

Avatar Meher Baba Perpetual Public Charitable Trust

Resident Code of Conduct

(Revised September 2025)

For this Resident Code of Conduct (“the Code”), Avatar Meher Baba Perpetual Public Charitable Trust, Avatar Meher Baba Trust (“Firstly”), Meher Free Dispensary (Meherazad) and Meherazad Public Charitable Trust are collectively referred to as “the Trust”.

In the original Avatar Meher Baba Trust Deed, approved and signed by Avatar Meher Baba, He set forth a number of objectives for His Trust, which remain His wishes for His lovers who choose to offer seva to Him through the Trust. For Residents, these wishes provide both the framework and the foundation of life at Meherabad, Meherazad, and the Trust Office. To reside in proximity to these most sacred grounds, where His Presence is profoundly felt, is therefore not only a blessing but also a responsibility. It grants Residents the unique privilege of living in an atmosphere sanctified by Him, while at the same time offering them abundant opportunities to express their love through seva in helping to fulfil His wishes, as outlined in the objectives of His Deed.

For most of its history since 1969, the Trust has been led first by Baba’s sister and intimate disciple, Mani, and then by Bhau Kalchuri, also a member of Meher Baba’s Mandali. As the Trust has entered a phase where its leadership is no longer vested in a Mandali member, the Trustees consider it time to articulate, in a formal code, the principles that should provide a guideline for the current and future Residents.

1. **Who is a Resident:** For this Code, a Resident is defined as anyone who resides on the Trust estate, Residents sponsored by the Trust, and other regular volunteers who reside off the Trust estate. This definition includes any Trustees who qualify as residents.
2. **A Broad Principle:** Since the principles described in this Code are general, the Code does not cover every situation that may arise. Common sense and good judgment rooted in the spiritual values expressed by Avatar Meher Baba should be exercised by Residents.
3. **Conduct and Integrity:**
 - a. In the eyes of Baba lovers and the general public, every Resident is a representative of the Trust. Accordingly, Residents should adhere to the moral

and ethical ideals in accordance with the highest spiritual values and conduct as expressed by Avatar Meher Baba. Their conduct should be such that it sets an example for others and should reflect selflessness.

- b. Residents should act with honesty and prudence in the best interest of the Trust. They should not act in order to gain financial or other benefits for themselves, their family, their friends, or any external group, institution, or association with which a Resident might be affiliated.
- c. The Resident's conduct should reflect His message of Love and Truth in all that they do. Though nothing can mar or tarnish the Beloved's image - just as dirt cannot pollute the ocean - careless, disrespectful, impolite, or dishonest conduct can diminish the sanctity and beauty of one's seva in His cause, and can bring hurt to His lovers who come from all corners of the world to pay homage to the Avatar of this Age.
- d. Residents should interact with one another in a spirit of harmony, avoiding any word or action that causes harm or ill will, in accordance with His wishes and to uphold the spiritual atmosphere on the Trust Estate. Any form of abuse or threat, whether physical, verbal, emotional, or sexual, toward others is not acceptable.

4. Honorary Seva on the Trust Estate:

- a. A primary responsibility of Residents is to offer seva selflessly. Meher Baba was very particular that such should be rendered with kindness and generosity. Baba's words encapsulate this beautifully: "Love delights and glorifies in giving, not receiving. So learn to love and give, and not to expect anything from others."
- b. Residents should understand that offering seva to Baba on the Trust Estate includes accepting seva opportunities provided to them by the Trust.
- c. Residents sponsored by the Trust and those living on the Trust estate are here to dedicate their lives to Beloved Baba. It is generally expected that they devote a significant portion of their time to offering Him seva through the work of the Trust.

5. No Favouritism, Discrimination and Harassment: All Residents should provide and foster an environment where men and women, regardless of their position within the Trust, are treated equally. In carrying out their duties, decisions should be made solely on the basis of integrity and carried out in the spirit of harmony.

6. Comply with the Laws of the Land: It is Baba's express wish that His lovers respect and obey the law of the land. All Residents must therefore comply fully and diligently with the applicable laws, rules and regulations of the land. Residents sponsored by the Trust must fully understand and accept their responsibility not to break the law, as doing so would not only go against Baba's wishes, but also damage the reputation and good relations of His Trust with government authorities.

7. **No Political Affiliations:** A Resident must not be affiliated with or indulge in any political activity.
8. **No Proselytising:** Meher Baba has made it repeatedly clear that He did not want anyone to change their religion or join a new one because of Him. He respected all religions and said each leads to the same Truth when followed sincerely. Meher Baba emphasised that the best way to share His message was to live it - through love, honesty, humility, and selfless service - rather than through preaching.
9. **No Rites, Rituals and Ceremonies:** Love for God and honesty in daily life matter far more than outward forms of rites, rituals and ceremonies - this is the essence of Avatar Meher Baba's teachings.
10. **No Drugs:** In accordance with Meher Baba's instructions to His lovers, Residents must abstain from the use of all illegal or non-prescription drugs, including hashish, bhang, opium, etc. Any person using or possessing such drugs will be asked to leave the Trust estate immediately and will be relieved from their volunteer duties.
11. **No Occult Practices:** For the purposes of this guideline, the term "occult practice" includes, but not limited to, automatic writing or spirit communication that claims to receive messages from unseen entities, energy-based techniques such as Reiki, pranic healing, or similar methods, paranormal or psychic claims including clairvoyance, channeling, or mediumship, divination tools such as tarot cards or Ouija boards, occult rituals performed with the intent to predict or influence outcomes, and any practice that claims to grant or develop "special powers." All such activities are to be strictly avoided in the spirit of Meher Baba's wishes and messages and keeping one's focus on Avatar Meher Baba alone.
12. **Appreciation of the essentials of diverse religions and cultures:** "The new world-culture, which will emerge from integral vision, will, however, automatically bring about cultural synthesis. Since the vision that inspires the new world-culture will be comprehensive, it will not negate the values of diverse traditions, nor will it have merely patronising tolerance for them. On the contrary, it shall express itself through active appreciation of the essentials of diverse religions and cultures. The vast vision of the Truth cannot be limited by any creed, dogma or sect; however, it helps men to transcend these limitations, not by blind and total denial of any value to the existing creeds, dogmas and sects, but by discovering, accentuating, unfolding and developing such facets of the Truth as might have been hidden in them." - Meher Baba –

13. **Sanctity of Marriage:** Residents have come here to focus their lives on Beloved Baba, and therefore, they are expected to uphold Baba's wishes regarding marriage, celibacy, and promiscuity. Married residents should honour Meher Baba's directive and refrain from engaging in extramarital relationships. Unmarried residents should honour Baba's wish and remain celibate as long as they are residents and/or offering seva to Him through the Trust.
14. **Conflict of Interest:** Residents must act honestly in the best interests of the Trust and avoid any conflicts of interest that may arise. A conflict of interest occurs when competing loyalties could result in personal benefit for oneself, one's family or friends, at the expense of the Trust. If a Resident is uncertain about a potential conflict, the matter should be referred to the Chairman for guidance. Where a conflict of interest does exist, the Resident must declare the nature of the interest and abstain from making or influencing any related decisions.
15. **Confidentiality:** Confidential information about the Trust must not be divulged to unauthorised persons.
16. **Trust Property:** Trust property, tangible and intangible, should be treated with respect and care. There should be no unauthorised use of Trust property.
17. **Land Purchases:** Residents and their immediate family members (i.e., grandparents, parents, spouses, children, aunts, uncles, nieces, nephews, cousins, in-laws) who wish to purchase land should approach the Chairman to ensure that there is no conflict with Trust development.
18. **Commercial Activity:** Sponsored residents, residents living on the Trust estate, and their immediate family members (if they also reside on the Trust estate) cannot conduct any commercial activity, except for maintaining the status quo on pre-existing businesses.
19. **No Gratuities:** A Resident, in their capacity as a Resident, should not solicit gifts, fees, discounts, or favours for personal benefit. Residents who are invited to speak at various Baba gatherings may only accept reasonable travel and accommodation costs.
20. **Media Contact:** Residents should never act or represent themselves as a spokesperson for the Trust. The Chairman is the public face of the Trust and contact with public media – including press, radio, TV, the internet or social media networks – is the responsibility of the Chairman or their authorised representative.

21. **Support of Other Causes and Organisations:** No Resident shall solicit or promote any cause or organisation which is inconsistent with the Trust Deed and Trust Policies, including this Code.
22. **Reporting and Handling Violations of the Code of Conduct:** Violations of the Code of Conduct should be reported to the Chairman. Major violations and/or repeated violations will be considered grounds for removing a Resident from Sponsorship and/or, where applicable, from staff quarters on the Trust estate. Any Resident, including those living off the Trust Estate, who commits a major violation will no longer be permitted to offer voluntary seva for the Trust. The Trust Department: “Resident – Sponsorship, Conduct & Support” in consultation with the Chairman will decide what action to take.
23. **Trustees’ Code of Ethics:** As this Code also applies to Trustees who are Residents, in the event of a conflict between the Code and the Trustees’ Code of Ethics, the latter shall prevail.
24. **Distribution of the Code:** Every year, Residents will receive a copy of the Code via email or other means as a reminder of the guidelines.
25. **Version of the Code:** This Code of Conduct is an evolving document and can be amended by the Board.

The Chairman and Board of Trustees