

Embrace Change

~ Guidance for Teachers and Leaders in the Dharma World ~

Is your sangha experiencing significant change?

Developing the structures to support teaching the Dharma is a path of practice in itself.

Common issues include:

- Teacher transition – such as from a founding teacher to a teacher council, or from peer-led to a guiding teacher
- Growth and diversification
- Need to develop new leaders and potential new teachers
- Restructuring and shifts in volunteer responsibilities
- Consideration of hiring paid staff
- Ethical issues

It is a time for: Setting intentions,

Communicating clearly,

Acknowledging and easing disharmonies,

Discovering inspiration,

Planning effective steps,

Taking confident action

With the right guidance and a fresh perspective, **this change can become part of the path** by which your teaching and your Dharma group develop.

Kim Allen offers guidance and training for teachers, leaders, boards, and councils in the Dharma world

Tailored engagements ~ Programs ~ Workshops ~ For individuals and groups

Through hands-on experience, Kim Allen offers intimate understanding of both the Dharma world and the dynamics of organizations. From seven years with the Buddhist Insight Network, she has knowledge of the transitions that dozens of groups have undergone during their development. Trained as a teacher by Gil Fronsdal, she now runs her own group and teaches across California. Kim was also board president for four years at the Insight Meditation Center, and lived for three years at the Insight Retreat Center to co-create its resident volunteer community and retreat management systems. She has worked in organizational development and environmental sustainability.

For groups, Kim is a talented facilitator who draws out people's natural wisdom while helping them to see – and see through – unhelpful reactions. She also offers tailored individual guidance for Dharma teachers and consulting on the practicalities of sangha development. Grounded in more than a dozen years of Dharma practice, including two years in silent retreat, she brings openness, calm, clarity, and the ability to see and balance the complexity of multiple perspectives.

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