

To the ParaYoga Community:

Firstly, I sincerely wish to thank you once again for your patience in these unprecedented times.

I wish to also thank the ParaYoga Ethics Committee (PYEC) for the steady and methodical way in which they've handled these challenging circumstances throughout this process. I am grateful to them for their efforts in shepherding the community through these most difficult times. Most importantly, I realize there is still much work to do.

I would respectfully offer that you pause to consider they have done the best they could do given their mandate as an ethics committee. The aim of the ParaYoga Code of Ethics and the grievance process is clear: repair and healing. No doubt, these aims are meant to positively and constructively impact the parties directly involved in an ethical transgression, and, in this case, also includes the breadth of the ParaYoga community.

The PYEC consists of students of this tradition being given the responsibility to best determine the specifics of an ethical breach, to establish themselves on the firm ground of objectivity—as best as they can, and to then make specific recommendations for repair and healing. Punishment is not their mandate. I have watched, in previous grievance processes, that distinction made clear and that commitment held in highest regard.

Having communicated with them on only a few occasions over the past weeks, and now having come to this agreement, I can only say that they have completed this phase of the healing and repair process deliberately and fairly—all while holding fast to their mandate and with a clear sense of the seriousness of this breach in ethics.

I have already begun to engage in some of the steps outlined in the accompanying agreement, namely, a temporary leave from teaching. I have also begun to work closely with a psychotherapist, specializing in the right use of power. I understand that the process of healing and repair is not an instantaneous one—neither for myself, nor the collective community and the many individuals within it.

I understand that a variety of responses have and will come as a result of my actions. My prayer is that we each find the best in ourselves as we move forward—both within and outside of ParaYoga. I have no way of knowing exactly what the future holds. I can only know what I am dedicated to: honest, sincere change and evolution. I've begun that process. At the same time, I will wholeheartedly continue to search for what might most sustainably serve to support the many for whom I have cared and tried my best to serve for so many decades.

Finally, I'm aware that the perceived gaps in communication, whether from myself directly or the ethics committee, have made these past weeks even more difficult for many. Now that the ethics committee has completed this phase of the healing and repair process, I can be more proactive. I will reach out to the community with greater consistency. This will begin the week after next,

after I've had a chance to begin to digest the very valuable, additional input I've received this past week, additional self-reflection, and further consultation with experts in the fields of organizational structure, culture as well as business.

I look forward to these next months of personal as well as collective reflection and growth. It is my prayer that—through the continued sharing of wisdom, grace and compassion—this can be an elevating and transformative experience for all.

With love and respect,

Yogarupa Rod Stryker