



S H A M B H A L A

Director of Practice and Education for Shambhala Centres

The Director of Practice and Education is appointed by the Shambhala Office of Practice and Education. The local Shambhala Centre forwards the nomination to the Shambhala Office of Practice and Education (or the Shambhala Europe Office for European nominations) before inviting the person to take the role. The Office of Practice and Education then reviews and approves/disapproves the nominations as appropriate.

Decorum

Once approved, the Centre Director installs the Director of Practice and Education with a formal oath ceremony. The new director receives the Shambhala Council pin of the outgoing Practice and Education Director (who also takes a retirement oath) at this time.

Director of Practice and Education Oath

I, (given name, Shambhala name)

Vow to uphold and propagate the vision of Shambhala International

As proclaimed by the Dorje Dradul of Mukpo

And Sakyong Mipham Jampal Trinley Dradul;

To administer my office and fellow staff in a gentle and fearless manner;

And to practice the disciplines of the Shambhala path

For the benefit of future warriors and myself.

The Three Pillars of Shambhala

The Kingdom of Shambhala has a structure of Three Pillars: The Pillar of Government (The State), The Pillar of Practice and Education (The Church), and The Pillar of Protection (The Military).

Each pillar is responsible for its specific area within the kingdom. Each pillar embodies and represents a facet of enlightened society. Each holds a body of teachings and practice and is responsible for applying that wisdom and skilful means in the life of the kingdom.

The Pillar of Practice and Education embodies and guides the teaching of the view and practices of the Shambhala Buddhist dharma. The Pillar of Protection embodies and presents the teachings and practices of the Dorje Kasung, and is responsible for the protection of the teacher, teachings and the community. The Pillar of Government embodies, presents and manifests the principles of enlightened leadership and serves to integrate all three Pillars. Throughout the mandala, these pillars work together to create enlightened society.

The Pillar of Practice and Education has two primary facets: a teaching stream and an executive stream. The teaching stream is primarily responsible for transmitting the Shambhala Buddhist path, view, and practices, and for mentoring teachers and meditation instructors. The executive stream is responsible for supervising and supporting leaders and teachers in the delivery and consistent application of the policies and curriculum of the Shambhala Buddhist dharma throughout the mandala.

Governance

The Director of Practice and Education reports to the Centre Director.

The Director of Practice and Education, along with the Shastri, together represent the Pillar of Practice and Education at the centre level. The Director of Practice and Education is responsible for all executive functions in the areas of Practice and Education; the Shastri holds the teaching seat.

The Director of Practice and Education carries out his/her functions in a manner that is consistent with the policies and authorizations set out by the Shambhala Office of Practice and Education. As such, it is the responsibility of the Centre's Director of Practice and Education to familiarize and update themselves on a regular basis with the policies set out by the Shambhala Office of Education and to consult with that office, thereby becoming a reference point for Practice and Education at the centre level.

Should there be a major difference of opinion between the Centre Director and the Director of Practice and Education on a practice or education matter, the matter should be referred to the Director of the Shambhala Office of Practice and Education, or the Director of the Shambhala Europe Office of Practice and Education.

Introduction

The Practice and Education function of a local Shambhala Centre is responsible for creating and maintaining the local practice and study container.

This includes overseeing and cultivating the ongoing practice and education of members, both newer students and advanced, as well as ensuring that newcomers are welcomed into our Shambhala Society and provided with appropriate

opportunities to learn meditation and study the dharma. When the practice environment is properly offered and supported the result can be a sacred atmosphere--healthy and full of brilliance. This will be reflected in the spirit of the entire community.

View

The Director of Practice and Education holds the view and guides this aspect of the local centre in a sane way:

- Works to develop one's own body, speech and mind to communicate the dharma.
- Appreciates that the way in which one works with one's own mind and with others is an on-the-spot propagation of Shambhala dharma by example.
- Remembers that the purpose of practice and education is to inspire learning in all areas, and to inspire enlightened society.
- Appreciates that leadership is a path and also a vehicle of teaching.
- Understands the importance of not neglecting one's own practice and study because "there is too much to do".

Co-Directors

Many centres will appoint one person to supervise all levels of Practice and Study. Other centres may decide to have co-directors of Practice and Education, where the functions of the co-directors are divided between 1) practice and education, or 2) pre-vajrayana seminary and post vajrayana seminary. The co-directors will work together to ensure that there is adequate support for the full range of practice and education needed in their centre. Each co-director would supervise and mentor several coordinators in their sphere of focus. However, centres should no longer have co-directors who are focused on Shambhala Training and Buddhist studies respectively.

Overall Areas of Responsibility

1. Oversee and develop all levels of Practice and Study, including:

- Introductory and community programming
- The Way of Shambhala I and II
- Other pre-seminary programming
- Ashe Society activities
- Ngondro, Werma intensives and teachings
- Scorpion Seal practice and study
- Kagyu and Nyingma vajrayana practice and study
- Feasts
- Community activities for groups of practitioners
- Trainings (meditation instructor, teacher, coordinator, staff, decorum)
- Trainings on practice forms and rituals.
- Maintenance of uplifted practice environment and materials (shrines, chants, stroke materials for directors, feast implements etc).

2. Chair the Practice and Education Committee.

The Director of Practice and Education strives to create a good working committee. This is high priority. These people not only share the workload, but also develop, with your mentorship, as future leaders, administrators and teachers.

- Schedule meetings to coordinate all practice and education functions
- Appoint members to the committee in consultation with Centre Director (see below)
- Ensure integrated functioning of the Practice and Education committee with the other functions of the centre
- Maintain an awareness of fiscal operations of programs and of the centre.
- Work with the centre director to provide materials, practices and teachings on Shambhala leadership.

Members of the Practice and Education Committee

These coordinator areas listed below are based on student level. It is useful to have one coordinator who deals with a particular level of student (e.g. Way of Shambhala I), so they can get to know them, guide them, develop a sense of what they need as a group, and help them form a community for each other. This is especially important as the size of our centres grow. One person may coordinate several of the following areas, or each function may be shared by 2 or more different people if it is a large area. Please arrange these areas based on what would be most appropriate for the size of your centre.

- Weekly Open House Coordinator
- Introductory programs Coordinator
- Way of Shambhala Coordinator (may have a pair of coordinators for WOSI and WOSII)
- Visiting teacher coordinator
- Ngondro and Werma practice coordinator
- Sadhaka and advanced programs coordinator
- Feast coordinator (or may have ngondro/werma feast coordinators and sadhaka feast coordinators)
- Nalanda program Coordinator
- MI coordinator
- Nyinthun coordinator
- Annual observances—Parinirvanas, Milarepa Day, practice aspects of Shambhala Day and Harvest of Peace Days
- Shrine and liturgical material coordinator
- Youth practice events

3. Attend centre council meetings and work as a team member.

- Develop marketing plans, strategies and programs for the centre along with the centre director and other members of the centre council.

- Develop the annual schedule of events to support all levels and orientations of practitioners. The point here is to overcome divisiveness as we work to offer and present the dharma to a variety of people.

4. Collaborate with the Centre Shastri.

- **Choice of teachers.** The shastri will participate in semi-annual meetings with the local Director of Practice and Education at the centre(s) they work with to discuss the best usage and mentorship of individual teachers. (the centre director may also wish to participate in these meetings). The shastri's role is to exchange insight with the practice and education director about how best to develop the students and local teachers, rather than to choose specific teachers for each course. The Director of Practice and Education then invites teachers and meditation instructors based on these discussions and on the authorizations from the Shambhala Office of Practice and Education. Should the shastri seriously disagree with the choice of a teacher for a particular program, the shastri's view would predominate.
- **Scheduling.** Shastris will be invited to centre scheduling meetings to contribute to the development of the centre calendar.

5. Interface with the Shambhala Office of Practice and Education/Shambhala Europe Office of Practice and Education

6. Interface and coordinate with other centres and groups in the region to whatever degree possible

- to ensure that identical programs are not offered at the same time
- to coordinate teacher visits

7. Provide support, feedback and direction to those participating in practice and study programs, including directors, meditation instructors, assistant directors, staff and participants. It is helpful to host regular exchanges with Shambhala Guides, Assistant Directors and Meditation Instructors.

8. Maintain a general sense of how participants are doing, and intervene, when appropriate.

9. Serve as a meditation instructor, assistant director, or teacher as appropriate.

Qualifications

The centre should consider candidates who meet the criteria listed below. Some of our centres and groups may not have individuals who are ready to serve and who also meet these criteria. If this is the case, when the nomination is sent to the Office of Practice and Education (or Shambhala Europe), the

centre should articulate the reasons for the nomination, and steps that may be taken to support the candidate in their areas of inexperience.

- Vajrayana Seminary graduate who is informed and inspired by the current direction of the vajrayana path, and is also inspired to support those engaged in Kagyu and Nyingma Vajrayana practices.
- has a strong personal commitment to practice and study
- has good lungta, and demonstrates good leadership potential.
- is a good communicator
- is an experienced and skilled program coordinator
- is a highly organized individual with good computer skills
- has excellent interpersonal skills
- has demonstrated an ability to work as part of a team