



Florida Community of Mindfulness (FCM) 2018 – 2020 Strategic Plan and 2020 Priorities

Vision

The vision is FCM's long term aspiration. While it is unlikely to be achieved in our lifetimes, it is the "north star" toward which FCM's mission and work is directed.

Our vision is to create a community, and eventually a world, where principles of loving-kindness, generosity, and selflessness result in global peace, environmental sustainability, and the cessation of suffering for all sentient beings.

Mission/Ultimate Aim of FCM

The mission is FCM's most fundamental reason for existence; the aim it is always seeking to realize. While many organizations may share FCM's broad vision for the world, the mission defines more fully who FCM is.

The Florida Community of Mindfulness offers Buddhist teachings that are relevant to the realities of day-to-day life and lead to personal transformation. FCM provides a variety of educational and practice opportunities to support those who sincerely aspire to cultivate wisdom, mindfulness, equanimity, compassion, and joyful selfless service to others.

How We Approach our Mission

FCM realizes its mission through the creation and nourishment of a healthy and active sangha community, where teachings and other practice opportunities are shared in an environment of mindfulness and loving-kindness under the guidance of our teacher Fred Eppsteiner.

Core Values

Core values are the essential principles that underlie, motivate, shape, and guide FCM.

- **Awakening:** Through the practices of mindfulness, deep understanding/wisdom, and compassion, we grow personally, heal psychologically, and transform our suffering into the flowering of an awakened being. We use Buddhist meditative practices to rediscover eternal truths about reality through direct investigation and experience, rather than through blind faith in dogma.

- Non-Denominational Buddhism: While practicing within the Mahayana Zen tradition, we take inspiration and guidance from the full breadth of Buddhist teachings. We are creative and experimental in our forms since we desire to be relevant and accessible to American culture, issues, and vernacular. We apply the Buddhist teachings based on their appropriateness to the individual(s) being taught and practice skillfulness in their application.
- Community: Having the support and personal connection with a sangha/ community of spiritual friends and caring for each other are key elements of our Buddhist practice. We seek to live our path with the support of a harmonious practice community. Sangha-building is, in itself, a meaningful and deep practice which embodies interconnection instead of separateness.
- Inclusiveness: Our community is open to anyone who is dedicated to following this path. We respect and encourage diversity.
- Mindful Living: We practice an engaged form of Buddhism, i.e., a Buddhism that is relevant to the lives of our members and the society we live in. We primarily utilize the broad traditional teachings and practices of Buddhism, applied in the context of modern life. As a community of lay practitioners, we learn how to live an awakened life in the midst of our relationships and everyday activities. We are dedicated to living a meaningful, open, and joyful life, guided by the Five Mindfulness Trainings of the Plum Village tradition.
- Service: We help bring joy and reduce suffering by being of service to our families, our communities, and our society. We practice selflessness and “love in action” and give generously of our time and resources to those in need. When engaged in activities to benefit and heal our world, our actions are based on selflessness, mental and emotional calmness, non-violence, compassion, and deep acceptance of what is.
- Deep Sharing/Deep Listening: We create trust within our community of practitioners to encourage speaking from our hearts and listening to each other without judgment.
- Direct Transmission: Our teachers have received their authorization from within the continuous lineage of the Buddha. The direct personal relationship between teacher and student is central to the true Dharma transmission within the Buddhist tradition.

3-Year Strategic Goals

January 2018 to December 2020

- ❖ Develop and implement mindfulness and Dharma based leadership training that results in a sufficient number of mindful leaders for selfless service and Dharma programs.

- ❖ Develop a thriving Great Cloud Refuge Program which is operating effectively with clear organizational structures, is fully utilized with widespread participation by FCM members, and is financially stable.
- ❖ As we grow, nurture and maintain a culture of caring and connection, attentive to the welfare and well being of all members of the community.
- ❖ Elevate, fully develop, and clearly communicate the Three Paths of Practice as the heart of our Dharma programs, teachings, and activities.
- ❖ Enhance our ability to reach and engage others through the digital world by leveraging our web presence, social media, and digital educational capabilities.

2020 Priorities

To move in the next year most effectively toward implementing the 3-Year Strategic Goals, FCM has set the following priorities for 2020. (Please note that at the end of each description of the priority are the name(s) of Board and ex-officio Board members who are point people to provide leadership for the work on that priority.)

1. Organizational Development: Explore opportunities for optimizing organizational development, including potential changes in the role of the executive director, the office manager and the roles of other selfless service and paid staff, and enhance the relationship between the board and the leadership council. (Tammy, Jacquelyn, Carol M.)
2. Realizing the Potential of Great Cloud: Fully implement residential retreat programs as a learning experience for the sangha in areas such as selfless service, the residential volunteer program, what types of retreats to offer and financial implications. (Scott, Angie)
3. Supporting a Culture of Selfless Service: Continue to explore issues related to supporting the culture of selfless service at FCM such as expanding participation, leadership development, preventing burnout and supporting volunteers. (Dragos, Scott, Carol G.)
4. Defining the Short-Term Vision for FCM: Explore questions such as:
 - Who do we want to serve and how do we want to serve them?
 - How do we connect to other communities? (e.g. OI, the Seminole Heights neighborhood, universities)
 - What programs do we want to offer?
 - How do we want to respond to changes in membership?
 - How do we maintain the culture of FCM as we grow and change?
 (Mike, John, Carol M.)

Main Roles and Responsibilities of the FCM Board

The Board of Directors assumes all of the traditional fiduciary roles of the boards of non-profit organizations, including providing overall leadership, oversight, and supervision of all programs, finances, fund raising, staff, and building and outreach projects. Its main roles and responsibilities include:

- Setting broad policy and priorities, e.g., strategic planning;
- Ensuring that the organization remains true to its vision, mission, and core values, and focused on its stated goals and priorities;
- Overseeing finances and the prudent collection and expenditure of funds, e.g., regular financial reports, budgeting, etc.;
- Ensuring that the organization has the money it needs to fulfill its work, e.g., dana collection, annual fund, capital campaign, etc.;
- Creating effective organizational structures, staffing, and engagement of members and volunteers;
- Serving as an ambassador and leader inside FCM and in the broader community, always speaking and acting for the well-being of the community; and
- Avoiding any actual, or the appearance of, personal conflict of interests with Board service.

FCM's teacher and Executive Director serve as ex-officio members of the Board of Directors.