

## Reflections on Your Current Experiences in Shambhala, Leadership Survey 2023

Welcome to the 2023 Reflections on Your Current Experiences in Shambhala, Leadership Survey

**This survey is part of a broader initiative designed to develop greater societal self-awareness in Shambhala and track changes over time. Greater societal self-awareness will help the Shambhala leadership, and our Shambhala community understand how we are doing as a society and as an organization. You can find the results of last year's Shambhala Societal Mirror Initiative [here](#).**

**Your participation is critical in helping all of us get an accurate picture of our complex and ever-evolving community. Your responses are anonymous. Thank you for taking the time to participate.**

## Reflections on Your Current Experiences in Shambhala, Leadership Survey 2023

**This survey has two parts. The first part asks you to describe your experience as a local Shambhala leader across a number of dimensions. The second part asks you to evaluate your experience with the global Shambhala organization.**

1. What positive features are you experiencing in your group or centre? (Please check all that apply)

- |                                                                                     |                                                                                                    |
|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> Strong personal relationships among members                | <input type="checkbox"/> A physical space that meets your needs                                    |
| <input type="checkbox"/> Members with a commitment to Shambhala study and practice  | <input type="checkbox"/> Active online presence                                                    |
| <input type="checkbox"/> Small sub-groups that share special interests              | <input type="checkbox"/> Leadership that includes a range of ages and experiences within Shambhala |
| <input type="checkbox"/> New people coming to learn about meditation                | <input type="checkbox"/> Innovative programming that meets community needs and interests           |
| <input type="checkbox"/> A motivated core of volunteers                             | <input type="checkbox"/> Outreach activities into the surrounding community                        |
| <input type="checkbox"/> Inspiration to try new forms of organisation or governance |                                                                                                    |
| <input type="checkbox"/> Other (please specify)                                     |                                                                                                    |

2. Do you have enough of these resources to support your group or centre?

	No, we do not have enough	Yes, but we could use more	Yes, we have enough
Revenue to cover expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volunteers to support your activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People to take leadership positions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teachers to support current programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Instructors to offer meditation instruction now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People training to be teachers in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People training to be meditation instructors in the future	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equipment to offer online programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expertise to offer online programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. What best describes your access to a physical space in which to practise and present programs? (Please select the best answer)

- We have a dedicated space
- We regularly share a space with another meditation group or similar organisation
- We have one public space that we use occasionally
- We have multiple public spaces that we use occasionally
- We meet in private settings only
- We only interact as a group or centre online
- Other (please specify)

4. Have your physical space arrangements changed in the last four years?

- Yes
- No



## Reflections on Your Current Experiences in Shambhala, Leadership Survey 2023

5. Would you like to add anything about the impact of the change in your space situation on issues such as increasing membership, encouraging volunteers, offering programming, etc.?

## Reflections on Your Current Experiences in Shambhala, Leadership Survey 2023

6. How would you rate these aspects of membership in your group or centre?

	Not important to us	Important and needs more efforts	Important and satisfied with our efforts	Important and very satisfied with our efforts
Attracting new participants to programs and meditation sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attracting a diverse mix of participants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraging participants to become formal members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraging previously active members to return to centre activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraging members with different relationships to the Sakyong to accept and support each other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Encouraging vajrayana practitioners to join open sitting meditation sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Asking members to increase their donations to cover centre or group expenses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. How would you describe your own level of energy and motivation as a leader on most days?  
 (Move slider to your rating, or enter a number in the box.)

1 - Close to burnout, frequently overwhelmed and/or discouraged

3 - Midway

5 - Inspired, energized, ready to meet current challenges

8. How confident are you about taking the following steps to assure that the Shambhala Code of Conduct policies and Procedures are implemented?

	Not at all confident	Not so confident	Somewhat confident	Very confident	Extremely confident
Answering simple questions on what kinds of conduct are covered by the Shambhala Code of Conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Giving an overview to a community member on how the Code of Conduct procedures work, and the roles of the Code of Conduct Facilitators and the Code of Conduct Panel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Understanding what "Holding a Position of Authority" means in relation to the Policy and how to apply it in your group or centre	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Reflections on Your Current Experiences in Shambhala, Leadership Survey 2023

**The second part of this survey asks you to evaluate your experience with Shambhala Global. Shambhala Global includes both the Shambhala Board, which has leadership responsibility for our organization, and Shambhala Global Services (SGS), which includes Community Care and Conduct, Information Technology, Practice and Education, Governance and Leadership Support, and Development and Financial services.**

9. Thinking about the Office of Community Care and Conduct in SGS, how satisfied are you with the following:

	I don't know	Not at all satisfied	Not satisfied	Satisfied	Very satisfied
Your understanding of the role of this Office and what it does in Shambhala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The clarity and completeness of communication coming from this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The frequency and responsiveness of communication coming from this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ease of communication to this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Thinking about the Office of Practice and Education in SGS, how satisfied are you with the following:

	I don't know	Not at all satisfied	Not satisfied	Satisfied	Very satisfied
Your understanding of the role of this Office and what it does in Shambhala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The clarity and completeness of communication coming from this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The frequency and responsiveness of communication coming from this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ease of communication to this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Thinking about the Finance and Development Office in SGS, how satisfied are you with the following:

	I don't know	Not at all satisfied	Not satisfied	Satisfied	Very satisfied
Your understanding of the role of this Office and what it does in Shambhala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The clarity and completeness of communication coming from this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The frequency and responsiveness of communication coming from this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ease of communication to this Office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Thinking about Governance and Leadership activities in SGS, how satisfied are you with the following:

	I don't know	Not at all satisfied	Not satisfied	Satisfied	Very satisfied
Your understanding of the role of these activities and what they do in Shambhala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The clarity and completeness of communication coming from SGS about these activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The frequency and responsiveness of communication coming from SGS about these activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ease of communication to SGS about these activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Thinking about the Information Technology activities in SGS, how satisfied are you with the following:

	I don't know	Not at all satisfied	Not satisfied	Satisfied	Very satisfied
Your understanding of the role of these activities and what they do in Shambhala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The clarity and completeness of communication coming from SGS about these activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The frequency and responsiveness of communication coming from SGS about these activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ease of communication to SGS about these activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. How satisfied are you with these aspects of communication from Shambhala Global Services and the Shambhala Board?

	I don't know	Not at all satisfied	Not satisfied	Satisfied	Very satisfied
Clarity of language so they are easy to understand	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling of honesty and authenticity in language and contents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appeal to community members with diverse interests and concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reflect the extent of innovation occurring in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Helpful in repairing the reputation of Shambhala	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. How much of an interest do you have in participating in planning, proposals and decision-making in these areas?

	Little or no interest	Some interest	A lot of interest
Community Care and Conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Practice and Education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Finance and Development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Governance and Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Information Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

16. How much do you agree or disagree with the following statements regarding the leadership of the Shambhala Board?

	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
In general, the Board is reliable in fulfilling its responsibilities and doing what it says it will do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In general, the Board is honest and open about the way major decisions are made.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The decisions that the Board makes are generally considerate and fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board is truthful in the information it shares.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I trust the Shambhala Board to manage finances responsibly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The decisions the board makes are based on the consensus of the centre directors and group leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The board and Shambhala Global Services work with the centre leadership to develop Shambhala-wide policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



17. Would it be helpful for you to receive more support in the following areas, either from Shambhala Global Services (SGS) or from other groups or centres in Shambhala?

	No, not necessary	Yes, from SGS	Yes, from other groups or centres	Yes, from both SGS and other groups or centres
Curriculum and programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shambhala culture and decorum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Shambhala arts and contemplative practices programming	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training teachers and instructors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Working with the Shambhala Code of Conduct	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supporting members with physical or mental health crises	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering advanced programs to our participants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Offering introductory programs to our participants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expanding our membership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Marketing and use of social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strategic planning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Models for leadership and governance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial management and reporting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing engagement within our community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conflict resolution within our community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)



**Finally, please tell us a little bit about yourself and your group or centre.**

18. In which time period did you begin participating in Shambhala?

- |                                 |                                  |
|---------------------------------|----------------------------------|
| <input type="radio"/> 1970s     | <input type="radio"/> 2008-2012  |
| <input type="radio"/> 1980s     | <input type="radio"/> 2013-2018  |
| <input type="radio"/> 1990s     | <input type="radio"/> Since 2018 |
| <input type="radio"/> 2000-2007 |                                  |

19. Which areas of leadership are your primary responsibility? (Check all that apply.)

- |                                                 |                                                     |
|-------------------------------------------------|-----------------------------------------------------|
| <input type="checkbox"/> Practice and Education | <input type="checkbox"/> Technology                 |
| <input type="checkbox"/> Arts and Culture       | <input type="checkbox"/> Physical space/environment |
| <input type="checkbox"/> Community Well-being   | <input type="checkbox"/> Membership/Volunteers      |
| <input type="checkbox"/> Dorje Kasung           | <input type="checkbox"/> Overall governance         |
| <input type="checkbox"/> Finance                |                                                     |
| <input type="checkbox"/> Other (please specify) |                                                     |

20. In total, how long have you served in any leadership role at your group or centre?

- |                                                    |                                            |
|----------------------------------------------------|--------------------------------------------|
| <input type="radio"/> Less that one year.          | <input type="radio"/> Seven to ten years.  |
| <input type="radio"/> Between one and three years. | <input type="radio"/> More than ten years. |
| <input type="radio"/> Between four and six years.  |                                            |

21. How many hours a week do you do work on behalf of your centre or group, either as a volunteer or as a staff member?

- Less than three hours a week
- Three to five hours a week
- Six to ten hours a week
- More than ten hours a week

22. About how large is your group or centre?

- Small (25 or fewer in the community)
- Medium (between 25 and 75 in the community)
- Large (between 75 and 150 in the community)
- Very large (more than 150 in the community)

23. In what region of the world is your group or centre located?

- Africa, Asia, Australia or New Zealand       Europe or the Middle East
- Canada       United States
- Central America, South America or Mexico

Reflections on Your Current Experiences in Shambhala, Leadership Survey 2023

Thank you for participating in our survey of Shambhala leaders.

**We look forward to sharing the combined responses of all survey participants with the Shambhala community, so that we can begin to see ourselves more clearly.**