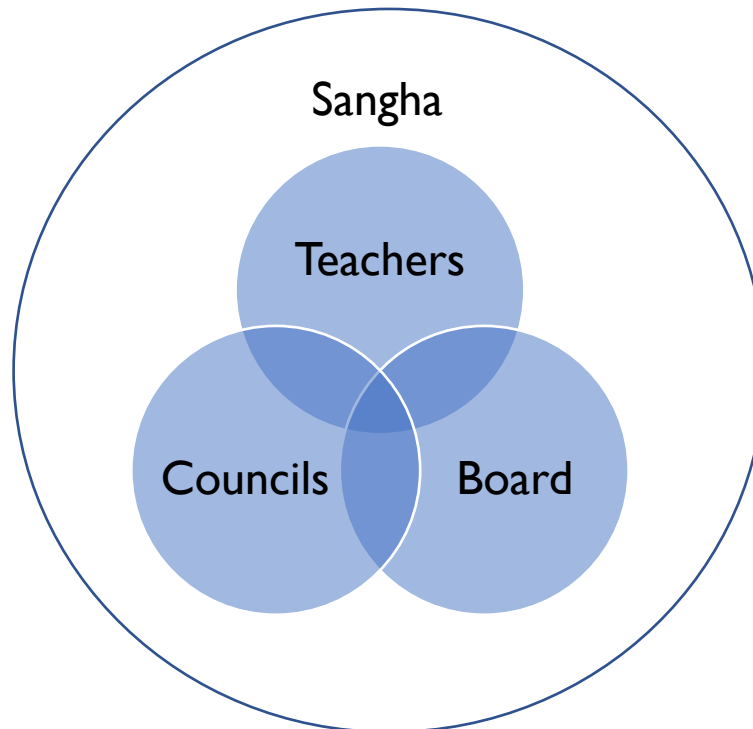


Appamada's Social Architecture



Appamada is a vibrant spiritual ecosystem with deep roots in the wisdom tradition of Buddhism. It is not strictly hierarchical nor is it consensus driven; it is based on an ongoing process of mutual consultation, shared responsibility, and leadership, as defined above. As our name suggests, our guiding principle is energetic, mindful care.

Roles, Responsibilities & Decision Making

Councils meet in spiritual friendship, mutual care, and wise management of our facilities and calendar, and they decide:

- How to learn, play, and work together, and how to schedule and format their meetings.
- How to distribute and manage their defined sangha responsibilities in operations (calendar, facilitating programs, maintaining zendo, etc.).
- How to document the tasks for transmitting those responsibilities for other Councils.
- How to train the Council taking up those responsibilities next.

Currently, there are four councils comprising about 20 people. Each council meets weekly with the guidance of a teacher. All council members come together to meet every-other month, or more often as needed. The intention is for every Council to have a representative serving on the Board. In this way the board, councils, and teachers meet in overlapping ways to convey information and build relationships.

The **Board** meets in spiritual friendship, sangha support, and wise management of our resources. They decide issues that are financial, legal, policy, long-range planning, insurance, etc. The board meets monthly. It provides updates to the sangha and welcomes sangha members to speak during the first 15 minutes of each meeting. *The board consists of 8-10 sangha members and may also include community members who bring specific expertise that is needed by the organization.*

Head Students and Zen Mentors

Head students are selected by teachers acting on the recommendation of council members. Heads students serve to support the sangha and teachers during a practice period. Once a head student completes this service, they may become able to serve as Zen Mentors to the sangha and provide brief practice discussion.

Dharma Teachers (senior teachers and entrusted teachers) meet in spiritual friendship, sangha support, practice discussion, and wise management of teaching at Appamada. They decide issues around daily programming, intensives, classes, ceremonies, practice periods, Head Student selection, teaching logistics and venues, and training. Training includes roles, orientation, Wednesday evening, etc. They mentor those on the entrustment path and decide together when Dharma Entrustment should be celebrated. *Currently, there are two senior teachers and three entrusted teachers. Four others are presently studying in the entrustment teacher path.*

A Leadership of Collaboration and Attunement

All leadership groups are attuned to the sangha and its needs. Dharma Teachers facilitate Councils, and Dharma Teachers and Council members may serve on the Board, creating interdependent decision-making across groups. The Board may collaborate on programming when budgeting for teaching, for example. None of these are bounded, insular groups.

Appamada's Purpose

- to support the contemporary householder practice of Zen meditation
- to foster spiritual friendships and support
- to share the wisdom teachings of the Buddhas and the ancestors
- to cultivate a healthy community of mutual care ethical integrity and liberatory potential
- to illuminate a Zen practice path and vow
- to provide a living model of community for waking up and growing up together, and
- to convey the Dharma forward in our age and to hand it off to the next generation.

"We are all faulty emissaries of the Dharma, enchanted by our conditioning, captivated by our tiny melodramas, convinced of the rightness of our mistaken views, the urgency of our fleeting impulses and feelings, and that is why we need each other. We help each other recall who we really are: that boundless buddha heart and mind, streaming fabric of the cosmos and liberated being." -Peg Syverson, Senior Teacher & Founder, Appamada