

## **Organisational ethos statement**

The Dhanakosa trust exists to promote the teachings of Buddhism in the modern world and to encourage individuals to take active steps in bring those teachings to life in their day-to-day activities. It does this under the guidance and supervision of members of the Triratna Buddhist Order. As such, the organisation seeks to operate in accordance with the principals it promotes. Specifically it takes as its ethical code the ten precepts and their positive counterparts, upholds the value of kindness and awareness in everyday life and seeks to support the individual's aspiration towards personal growth and spiritual insight, as understood in the Buddhist Tradition.

Further to this, and by way of establishing an integrated living / working / practice environment, the trust supports a working community who are principally responsible for maintaining the retreat facilities in Balquhider. Within this community special emphasis is placed on the value of collective practice, communication and developing an understanding of right livelihood. This group maintains its coherence through a common commitment to practice as understood in the Triratna Buddhist Community. Within this community the Trust seeks to maintain the conditions necessary for the effective practice of Members of the Order and the effective training of members seeking to be ordained.

## **Occupational requirements**

The resident community is established and maintained with a twofold purpose: to act as an operational support and management team for the Dhanakosa Retreat Centre and as a Buddhist practice context as understood in the Triratna Buddhist community to support "effective" going for refuge. Selection of support team residents will therefore reflect both the occupational requirements and the trusts aspiration to maintain a practice community.

We identify three basic levels of occupational requirement.

1. Where only passing contact with retreatants is expected, or only supervised contact is expected, there exists no occupational requirement to be a Buddhist, but sufficient sensitivity to the nature of the environment and organisational ethos would be expected (this will normally only apply to volunteers).
2. Where team members and volunteers are expected to interact with retreatants in the supervision of work parties, retreat reception and collection of donations or similar tasks: a basic understanding of and living engagement with the Buddhist path as understood in Triratna is considered necessary but no formal level of involvement with Triratna is required (see note \* below). This is the normal minimum requirement for team members with short work agreements. Full participation in the community activities is also expected.
3. Where workers have teaching or support roles on retreats, or managerial / strategic responsibility or spiritual responsibility within the community, an active engagement with Buddhism as understood and practiced in Triratna is required. Normally as a member of the Order or in active pursuit of an ordination request.

The centre director will determine whether or not the level of this engagement and understanding is appropriate for the relevant roles.

NOTE \* To insure that Buddhist principals and the organisational ethos is maintained we will at our discretion engage by preference members of the Triratna Buddhist Order, or individuals actively involved in ordination training where we believe it to be advantageous to the organisation's overall spiritual health (as per the organisational ethos statement).

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