefit of SikhRI and all we serve.

Board of Directors

Gurpal Singh Bhuller
Richmond, VA

Jaswinder Kaur
Eugene, OR

Gurvinder Pal Singh
San Antonio, TX

Gurvendra Singh Suri
Dallas, TX

Board of Advisors

Harinder Singh Jassal
Washington, D.C.

Bhoopinder Singh Kohli
Los Angeles, CA

Baljinder Kaur Narang
Vancouver, B.C.

Inderjit Singh
New York, NY

Inderpreet Singh
Boston, MA

Training & Development

Infusing the Spirit

A community draws its power from the development and education of its members. In an effort to strengthen the core of the Sikh community, SikhRI offers a variety of educational programs and seminars to facilitate this growth among Sikhs of all ages and in all stations and phases of life.

Grihast "Purposeful Marriage"

A three-day retreat for young married couples, Grihast aims to provide a positive and nurturing environment for partners to examine the strengths of their relationship and areas for improvement in their lives together. The workshop is designed to facilitate a weekend of dialogue and personal attention. Ultimately, participants will leave with positive strategies for living harmoniously together, or as larger families, in the Sikhī way.



"[Grihast] really made me think more about my relationship with my spouse. I was forced to think also where I am wrong. I came to think more about myself and to think more [how] to correct my vices. I hope [am able to] so that both of us can achieve the goal of one soul, from The Remembrance to The Discipline."

*-Supreet Singh
Dallas, TX, USA*

Sevādār "Devoted Activist"

"The Sevādār workshop provided a thought-proving, challenging and highly informative look at what it means to be an inspiring activist from a Sikhī perspective. The workshop inspires you to adopt a notion of openness and to recognize the divinity within all."

*-Lapinder Kaur
Brampton, ON, Canada*



Focused on training passionate activists with a desire to enact positive change and progress in the Sikh community, Sevādār provides insight to the unique cultural and linguistic considerations of Sikhī.

Sikhs and non-Sikhs are welcomed and encouraged to explore this inspiring program.

Liv *"Intuitive Awareness"*

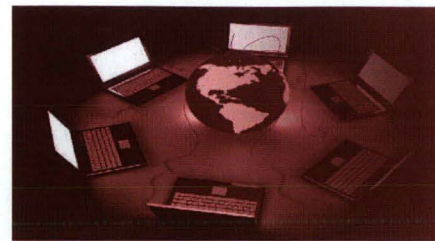
In keeping with the goal of expanding the availability of our programs to a global audience, as well as working past the

*"Great way to learn;
convenient from home."*

*-Daljeet Singh
Irvine, CA, USA*

limitations posed by physical attendance and the travel costs

associated, SikhRI has commenced to offer webinars, which are accessible via the Internet anywhere in the world.



Liv features interactive sessions that allow participants to engage with presenters and other attendees in real-time, or subscribers may watch pre-recorded instructional workshops.

Some of the past topics covered in the Liv sessions have included "Living Ethically: A Gurmat-Based Approach", "The Art of the Oral Tradition", and "Visualizing Bānī: Bringing Message to Life."

Sanehā *"The Message"*

Sanehā (formerly Mark of Excellence) involves a series of lectures, presentations and workshops designed to present personal and community issues and challenges faced by our young and upcoming Sikh leaders.

"Prior to today, I had no understanding of the meaning of Asa Ki Var. This topic helped me realize where I stand as a Sikh and what changes I need to make."

*-Neal Ahluwalia
Camarillo, CA, USA*



Framed by Sikh values of the Gurmat tradition such as scripture, history and discipline, individuals showing promise as leaders are provided with ideological, behavioral and managerial skills to lead the next generation of activists.

Our knowledgeable and personable facilitators lead sessions that provide a stimulating and engaging environment for young Sikhs to interact with each other and explore the proud traditions and duties of Sikhī as they fit into our contemporary and changing world.

Sidak "Steadfast Allegiance"

2009 will be the seventh year SikhRI offers Sidak, an intensive two-week educational experience for young adults.



"I have improved so much on my grammar skills and my translation and transcription skills have improved tremendously! I found an amazing sangat and teachers that can help me the rest of my life."

*-Ravneet Singh Chadah
Elicot City, MD, USA*

This unique program packs each day with instructional seminars on facets of *bānī* (scripture), *tavārīkh* (history), and *rahit* (discipline). Sessions on leadership development and community building are also foundations for Sidak. Three tracks of study are available, Sikhī 101, Sikhī 201 and Gurmukhi 101.

At Sidak, students form bonds with each other and their instructors



while discovering the role of their faith in their daily lives and their future goals. Home cooked meals are served and members of the Sikh community from San Antonio and other cities across the nation come together to form an intensely supportive and knowledgeable base for attendees to relate to during their session. Students come away having forged bonds with each other, their instructors and facilitators, friendships partnerships which continue to serve them long after Sidak as they grow to take their own place within the larger community.

Plans are in the works to offer two U.S. camps due to the increasing popularity of the program. There are also discussions of expanding Sidak on a global level and organizing camps in Panjab.



Please view our Sidak video at http://www.youtube.com/watch?v=uTTCag_eDEw
Visit http://www.sikhri.org/program/training/sidak_register.asp for registration dates, details, and the necessary forms and contact information for all your Sidak needs.

Global Awareness

Harmony in a world of difference

In the wake of the global reality shift that occurred after the terrorist attacks in the United States on 11 September 2001, the obvious lack of public awareness and dearth of educational forums regarding the Sikh faith became an issue of growing concern.

"The lecture . . . was very well received by a polyethnic and polyreligious audience at Langara College when [Harinder Singh] presented facts and statistics taken from credible sources to support his points about minority experiences. The lecture upheld the strong conviction that educational institutions . . . foster critical thinking and being inclusive in culture, history and perspectives."

*-Indira Prahst
Professor
Vancouver, BC, Canada*

Global Awareness, one of the three main areas of focus to which SikhRI devotes its efforts, is dedicated to countering this ignorance and the instances of injustice and intolerance that too often accompanies lack of understanding.

Through lectures, discussions and seminars, SikhRI makes it a priority to design and host programs which are intended to facilitate interaction and dialogue among participants.



SikhRI has organized or participated in Global Awareness events in over 60 cities spanning five continents. In their travels, our instructors have visited universities, public and private schools, interfaith commemorations and diversity trainings held by governments and corporations.

SikhRI also undertakes regular efforts to reach out to the global community through print, television, radio and Internet appearances.

"This seminar was thought provoking and allowed me to not be afraid of questioning Sikhism. It opened my eyes in terms of understanding that not having all the answers is okay."

*-Meta Sidhu
New York, NY, USA*

Areas of Global Awareness Focus Include:

- *Educational Institutions *Sikh Organizations *Interfaith & Intercultural Forums
- *Government Agencies *Media (Radio/TV/Print/Online)

Strategic Solutions

Raising Standards of Learning

In the way that our focus on Global Awareness strives to combat ignorance and spread the grace and inspiration of Sikhī to the public, Strategic Solutions undertakes projects with the mission of educating the next generation of Sikhs about their proud history and heritage.

Sojhī "Insight"

An ongoing SikhRI project since 2004, Sojhī's stated goal has been "to improve the effectiveness of Sikh education by developing high standards of learning with effective



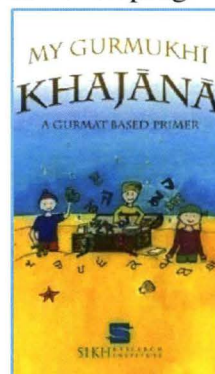
teaching materials." The curriculum is designed with Gurmat and Pañjābī schools in mind, though it is appropriate for smaller venues or home schooling as well.

Over the last five years, Sojhī has concentrated on developing three series of lesson plans appropriate for different age groups. Each set of lesson plans involves curriculum designed to educate students in *Boli* (Language Arts) and *Virsā* (Theology and Culture). A third component of the lesson plans is *Prabandh*, which is designed to serve as a guide for management and administrators.

"My experience with the second training session has been the same as the first one: very inspirational. I especially learnt a lot from the Linguistics section. This section will help me in reading and understanding the Gurbani."

*-Achint Kaur
Basking Ridge, NJ, USA*

In **June 2006**, the elementary curriculum was launched at the Sikh Educational Symposium. Next **April 2007**, the primer *My Gurmukhī, Khajānā* was published. In **June 2008** the middle school lessons were launched. By **2010**, it is projected that some 676 instructional hours will have been created and made available to the global Sikh community.



Plans are currently in development to create a Sojhī-style curriculum for the benefit of non-Sikhs.

On-site teacher training sessions are available for scheduling.

Please contact: Sojhī@sikhri.org

To review materials, place an order or explore Sojhī volunteering opportunities, please visit our Web site: <http://www.sikhri.org/program/solutions/Sojhī.asp>

Sojhī is now being used in 38 schools in the US, UK and Canada!

Interested in Bringing SikhRI to You?

United States Presence

Arlington, VA
Atlanta, GA
Austin, TX
Berkeley, CA
Bridgewater, NJ
Boston, MA
Charlotte, NC
Chicago, IL
Cleveland, OH
Columbia, MD
Dallas, TX
Detroit, MI
Eugene, OR
Franklin, AL
Freemont, CA
Fresno, CA
Glenrock, NJ
Houston, TX
Kansas City, KS
Laredo, TX
Los Angeles, CA
Madison, WI
Miami, FL
Milford, MA
New York, NY
Norwalk, CT
Orange, CA
Riverside, CA
Rockville, MD
Sacramento, CA
Salem, OR
Shawnee, KS
Seattle, WA
Silver Spring, MD
Stamford, CT
Storrs, CT
Vashon Island, WA
Washington DC
Yuba City, CA

SikhRI is committed to making our programs as accessible as possible to a wide variety of audiences through online events and frequent travel by our instructors and facilitators.

We will work with you to coordinate the arrangements to host Training & Development programs in your local area and impart Sikh values to the community.

It is also possible to invite SikhRI for a specific, targeted presentation intended to create Global Awareness of Sikhī in your workplace, educational institute, community or through media outlets.

A further option to make our programs more available is to donate funding or propose sponsorship of a Strategic Solutions project designed to respond to key challenges.

If you are interested in hosting, sponsoring or including SikhRI in an event in your area please contact us at info@sikhri.org

Canadian Presence

Brampton, ON
Calgary, AB
Hamilton, ON
Mississauga, ON
Montreal, QC
New Westminster, BC
Rexdale, ON
Richmond, BC
Surrey, BC
Toronto, ON
Vancouver, BC

Global Presence

Cambridge, UK
Cape Town, S. Africa
Chandigarh, India
Glasgow, UK
Johannesburg, S. Africa
Lahore, Pakistan
London, UK
Mossel Bay, S. Africa
New Delhi, India
Oxford, UK
Southall, UK

SikhRI Presence in North America



Partnerships

In addition to our focus on the Sojhi curriculum, the Strategic Solutions arm of SikhRI has also been involved with a number of other programs and institutions which aim to promote the same values as SikhRI: to preserve, celebrate and inspire the role of Sikhī in our daily lives, our local communities and the world at large.



These collaborations have led SikhRI to devote resources to the production of two documentary films, “**The Widow Colony**” and “**35.**”



SikhRI also invests support in:

The Nanakshahi Trust: Promoting the maintenance and expansion of the Panjab Digital Library project which aims to “reveal the invisible heritage of Panjab” through preservation and digitization of records, documents and interviews.

Gyan Sewa Trust: SikhRI is involved with the Trust on two projects mainly: the '84 Survivors Education Project & Rural Talent Project.

Sikh Scholarship Foundation: Supporting the annual allocation of \$10,000 of financial aid to a Sikh student studying at Harvard University.

Sikh Youth Scholarship: Designed to assist Sikh students on their path to academic success in the northeast United States, specifically the states of New York, New Jersey, Pennsylvania and Connecticut.

Various Sikh Conferences, Retreats & Camps: Providing and presenting for myriad audiences our specific presentations designed to further Sikhī awareness.

United Communities of San Antonio: Working to create safe and inclusive communities through dialogue, education and awareness.

Past Partnerships have also included:

- Gurmat Sangeet Project
- Habitat for Humanity
- Trinity University
- Sach Productions

Financials

Presented here is the current financial statement of SikhRI as of December 31, 2008.

Revenue

Jan-Dec 2008

Contributions	377,794
Program Receipts	52,845
Product Receipts	40,090
Interest	4,627
Total Revenue	\$475,356

Expenses

Focus Areas

Strategic Solutions*	148,074
Training & Development	60,034
Global Awareness	34,557
Total Program	242,664

Administration	58,662
Fundraising	6,358
Total General & Administrative	65,020

Total Expenses **\$307,684**

Net Assets, beginning of the year	224,101
Change in Net Assets	163,045
Net Assets, end of year	\$387,146

*This includes fiduciary fund of \$72,125 for the following non-SikhRI projects:

1. Nanankshahi (Panjab Digital Library)
2. Gyan Sewa Trust ('84 Survivors Education)
3. Gyan Sewa Trust (Rural Panjab Satellite Education)
4. Sikh Scholarship Foundation (Harvard)

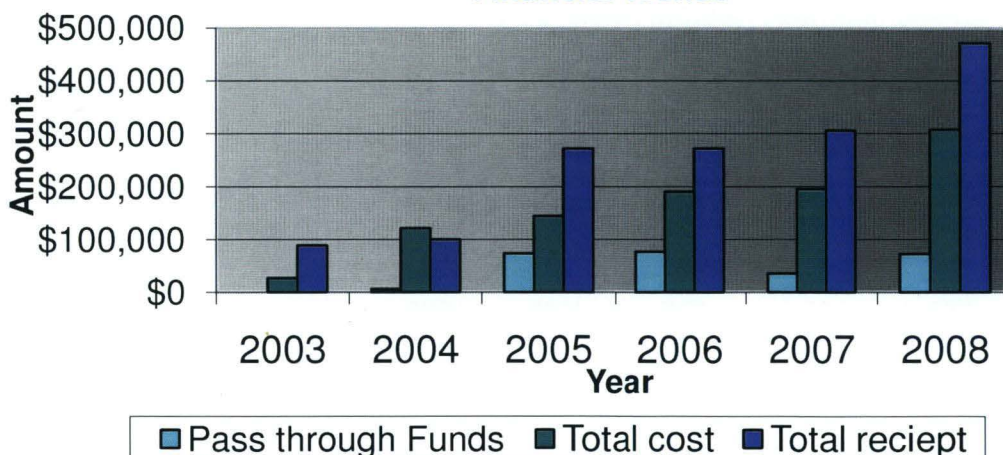
In 2008 SikhRI was able to count on 70 volunteers and accrued support from 60 major donors (>\$1,000).

Join in! visit www.sikhri.org

In our first year, over 2,000 people attended 13 events.

In 2008, over 65,000 people attended 73 events.

Financial Trends



Giving to SikhRI

The Gift of Your Support

As a non-profit, SikhRI relies on the support of those who are inspired to help spread our mission, our values, and our goals. The donation of your time, talents, or financial contributions helps us to reach more people across the world with our current programs, and allows us to pursue ambitions for the future.

If you would like to make a tax-deductable monetary donation to SikhRI, please visit us at: <https://www.merchantamerica.com/sikhri/echopay/> You are able to donate your money to a specific program or area of focus in our organization, or you may make a general gift to the Institute.

If you are interested in supporting SikhRI's work with your time and skills and would like to learn what opportunities are available please e-mail info@sikhri.org.

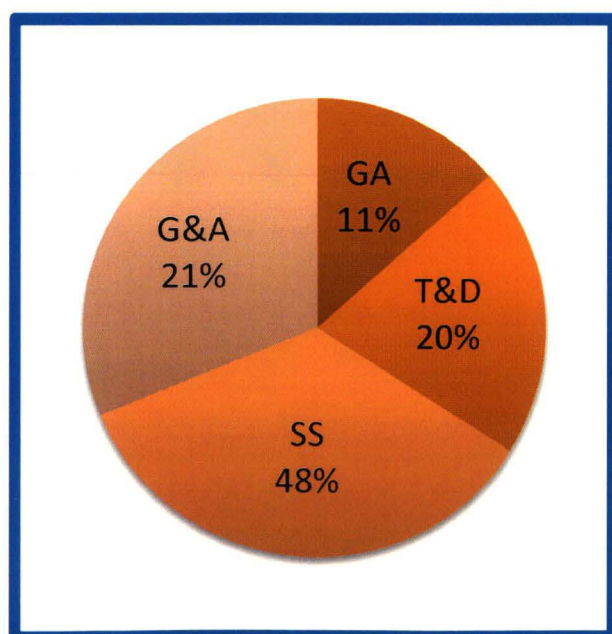
We look forward to hearing from you and are honored to continue to serve you.

Services Rendered Trends

Description	2003	2004	2005	2006	2007	2008
T&D Events*	9	21	17	21	19	29
Total Attendees	177	531	397	394	402	1028
GA Events	4	9	25	30	35	44
Total Attendees	1965	2975	3060	5558	177,143	63,848+
Radio Programs	x	x	x	x	37	34
Television Programs	x	x	x	x	3	8

*Includes SojhiTeacher Trainings

2008 Expenses



Legend

GA: Global Awareness
G&A: General & Administration
SS: Strategic Solutions
T&D: Training & Development

The SikhRI Approach

We, at SikhRI, strive to interpret Gurmat towards personal and collective development. The term Gurmat is often used to describe the Gurū's way, literally "the wisdom of the Gurū." Gurmat is the confluence of *bānī*, *tavārīkh* and *rahit*, i.e., scriptural directives, historical precedents, and ethical lifestyle.

The *bānī* celebrates Gurū Granth Sāhib as the epitome of Sikh heritage that embraces only those parts of the universal cultures that have the potentialities to be generous, sublime and impartial; it admits no hegemonic intrusion that may disturb the flow of its spiritual creativity.

The *tavārīkh* comprises those traditions that cherish the prophet-genius of the ten Gurūs who empowered individuals from ignorance to enlightenment. It also borrows insights from the lives of the Sikhs raised by the Gurū.

The *rahit* encompasses the wholeness of life and then raises its myriad forms to a level of transcendental purity. It is unimpaired freedom of person and soul where the paradoxical segments of life (e.g., war and peace) find a level of naturalness.

Additionally, we use the synergy of other faiths, traditions, thoughts, and philosophies that further the drive to realize the divine potential within each individual as long as they do not contradict the Gurmat traditions.



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INSTITUTE

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