

**Sujet :** Leadership Transition Announcement  
**De :** Shambhala <kalapacouncil@shambhala.org>  
**Date :** 30/07/2018 22:15  
**Pour :** <pascal.gaillard@dechenholing.org>

July 30, 2018

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Dear Shambhala Community -

We are writing to announce the Kalapa Council's phased transition plan, and to inform you of the next steps in this plan.

To separate current Kalapa Council members and the Sakyong from the appointment of the next board, a Transition Task Force team will be implemented to select and appoint Shambhala's next Interim Board of Directors while the Sakyong has stepped back from teaching and administrative duties. The Transition Task Force, which will consist of several respected leaders from our international community, will not have any legal or fiduciary responsibilities for Shambhala.

This Transition Task Force has two tasks:

1. **Select and appoint an Interim Board.** Within six weeks of being seated, the Transition Task Force will appoint an Interim Board of Directors to serve for a period of one year. Current Kalapa Council leadership will maintain their legal board roles until the Interim Board is appointed by the task force, at which point they will transition fiduciary and legal responsibility to the Interim Board. Please see below for a timeline.
2. **Select and appoint a Process Team.** Working in tandem with the Interim Board, the Process Team will develop a process which will allow future leadership, representation, and governance to be improved. This team will be comprised of sangha members skilled in process, governance, and facilitation methodologies. The Process Team will listen to the community, take feedback, and guide a process to oversee the deeper and longer process of inviting a new approach to community leadership in Shambhala.

**Transition Task Force Members:**

Ani Pema Chödrön, Acharya

Arawana Hayashi, Acharya

Charlene Leung, Acharya

Suzann Duquette, Acharya

Debbie Coats, Dapön and Interim European Governing Body Member

Katrin Stelzel, Interim European Governing Body Member  
Andrew Sacamano, Kasung Shastri  
Sharon Owyang, Regional Director  
Basia Solarz (Facilitator)

**How were the Transition Task Force members selected?**

The Kalapa Council reached out to the international community to find respected leaders with expertise in various areas who could serve on the task force. We believe that these leaders, based on advice and suggestions from the community, will select a strong, representative body for the Interim Board of Shambhala.

**What is the relationship between the Task Force and the Kalapa Council?**

While the Kalapa Council and Transition Task Force will work simultaneously, they will not overlap in their duties. The Transition Task Force will focus on selecting and appointing the Interim Board and the Process Group. The Interim Board will be seated as board members for the period of one year. Once the Interim Board is seated, the Transition Task Force will dissolve.

**How will the Task Force appoint the Interim Board?**

The Task Force will be empowered and responsible for the process of identifying, nominating and finalizing Interim Board members. During this time, the Kalapa Council will prepare an overview of Board responsibilities and briefings by area for incoming new Board members. Once in place the Interim Board will take over all legal and fiduciary responsibilities.

**What is the Interim Board's scope of work?**

The Interim Board is not a “new Kalapa Council” but rather is the legal board of directors for the Shambhala organization. Board members are the fiduciaries whose responsibility is to steer the organization towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies, as well as by making sure the nonprofit has adequate resources to advance its mission. The Interim Board may not necessarily hold pillars, offices, texts, etc. as the Kalapa Council once did.

**What is the Process Team's scope of work?**

The Process Team will be selected and appointed by the Transition Task Force. They will be responsible for developing a process by which future leadership, representation, and governance can be created.

## Timeline and Implementation

- July 30: Transition Task Force is named.
- August 1: Transition Task Force is formed, seated and begins their work.
- September 10: Transition Task Force finalizes and approves the Interim Board and Process Team.
- September 22: Kalapa Council transitions responsibilities to Interim Board.

## What is happening with Kalapa Councillors who hold other positions within Shambhala?

We have received questions about what will happen to Kalapa Council members once they have stepped down from their board positions. This varies role to role, as some also held paid positions. Here is what we currently know:

- **Josh Silberstein** is stepping down from the Kalapa Council as previously announced, resigned from the post of Chief of Staff to the Sakyong on July 13th, and will no longer be paid effective July 31st.
- **Jane Arthur** is stepping down from the Kalapa Council as previously announced. She resigned from the post of Minister of the Government Pillar on July 26th and no longer be paid effective August 31.
- **Adam Lobel** is stepping down from the Kalapa Council as previously announced. Adam offered his resignation as Kalapa Acharya to the Sakyong on July 24th, and will transition out of that role completely by August 31. He will no longer be paid effective August 31.
- **Wendy Friedman** is stepping down from the Kalapa Council as previously announced. Wendy will work with the Sakyong Wangmo and Office of Culture and Decorum leaders and delegates to determine how her role and this aspect of our world will go forward. She will continue to support the Yün teachings, and other texts that are currently held within the Office of Culture. She has never received a salary for her work in Shambhala.

- **Jesse Grimes** is stepping down from the Kalapa Council as previously announced and will no longer be paid a monthly stipend effective September 30. He will continue in his post of Kasung Kyi Khyap and chair of the Council of the Makkyi Rabjam during this transition period.
- **Robert Reichner** is stepping down from the Kalapa Council as previously announced. Robert will continue to support the Yün teachings along with the texts and practices held within the Economy. He has never received a salary for his work in Shambhala.
- **Christoph Schönherr** is stepping down from the Kalapa Council as previously announced. He stepped down from the European Task Force on Harm on July 14th. He will transition out of the role of managing director of the Shambhala Europe GmbH by September 30. He will no longer be paid effective September 30.
- **Mitchell Levy** is stepping down from the Kalapa Council as previously announced. Mitchell will continue in his role as Acharya and member of the Council of the Makkyi Rabjam. He has never received a salary for his work as a member of the Kalapa Council.
- **David Brown** is stepping down from the Kalapa Council as previously announced and will continue as Executive Secretary to the Sakyong. He will continue to receive a salary for this work.

The Transition Task Force will be reaching out to the community in the coming weeks to introduce themselves to you. During this interim period, you can still send questions or feedback to us at [kalapacouncil@shambhala.org](mailto:kalapacouncil@shambhala.org).

With appreciation,

**The Kalapa Council**

Josh Silberstein, Chair

Jane Arthur

David Brown

Wendy Friedman

Jesse Grimes

Mitchell Levy

Adam Lobel  
Robert Reichner  
Christoph Schönherr

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