

# PARAYOGA WORLD CAFE

JANUARY 2021

**PARAYOGA  
VALUES TO BE  
PRESERVED**



Values to Preserve

# Tradition

- Richness of tradition
- Continued stewardships of lineage
- Transmission of ancient wisdom
- A living tradition





Values to Preserve

# Teachings

- Practical, authenticity, and depth
- The curriculum
- Yogarupa and his ability to bring the steadiness and ease of the teachings to the world.
- Ability to help us access our full potential
- Accessible style yet high standards



Values to Preserve

# Practices

- The full dimension of yoga which is a complete practice
- The comprehensive system
- Focus on personal practice
- Personal mantra
- Embodying the teachings
- Focus on divine mother



Values to Preserve

# Structure

- Immersion in nature
- Online teachings
- Recordings
- Stick figures
- Manual
- Other resources.

Values to Preserve

# Community

- The power of the sacred family brought to these teachings
- Heart sharing, openness, real conversations, compassion
- Transmission of lineage through community



# ELEMENTS TO EVOLVE



# Accessibility

- Lower the barriers so more students can access - there are collective blind spots when the community is not more diverse
- Cost - can be prohibitive - preventing access to learning.
- Share with inner city folks who don't have resources, scholarships and grants.
- More accessible across time zones
- More ability to access Yogarupa





Elements to Evolve

# Teachings

- Change the certification process
- Letting teachers bring more of themselves to the table.
- Becoming more engaged in social transformation
- Add community component to online trainings
- More Yin principle



## Elements to Evolve

# Structure

- Create more dynamic mentoring
- More partnerships with other community groups to expand the reach of the teachings
- Balance protecting the integrity of the teachings without making the teachers GATEKEEPERS/ limiting the wisdom
- Summarization of the history of Parayoga - where we have been to better create a plan of where to go

## Elements to Evolve

# Community

- More friendly, inclusive community
- More egalitarian...change the dynamic that newer students not as valued as those that have been around
- More opportunities to connect outside of retreats/trainings - monthly/bimonthly discussions like this. Interactive talks on the teachings. Sharing challenges from different parts of the world. Smaller meetings with Parayogis closer to our geographic locations. Ongoing communication among PYN teachers and PY certified teachers.
- Expand to a bigger audience



# ELEMENTS TO RELEASE



## Elements to Release

# Community

- “Cliques” of the community, hierarchical power relationships - formal and informal
- Move away from hierarchical learning system - move to learning among the community
- Low attendance today may be red flag if indicative of the future of community





## Elements to Release

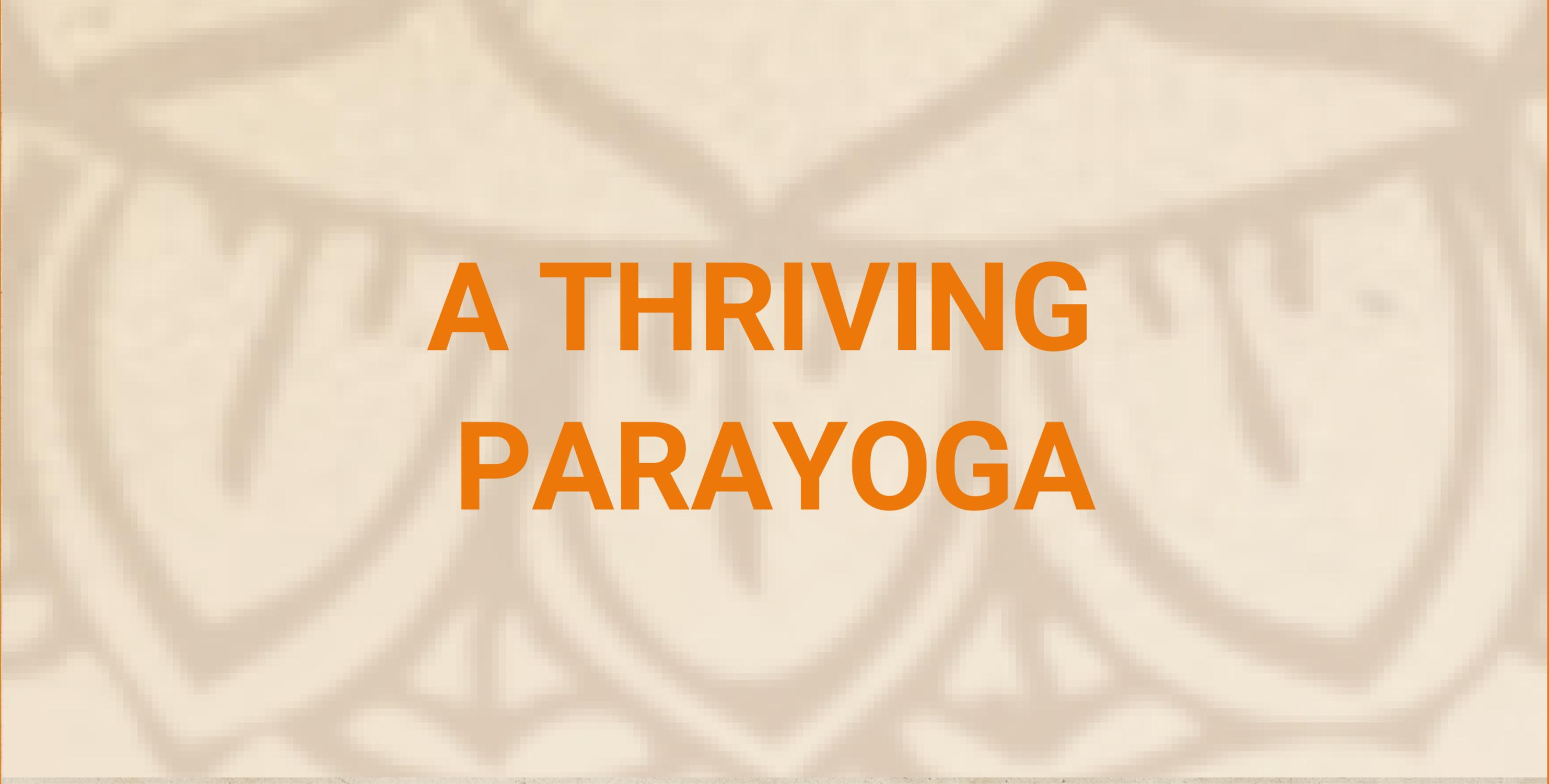
# Structure

- Top down structure/ hierarchy, Rod /Guru on a pedestal
- Certification model - the way certification happens need to change
- Elitist training - too expensive
- Prioritization of individual advancement over collectivism.
- Blame and victimization

# Healing

- Release the past - release any attachment to bitterness
- More openness, transparency, let go of lies, be open and honest
- Discussion and listening
- Release exclusivity - shift language ("the teachings", "the teacher", "guru", "master")
- Allow for more questions
- Recognize white male privilege
- Forgiveness





# A THRIVING PARAYOGA

# Community-Led

- Personal contact & connection to build community
- Rod underpins the community -> brings the depth of teachings and sacred thread of the lineage
- Regular connection points -> monthly sangha, annual get-togethers, retreats not just trainings, follow-ups from trainings
- Smaller group events to build personal connection
- Regional communities developed to build on the ground capabilities & support (especially to support & grow non-US presence)



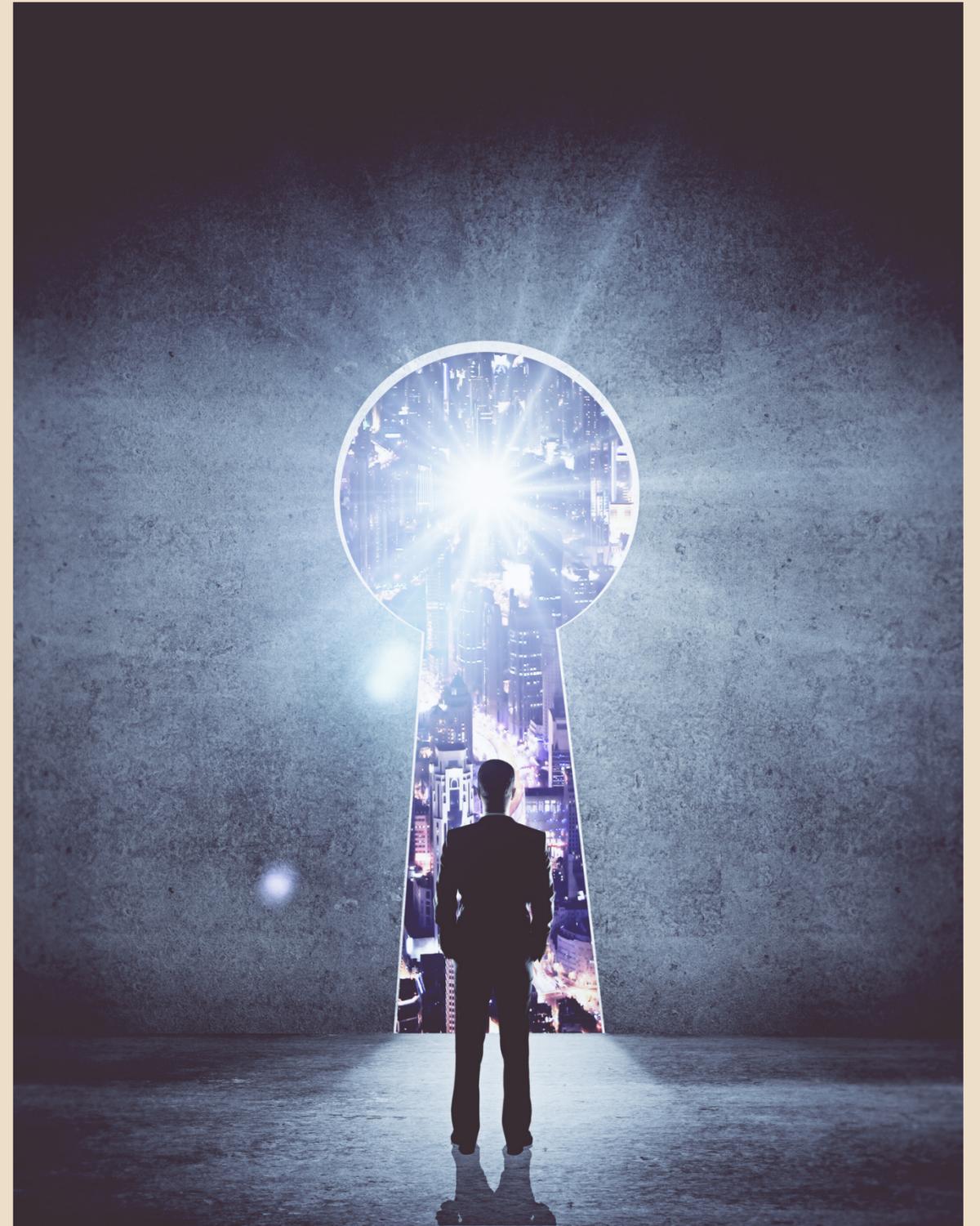


# Community Empowered

- Grow, nurture and promote teachers
- Clear and accessible pathways to be eligible to teach modules
- Alliance = mutual support
  - Amongst teachers in the community
  - PY promotes & supports teachers -> links to websites and share content, increase scope of Sanctuary to include PY teachers
- Diverse voices are encouraged -> the organization is relevant
- Respect. Share. Celebrate.

# Links to ACCESSIBILITY

- Accessibility of the teacher trainings
  - continue to develop online content, more time-friendly to non-US teachers and/or more training outside US
  - Increase financial accessibility -> more scholarships, discounts for target populations
- Accessibility of the teachings to broader audience
  - Sanctuary is expanded to become the main online platform incorporates more from Rod including asana and features other PY teachers
  - Encourage taking teachings outside of traditional yoga settings
  - Financial accessibility -> discounts for target populations e.g. education, healthcare





# Enables the SUSTAINABILITY of PY

- Longevity of PY beyond Rod
- Structurally not a single-person, top-down organisation
- Allows broader reach of the benefits of the teachings

## REBRANDED

- Awareness of language -> e.g. self-compassion vs self-mastery, community-mastery vs self-mastery
- Karma yoga / service ethos



# THE TANGIBLE NEXT STEPS





# Leadership

## ROD'S ROLE

- Be more approachable
- Re-define guru, less hierarchical structure.
- A clear and open communication from Rod about the way forward
- Create the model of how Rod restores the trust
- Advisory council to Rod
- Introduce Co-leadership
- More welcoming

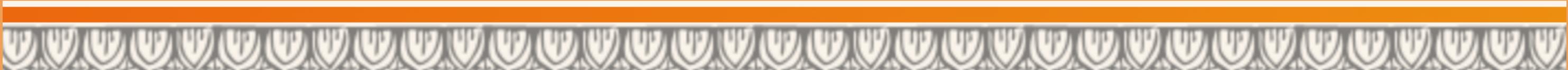
## OTHER'S ROLES

- Regional leadership & representation
- Having more than one leader
- More collective leadership model – not clear on what this looks like
- Certified people to carry on standards and tradition
- Mentors to be more accesible
- Avoid "inner circle" or secretive feel where you feel like you are either in the know or excluded



# Mentorship

- More structured approach to mentorship within organization
- YR using his experienced teachers to help him at trainings and PYMTs or even let them lead the chunk of it and he can join in via Livestream for the Master parts (must be defined of course)
- Peer to mentor session
- Develop a decentralized leadership model that empowers other teachers to lead more trainings
- Have teachers co-teach and advertise
- More teachers to teach PYMTs
- Mentorship without the expensive fees
- Advertise and communication on how and where to reach out to other PY yogis must become better and more present, so other teachers of PY are visible, this would also take the focus of YR and help him introduce his other teachers too



# Community Culture

- More World Cafe discussion, more offerings from other teachers within PY
- Different community platform outside of Facebook (eg. Community portal like YogaGlo)
- Smaller group settings versus the very large gatherings in the past
- Community check-ins and events for fun and creating connection. Zoom monthly, Get to know everyone's talents through them.
- Regular meetings that are free, encouraging all levels to get together. Month meetings for affiliated teachers and students to meet, share, process
- Follow ups after training modules
- Smaller, more regional sanghas and opportunities supported directly by the organization (opportunities to practice, learn together, socialize; learning cohorts)
- Community outreach into underserved communities.
  - (continues onto next page...)



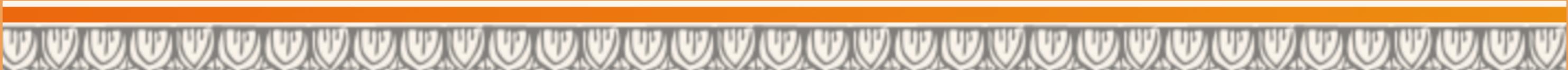
# Community Culture Continued

- Regular updates about what's happening in ParaYoga. Communication plan: regular, consistent updates, build community, encouraged from center, especially about new practices and what's evolving.
- Marketing opportunities from Level III or vetted instructors for their local communities to bring in new members.
- Look to other organizations' community
- Rod doing courses with other teachers
- Varied times to accommodate different time zones
- More yin on the whole
- Encourage philanthropy, service and seva, service as part of certification
- Show respect for all practices and lineages: value and promote Tantric/Sri Vidya practices with respect for other practices/approaches



# Organization

- Established roles for organization to get away from hierarchical structure, including an oversight board. Community organization possibly like a non-profit.
- Everyone is compensated for their time and contributions
- More transparency in finance
- Once you land on a core pursuit, maybe there is an existing model to implement it
- Bring clarity to all the certification process
- Courses are very expensive and paying more into an organisation re: certification etc is too costly (“Parayoga as Tesla of yoga”)
- support from Organization to move into level 2-3 (there was no incentive to move further, have to pay more and still hustle more)
- Honor the international community: Currently it feels America-centric, but many students and practitioners are spread across the globe.



# Additional ideas

- KEEP THE CODE OF ETHICS. Its still a good thing.
- Keep Quarterly Reports as a necessity for all Teachers
- Sanctuary app is under utilized - have other PY Teachers teach a Session like YR is doing now in January - could be just for a certain topic



**Importance of YR as leader of community is unquestionable, but he should be more approachable with clear and open communication in order to restore trust. There is a clear need for sustaining and developing the community, with more collective leadership model and increasing inclusiveness. Mentorship model has to be clearly defined and mentors should be more accessible. Strong need for regular, free meetings exists where sense of community could be nurtured and flourished. Communication should improve, become more open and clear, more inclusive. There is a strong suggestion to flatten the organization, lessen the hierarchial model and support building communities outside US (Europe, Asia, Australia). Certification process is not transparent enough, it is very costly and there is no incentives to progress to higher levels. More exposure of experienced teachers and students is needed. Collaborating more with other aligned organizations and individuals can bring more visibility and attractiveness of Parayoga. Rebranding of Parayoga into more inclusive and accessible community is suggested.**



# Thriving Parayoga



