



Kagyü Changchub Chuling Community Engagement Feedback Themes & Reflection Prompts Listening Sessions

Overview

Kagyü Changchub Chuling (KCC) held community engagement sessions in January of 2022 as a part of the initial strategic planning process which garnered over 450 suggestions for consideration in the next strategic plan. This data was used to identify key aspirational themes across the Sangha which are reflected in the “themes” and “aspects” in the “Visions of the Future from the Sangha” section of this document. As a part of the current strategic planning process, KCC seeks to revisit these aspirational “themes” and “aspects” with Sangha members through two listening sessions, open to all members.

The goal of the listening sessions is to determine the “themes” and “aspects” most members would like to prioritize in the next strategic plan, given the Sangha’s limited capacity and volunteer base. Additional interviews and focus groups with approximately 20 Sangha members have also been organized to further understand priorities and begin to clarify what moving aspirations into action could involve.

This document contains the following elements:

- Listening Session Prompts
- KCC’s Current Mission and Vision
- Visions of the Future from the Sangha – A summary of the January 2022 inputs

*Please review the prompts, mission, and vision first and consider them as you examine the Visions of the Future from the Sangha section of this document **in advance of your listening session.***

Listening Session Prompts (February 19 & 26)

1. What aspects of these themes resonate with you most and what doesn’t feel like a fit?
2. Are there aspects of these themes that don’t feel attainable in the next three to five years given the Sangha’s limited volunteer and funding base?
3. If you had to prioritize an aspect from each theme to focus on in the next strategic plan first, what would they be?
4. Did we miss anything in the themes and aspects we’ve presented that should be considered?

KCC's Mission

KCC is a Vajrayana Buddhist center founded by the venerable Kalu Rinpoche where the authentic teachings of the Karma and Shangpa Kagyu lineages are taught, practiced, and supported.

The function of KCC as an institution is to support practitioners in their process of spiritual awakening.

The emphasis in the training is on the cultivation of insight and compassion in both formal practice and daily life.

KCC's Vision

Kagyü Changchub Chuling will provide teachings, programs, and facilities to make the Dharma accessible to individuals at all stages of life and all levels of practices and will cultivate a fertile ground for the emergence of teachers of the Dharma.

5. *To meet the diverse needs of the Sangha*, the Resident Lama and assistant teachers will provide a full spectrum of opportunities for study, practice, and personal guidance. There will be programs appropriate for different age groups, levels of understanding, and a range of intensity of practice.
6. *To ensure the transmission of the heart of the Dharma*, KCC will continue to work with the masters of the lineage to bring the teachings to life in our culture.
7. *To maintain an atmosphere conducive to practice*, KCC will sustain an environment of dedication, integrity, warmth, and good humor where all members of the Sangha feel connected and mutually supported.
8. *To bring the Dharma into the fabric of our lives*, KCC will commemorate major life transitions and will honor the Dharma with celebrations and ritual.
9. *To support more intensive training and practice*, KCC will (maintain) retreat facilities in a rural setting which can accommodate concurrent individual and group retreats of various lengths.



Visions of the Future from the Sangha - A summary of the January 2022 inputs

Theme: Community

Aspects:

1. KCC's culture is built on meaningful relationships among its members who make Dharma-guided decisions and whose actions reflect nonjudgement, acceptance, transparency, trust, joy, positivity, hope, and gratitude.
2. Conflict resolution processes support the reconciliation of concerns among members.
3. Compassionate communication among members is grounded in transparency, accountability, curiosity, unity, and open mindedness.
4. Equitable action ensures a diversity of current and potential members underrepresented in the Sangha and/or in Kagyu lineage teachings feel a sense of inclusion and belonging in the Sangha.
5. Aging Sangha members are cared for and feel they are a part of the community.
6. The Sangha embodies the Dharma when off the cushion and subsequent community service projects bring members together while increasing community visibility.
7. The Sangha nurtures and builds its connections and networks with/to the wider Dharma community, Cully neighborhood, and other spiritual centers.

Theme: Leadership & Governance

Aspects:

1. KCC moves away from traditional hierarchical and patriarchal structures towards a more collective, collaborative, and democratic governance system and organizational policies and procedures are updated to reflect this shift.
2. KCC's mission and vision reflect the perspectives of its current membership and recent organizational shifts.
3. A well-populated Board of Directors thinks strategically, values clear communication and accountability, and benefits from a diversity of perspectives and a manageable workload.
4. KCC's Resident Lama has the support needed to develop his capabilities to serve the Sangha.
5. The Strategic Plan preserves and innovates, bringing the Sangha into modern times, while providing actionable direction that moves the Sangha forward.



Theme: Operations

Aspects:

1. Strong volunteer organization and supportive processes ensure enough volunteers to implement plans and programming with manageable workloads and low burn out.
2. Financial evaluations examine the sustainability of SCOL in relation to the Sangha's current capacity and climate impacts as well as what SCOL's funding could provide to Skidmore.
3. All members contribute funding, at a personally meaningful level, to sustain KCC operations and programming.
4. Impactful internal and external communication mediums, content, and timing are used to improve community visibility and increase participation.
5. The impacts of external forces related to climate change and Covid are examined in relation to how the KCC operates and the programming it provides.

Theme: Programs & Offerings

Aspects:

1. An effective hybrid option integrates virtual and in-person meditation and classes creating increased access for members while fostering meaningful relationship building.
2. Newcomers and younger participants access age-specific and accessible (time, location, knowledge level, and medium) programming that deepens their commitment to the Sangha.
3. The role of women in Buddhism and the development of the Kagyu lineage is reflected in the teachings/programs at KCC.
4. Lama Eric considers the engagement feedback related to offerings in his planning process and examines what programming is important (or not) to the Sangha right now and why.
5. Visiting and/or assistant teachers assist in teaching and retreats, providing a diversity of thought to the Sangha.
6. Retreats varying in length of time and location are accessible to a diversity of members.

