



S H A M B H A L A

IMPLEMENTATION OF RECOMMENDATIONS FROM THE 2009 SHAMBHALA CONGRESS

Approved by the Sakyong's Council, January 14, 2010

All of the Congress recommendations brought to the Sakyong's Council by the Mandala Council are included in the following implementation plan. Many of the recommendations will be handled by existing working groups. The remainder of recommendations will be implemented through the creation of two new Working Groups, as well as two new positions/functions that could be held by individuals.

I. Recommendations that will be incorporated within existing structures (Working Groups, Dana Group, Communications and Technology Steering Committee, etc):

1. Governance as Path Working Group

Work with leaders to develop a view regarding conflict that is consistent with our dharma teachings. Coordinate with the Community Programs Development Coordinator (see below) to train leaders to work more skilfully with conflict.

Develop a system to provide mentoring for Centres, including smaller Centres and Groups.

Train leaders in the view and practice of working with volunteers, including how to recruit, delegate, guide and inspire volunteers.

2. Children and Families Working Group

Collaborate with the Office of Culture and Decorum to create new forms and refine existing forms for families and children.

Raise awareness of existing programs for children and families within the mandala, including Sun Camp, Family Camp, and teen programs.

Work with the Office of Practice and Education to develop curriculum for children and families, including programs on Family as Path.

Explore ways to cultivate youth leadership.

3. Communications and Technology Steering Committee

Implement and bring to completion the top priority: a unified password/login system.

Collaborate with the Office of Culture and Decorum to create protocols that would ensure harmonious, clear, and precise mandala-wide communications.

Identify and empower an overall manager for communications and technology so that priority projects can be achieved.

Based on specifications developed by the Accessibility Working Group, build capacity for media to be more accessible to non-English speakers and those with visual and hearing impairments.

4. Dana Group, Finance Committee

Move forward with integrated capital project planning and with integrated fundraising.

Develop a mandala-wide view of how we do fundraising for large expansion projects.

5. Diversity Working Group

Deepen awareness and commitment in our leaders and teachers regarding the importance of increasing diversity in our mandala.

Teach skilful means to create greater diversity and to overcome the obstacles to diversity as part of our dharma Path.

Identify differing needs across geographical areas having to do with diversity issues and other forms of social engagement.

6. Care of the Aging Working Group

Identify contacts at each Centre who would like to liaison with this working group.

Hold a conference on Aging in Shambhala during the summer of 2010.

II. Recommendations that will be carried forward by two new working groups:

1. Building Shambhala Community Working Group.

Educate the mandala regarding existing forms such as the Care and Conduct Panel, the Desung Corps and Upaya Councils.

Collaborate with the Desung Corps to ensure high levels of military-civilian communication when approaching community building projects. Collaborate with all other Working Groups that focus on Community Care.

Provide training in skilful means such as talking circles, deep listening, and other forms that could foster more authentic and kind communications in our communities. Embed awareness of diversity issues in all aspects of community building.

Develop a publication about community as path, based on our lineage teachings from the Vidyadhara and the Sakyong, including early materials from the Dekyong manual.

Explore the possibility of reviving the delek form, and make recommendations to the Sakyong's Council.

Investigate what Centers and individuals need from the mandala to support their local work of community building.

Locate examples of community building that have worked, both from within Shambhala and without. Determine whether these methods could be used and taught more broadly across the mandala.

2. Publicity and Outreach Working Group.

Collaborate with the Communications and Technology Steering Committee, the Office of Practice & Education, other Working Groups and the Best Practices Coordinator to develop a unified approach to publicity and outreach for our mandala (see below).

Explore and articulate the view of Shambhala outreach, with particular sensitivity to issues of diversity, accessibility and inclusion. Develop a clear path of Outreach Engagement for both individuals and Shambhala Centers.

Address the immediate need for accessible, customisable and well-branded publicity materials for core curriculum and public programs, including a general Shambhala Centre brochure.

Utilize professional resources when possible, from both within and without Shambhala.

Identify target populations for outreach, with a special emphasis on outreach to young adults.

III. Recommendations that will be moved forward by voluntary coordinator positions

1. Best Practices Coordinator

Gather best practices from across all working groups, as well as other areas such as fundraising and volunteer development.

Manage the best practices areas of the website, keeping it relevant and up to date.

Communicate new best practices to the Mandala Council regularly.

2. Community Programs Development Coordinator

(Would work in collaboration with Acharya Lobel and the Shambhala Office of Practice and Education)

Locate and vet existing programs/classes within our mandala related to community affairs and various areas of “applied dharma” such as relationships, money, profession-specific concerns, etc. These programs would be open to the general public and Shambhalians of all practice levels, and could be used as community building opportunities as well as feeder programs for the Way of Shambhala.

Look for appropriate resources within and outside of the mandala involving such things as conflict resolution, mediation and working with differing points of view. Develop programs regarding how to work with conflict as a practice, paying attention to right speech, strengthening listening skills, etc.

Identify and vet programs specifically targeted to young adults.

Create and maintain a resource guide of such classes for Shambhala Centers.

Develop systems to assure the quality of such programs.