INSIGHT

NEWSLETTER

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Compassionate Awareness: Understanding the Nature of Suffering

An Interview with Carol Wilson

Bhikkhus, both formerly and now what I teach is suffering and the cessation of suffering. – The Buddha

Carol Wilson sat her first meditation retreat in Bodhgaya, India, in January, 1971. (Taught by the renowned meditation master S. N. Goenka, the course was a milestone in the transmission of Buddhist teachings from East to West – other participants included Joseph Goldstein, Sharon Salzberg, Ram Dass and Daniel Goleman.) Today, after more than 30 years of practice, Carol is a member of IMS's core faculty, teaching at both the Retreat Center and the Forest Refuge. In discussion with *Insight Newsletter*, she shares her insights into the fundamental teachings of the Buddha regarding the nature of suffering.

Carol, what set you on a course towards meditation and that first retreat in India?

During my late teens, I felt that life didn't quite make sense. I became aware of a deep inner urge that I couldn't define. It drew me to India. I didn't intend to learn about Buddhism specifically, but simply to travel, and perhaps understand myself a little better. While at a yoga conference in New Delhi, I heard about a meditation retreat in Bodhgaya with Goenkaji. I went to that course, and it changed my life. How did that lead you to teach?

From that point on, I was irresistibly drawn to the Dharma, to practice and serve. Over the next 15 years, I sat longer retreats, cooked at IMS after it opened in 1976, ordained as a nun in Thailand, practiced intensively in England and returned to IMS to manage the center. By 1986, this process had naturally progressed into formal teaching.

In what ways does practice inform our lives?

Firstly, we need to define 'practice.' For many years, when I thought about this,

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NEWSLETTER

A twice yearly publication of the Insight Meditation Society, a tax-exempt nonprofit organization whose purpose is to foster the practice of *vipassana* (insight) and *metta* (lovingkindness) meditation, and to preserve the essential Buddhist teachings of liberation.

The goal of the practice is the awakening of wisdom and compassion through right action and cultivating mindful awareness in all aspects of life.

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Let Your Legacy Preserve the Dharma

A simple way to ensure that future generations benefit from the teachings is to place IMS in your will.

For information on how to do this, or to talk about additional planned giving options, please contact the IMS Development Office by calling (978) 355-4378, ext. 19 or emailing development@dharma.org it was with an emphasis on the form of intensive meditation. In my early years of meditating, I coasted from retreat to retreat, without giving much attention to mindfulness in daily life. The depth of concentration and clear seeing that would arise during a course was very compelling. This made it so much easier to notice the greed, hatred and delusion that came up in my mind than was possible to observe during the complexity and speed of everyday householder life. So I naturally preferred the silence and clarity of retreat.

It wasn't long before I recognized it doesn't make sense to separate the rest of life from practice - in fact, to do so is a delusion and creates suffering. Life is a process of continuous change; we move through various states of mind and conditions, whether we're undertaking formal periods of meditation, or taking care of family, business, home and health. My practice has shifted from being a small, prescribed part of my day to having it embrace everything. Every moment can be fodder for awakening. This growing understanding helps me to stay interested and alert, not only during times when life is full of beauty and goodness, but also during those challenging times of pain and suffering.

What opportunities can pain and suffering present to us?

The first noble truth of the Buddha's teachings is that everyone suffers. Whether on a grand or small scale, pain touches us all. The unreliability of not having things the way we want forms part of everybody's journey. The teachings show us that this is nobody's fault; it is simply how it is.

Frequently, we look for something or someone to blame for our suffering – often ourselves. This keeps us caught in a painful fantasy that somehow everything can or should be made okay – and leads to incredible frustration, disillusionment, anger and bitterness. When we stop looking for a place to assign blame, either externally or internally, we are then free to turn our attention inward and explore the real source of the anguish.

At this point, we can discover that the way we *relate* to our experience of pain is the cause of our suffering, rather than the pain itself. This was a major insight for me.

Can meditation practice help those with chronic and acute body pain?

It has transformed my own situation enormously. Some years ago I discovered I have an autoimmune disorder that affects my energy and my joints. Initially, I was caught in the idea that I was a spiritual failure because I had this disease. A subtle pain in my knee could set my mind to imagining a bleak and crippling future. I blamed myself and felt betrayed by my body. All this only made the physical experience seem worse.

Bringing basic mindfulness – attentiveness coupled with compassion – to the physical manifestation of pain can be illuminating. It's important, however, to be clear about where to focus the attention – it isn't skillful to linger on thoughts about the pain, such as the name of our sickness, its prognosis or our worries. Instead, it's more helpful to bring stable and compassionate awareness to the actual sensations in the body, without trying to change or analyze them. This takes some willingness on our part.

I learned that the experience of the pain as it is in the moment may be vastly different from the unbearable nature of the mind's fears. The repeated practice of holding the pain with a gentle and undemanding kindness can free the mind from many tormenting patterns. Compassionate awareness is free of concept. Mindfulness practice helps us to cultivate compassionate awareness.

Another good technique is *metta*, or lovingkindness practice. Through this, I realized I had been relating to my body as an enemy. With that understanding, my attitude naturally changed to one of compassion for this body. I could then make choices about how to care for my physical and emotional well-being from a loving and informed place, rather than from fear.

What about mental suffering? How can it be a tool for awakening?

Things seem more complex when we talk about mental suffering – for example, the suffering of loss or of those patterns of mind such as worthlessness, pride and jealousy. This type of suffering is as much a part of the human condition as physical pain – for example, at some point in everyone's life a loved one will die, someone we love could abandon us, or we could lose our financial security.

So, how to practice with this? The Buddha taught that the key to the cessation of suffering is to free our hearts and minds from greed, hatred and delusion. On the spiritual path it's not uncommon to assume that we're not supposed to experience any reactive emotions like anger, grief, fear, selfishness, irritability or grumpiness. Sometimes, we can be in such denial that we don't know these emotions are there. This attitude interferes with our ability to bring mindfulness to the shadowy and unacceptable corners of ourselves.

In order to be free, we have to look honestly at our internal landscape – not with labels of good or bad, but to discover what causes suffering in our hearts and what doesn't. When we observe with this compassionate awareness, we see that it is reactive emotions that cause us to suffer.

To prevent their seduction and rule over our lives, the first step in working with reactive emotions is to acknowledge when they're present within us. We also need to put aside the notion that we should make them go away. Through practice, we become willing to explore them, much as we investigate physical pain, without either apportioning blame or being driven to act from them. Even if this is possible for only very brief moments, it's quite significant – it means we're learning to relate to life with greater faith.

So we start to move from identifying with thoughts such as "Oh, I'm so afraid" to examining "Oh, this is the way fear *feels*." As this perspective deepens, we make a huge shift of allegiance towards trust and finding refuge in this new understanding. Although the method is simple, it's not always easy! It's helpful to start with small situations of reactivity to strengthen our confidence before attempting to cut through seemingly insurmountable suffering.

Sometimes we shut down in the face of suffering. We don't feel anything, nor are we inclined to do anything about it. This is a form of shrinking away into passivity. Gratitude practice is one powerful tool that serves as an antidote and allows us to move forward.

By recalling any fortunate circumstance of our life, or a person who has helped us in whatever major or minor way, we can transform our worldview from one of helplessness and contraction to one of ease and quiet connectedness. From this place of balanced clarity, the actions we take in our daily lives have a greater potential to affect positive change, both in ourselves and in the world.



Carol Wilson

What inspiration and motivation can we draw from the Buddha's teachings, given the current global picture of so much suffering?

The Buddha taught that all of us, without exception, want to be happy, no matter what actions we take through ignorance, clinging and aversion. If I continue looking into my own heart to discover how I contribute to both the hatred and the joy in the world, I stand a good chance of lessening that hatred, and increasing that joy.

At the end of every retreat I teach, I notice how much more open and bright each of us has become over the duration of the course. We can take that radiance back into the world – through all our different interactions it naturally communicates itself with anyone we meet. Just as hatred is catching, so is compassion, so is awareness, so is love.

Carol Wilson, together with Guy Armstrong and Rodney Smith will teach a vipassana course (including a period each day devoted to metta practice) at the IMS Retreat Center, March 25 – April 3, 2005. Please visit www.dharma.org or see pages 16 & 21-22 for schedule and registration information.



Moving Forward

An open letter from Andrew Dey, President of the IMS Board of Directors

Since sitting my first retreat at IMS, at the age of 17, I have felt deep appreciation for all the organization stands for. I value its mission to uphold the possibility of liberation for all beings. I value the teachings it offers, and the wisdom and compassion they give to our lives. In this spirit, I'd like to share with you the outcome of the strategic planning process that IMS conducted this year.

With the Forest Refuge coming to fruition, we recognized the importance of taking stock of our current reality, and clarifying goals for the future. Strategic planning should periodically be undertaken by all organizations. When done well, the results describe the overarching priorities and guide the allocation of resources to attend to those priorities. It allows all those who publicly represent IMS – teachers, staff and board members – to move forward, with shared understanding, along the same course.

The strategic planning process provided a lens through which to view IMS's development. During our 28-year history, we have evolved from operating a single facility governed by consensus to today's larger, more hierarchical organization with two distinct programs accommodating a total of 130 retreatants. While the gradual addition of a professional salaried staff to the original volunteer positions has allowed us to improve the retreat environment, it has also engendered a rich mix of issues relating to community, sustainability and governance. As our organizational structure has evolved, so too have our primary constituencies. The generation of teachers who trained in Asia and founded IMS is aging. In recent years, the average age of our retreatants has been increasing as well.

The strategic planning process was inspired by the significance of these challenges. Eileen Harrington, a consultant and a friend of IMS, skillfully led the effort, which included six months of diligent work by representatives of a cross section of the IMS community. The process identified seven key issues facing IMS, and established our path for the coming years. Our seven strategic goals are:

Programming – In order to meet the practice needs of the growing community of meditators, we will increase the number and variety of courses offered. The courses will remain firmly rooted in the Theravada Buddhist tradition, while representing a broader spectrum of emphasis and duration. We hope that these changes will invigorate and enhance the quality of the retreat experience, while continuing to provide teachings appropriate for both new and experienced students.

Financial Position – We are committed to providing broad access to IMS, and to ensuring a lasting legacy of the Buddha's teachings for future generations. We intend to stabilize and eventually reduce retreat fees, while continuing to provide an optimal experience for meditators and staff. We will achieve these goals by increasing our endowment, and operating cost-efficiently.

Organizational Structure and Culture – To support our programming and financial objectives, we will strengthen our organizational team of teachers, board members and staff by clarifying lines of authority, streamlining the decision-making process, and improving communication and conflict-resolution skills.

Facilities – We will explore greater use of environmentally-friendly designs and resources. We will upgrade existing facilities as needed.

Diversity – We will cultivate diversity across all aspects of the IMS community. We envision a vibrant community of retreatants, donors, friends, teachers, board and staff, representing all racial and economic backgrounds, ages, genders and levels of wellness.

Leadership & Succession – In recognition of the importance of long-term support for current teachers, we will train new teachers who will be wellexperienced to offer the Dharma to the next generation. We will establish board and staff development programs so that greater responsibility can be assumed whenever needed.

Outreach – We will significantly increase awareness of IMS programs by expanding our outreach to individuals and groups seeking access to the Buddha's teachings. Our efforts will include cultivating media relationships and opportunities, developing an enhanced and interactive website, collaborating with other sanghas to promote the Dharma, and producing timely literature of interest to experienced and potential retreatants, and to existing and prospective donors.

As we progress toward full implementation of these goals, we would like to keep the sangha informed of the challenges we face, and the successes we achieve. I welcome questions and comments about these strategic issues. I can be reached at imsboard@dharma.org. May our work together continue to benefit all beings.



IMS News Worth Noting

Web News: Online Registration and Donation

For almost 30 years, registering for IMS retreats has required a somewhat cumbersome process, on the part of both retreatants and staff who process each application. To sign up for 2005 Retreat Center courses, you can now register online through our website. If you have a credit card, this new and secure option can save time and ensure the instant arrival of your application!

An email acknowledging receipt will be sent to you immediately and further correspondence will follow advising you of the status of your application, once it is processed.

Donating online is also now easier, particularly for international donors. Membership contributions, meal dana offerings, support for any of our scholarship funds, as well as donations to capital and endowment campaigns can be made quickly and safely through our encrypted system. Visit www.dharma.org and click on *Ways To Support IMS*.

A generous donation has made these developments possible – we are most grateful.

Sliding Scale Fees

As many of you know, we introduced a sliding scale fee structure in 2004 that allows retreat participants to pay at a rate that best suits their financial situation. For most 2005 courses, there is no cost increase for practice at either the Retreat Center or the Forest Refuge.

If you can afford to pay at our Sponsor level, you help make it possible for others with lesser means to attend.

We have now added a new Scholarship rate to our fee structure at the Retreat Center. If you would like to register in this category, please see page 13 for further information.

Assistance for Teen & Family Retreats

Each year, IMS endeavors to cultivate the mindfulness, compassion and wisdom of the next generation through two of its courses: the Teen Retreat for ages 14-19 and the Family Retreat. If you have experience in working with teenagers or children, are an experienced meditator, and are interested in being a group leader, please call us at (978) 355-4378 or email ims@dharma.org. We are happy to offer sitting days in return for your service.

In addition, funding is needed to cover the cost of special materials for these retreats, such as Dharma-related books for the teens, and art supplies for the children. Please contact us if you would like to find out more about becoming a 2005 benefactor for one or both of these courses.

Summer High School Program

For five days in July, almost 40 teenagers, parents and faculty from the Hyde School in Maine came to IMS to explore meditation and the retreat environment. For many of the participants it was their first experience of extended periods of silence. Their retreat afforded them an opportunity to learn how mindfulness and lovingkindness practices can help with significant life transitions.



As one student said, "What I took away from IMS is a better sense of my inner self and a final step to becoming fully honest." Another participant left "with a powerful aspiration to let go of my prejudice of others as well as myself."

Check Our Website

Due to last-minute cancellations, places in some courses at both the Retreat Center and the Forest Refuge can suddenly open up. We recommend that you check www.dharma.org (click on *IMS*) for the latest announcements regarding space availability.

The site also gives information on:

- Program schedules and registration
- Online donations
- Interviews with teachers
- Latest news
- Job postings
- Links to teachers, centers and other sites of interest

Do You Live Near IMS?

IMS often needs volunteer assistance from the local community for short periods of time. If you have already sat a retreat at IMS, and currently have some spare hours, why not come and help us – for half a day, a few days – whatever time your schedule permits.

This can be a wonderful way to experience a practice community and to serve the Dharma. Tasks are many and varied across our office, development, housekeeping and kitchen departments.

For the last two years, Rob Weiland, a lawyer from Wayland, MA, has volunteered for two days each week. "Volunteers form an integral part of the team and, through their activities at IMS, help make it possible for yogis to attend retreats. The staff at IMS comprises a fascinating amalgam of types, with compassion, honesty and wisdom as their guiding principles," he says. "Plus, the food alone is worth the trip!"

If you are available on a regular basis, weekly or biweekly, that is especially useful. If interested, please contact Human Resources. Email hrc@dharma.org or call (978) 355-4378 ext. 23.



Local volunteer Rob Weiland, who helps out in the Retreat Center office.

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When you subscribe to the *Inspired Teachings Series* 2005 program, we will choose four tapes from among the latest, most powerful and inspiring Dharma talks and send them to you throughout the year 2005. Our goal is to support you in staying connected to your practice, which in turn benefits everyone.

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Please join us and subscribe to *Inspired Teachings Series 2005* by calling Dharma Seed at **(800) 969-7333**, email us at **dharma@crocker.com** or mail to: Box 66, Wendell Depot, MA 01380

it's what we do: preserve the teachings... share the dharma



New Scholarships Available Yogis Helping Yogis

Three new scholarship funds have recently been established, due to the generosity of retreatants and friends of IMS.

The first, known as the Danic Scholarship, is specifically for those in pain. In recognition of the greater degrees of suffering that some of us experience, an anonymous donor has kindly designated funds to provide the means for people in any kind of pain – whether emotional or physical – to attend IMS retreats, both at the Retreat Center and the Forest Refuge. If you would like to receive assistance from this fund, call us at (978) 355-4378 or email ims@dharma.org.

If you are interested in contributing to the fund, expanding our ability to offer this kind of support, please call (978) 355-4378 ext. 19 or email development@dharma.org.

The second fund benefits those who would like to participate in the 2005 People of Color Retreat, to be held at the IMS Retreat Center, July 29-August 3. A generous donation allows us to offer this course at reduced rates – see page 16 for more information.

The third fund, created from a bequest, supports practice at the Forest Refuge. Anyone involved in projects – either in the US or elsewhere – that help individuals or communities attain economic independence is welcome to apply. Please call the Forest Refuge at (978) 355-2063 or email tfr@dharma.org to find out more.

Thank You to Celebrate Sitting participants

We would like to extend our appreciation to the many participants in our recent campaign to raise funds for the IMS Youth Outreach Scholarship. Individuals, small sitting groups and larger Dharma centers around the country joined us over the summer as we celebrated meditation and honored Joseph Goldstein's 60th birthday wish to develop a lasting program supporting youth in practice.

One sangha, the Twin Cities Vipassana Meditation Community in Minneapolis/ St.Paul, held a benefit that included music, retreat stories, a skit about the five hindrances, a video of interviews with teachers as well as a silent auction. At IMS, staff and friends gathered for an afternoon of sponsored sitting and walking meditation, followed by a lively community dinner. Members of other centers - from Hawai'i, up and down the west coast, across the south and southwest to the midwest, the DC region, New York and the northeast offered contributions at local evening talks, sits and other Dharma events.

Celebrate Sitting was a great success, due to the efforts of all of you who took the time to play a part. We have raised thousands of dollars. On behalf of the many younger people who can now come on retreat at IMS as a result of this effort, we sincerely thank you.

Gift Certificates Now Available!

Introduce a friend to IMS or support a long-term retreatant. For further information please call the IMS registrar at (978) 355-4378 ext. 20 or email registrar@dharma.org.



Cambridge Insight Meditation Center

CIMC is a non-residential urban center for the teaching and practice of insight meditation. CIMC's programs are designed to provide a strong foundation in formal meditation as well as daily practice. Our schedule includes daily sittings, weekly Dharma talks, ongoing classes and practice groups, teacher interviews, and a variety of weekend workshops and meditation retreats.

An open invitation is extended to all to stop by CIMC and browse through the library or join in any of the public sittings or Wednesday evening Dharma talks. A growing number of out-of-town yogis have enrolled in our weekend retreats. Contact us for a list of bed and breakfasts in the area.

> 331 Broadway Cambridge, MA 02139

Office: (617) 441-9038 24-hour information and fax line: (617) 491-5070

Website: www.cimc.info



MS Program Highlights

At the Retreat Center...

Perhaps you've often wondered what happens on a meditation retreat. Or maybe you've just started to practice vipassana and would appreciate more guidance. If so, a **weekend course for new students** could be of interest. Taught by Narayan and Michael Liebenson Grady, it will take place April 15-17.

Following on from the successful 2004 Youth Retreat, Michele McDonald, together with Rebecca Bradshaw and Marvin Belzer will lead a **summer retreat for 18-32 year olds**. The course – from August 22-28 – will focus on meeting the challenges of early adulthood with greater love, courage and openness.

Two retreats in 2005 will offer **yoga instruction to complement vipassana practice**. Steven Smith and others will help us cultivate a deepening awareness in a vipassana and yoga course, May 20-29. Larry Rosenberg and his team will teach a vipassana and Viniyoga course with an emphasis on mindful breathing, June 24-July 1. A full listing of Retreat Center courses is on page 16.

People of Color Retreat

"The liberating practices rooted in the Buddha's teachings only become accessible for some people of color when offered through the experience of teachers with similar backgrounds, life stories and skin tones," says Rachel Bagby, one of the teachers of the successful People of Color retreat, held again last summer. Why is this? "At face value, the notion that freedom can be cultivated by being silent, sitting down, closing your eyes and attending to your inner experience can sound suspiciously like a prescription for individualistic, ultimatelyoppressive passivity," Rachel explains.

"Teachers of color, however, can be living, breathing proof that practicing these teachings helps us deal skillfully with the personal and collective suffering of 'ism' schisms. When we give personal examples of how becoming deeply aware of the workings of greed, hatred and delusion in our lives leads to freedom from the clutches of those dynamics, other people of color empathize with our experience. They can see themselves in our shoes. That empathy motivates and supports them to take a few steps along the Dharma path to see if the Buddha's teachings can be helpful in their own efforts towards freedom," she added.

Almost one hundred people gathered at the Garrison Institute last June, ready to take some steps along the path. "The sense of community was palpable," observed Allyson Pimentel, a Black woman from Manhattan. "There was something symbolically powerful about being in that large meditation hall, knowing that on the surrounding cushions were other people of color all engaged in the same quest for freedom. Even though we were from different ethnic backgrounds, each with its own historical and cultural struggle, we came together in a common practice."

"I was astounded and encouraged by the vast array of colors sitting around me," commented Jerry Jung, a Chinese American born and raised in





New York. "As the collective energy of our initial meditation period permeated the environment, a profound sense of peace enveloped me."

For Alicia Muñoz, from Brooklyn, it was her first retreat. She didn't know if she could survive three days of silence and meditation. On top of that, she had to suddenly vacate her unsafe Brooklyn apartment just prior to the start of the course. Sitting in the hall on the opening night, her anxiety shifted, and a sense of solidarity with the other retreatants arose. "Being together with African Americans, Asians and Latinos all taking a vow of silence and committing themselves to learning and practicing the Dharma for three days, I became excited by the prospect of developing a greater sensitivity to the subtleties of my inner experience."

The teachers helped clarify how this heightened sensitivity has the potential not only to transform those on the course, but also to flow on to those who come in contact with the participants once retreats are over – coworkers, friends, relatives and partners. "I began to understand on a cellular level how, in order to decrease suffering in the world, I needed to cultivate greater kindness toward myself. This was an important insight," Alicia says.

Helen Wood, born in the Philippines and living in California, decided to sit the course at the last minute. The retreat reinforced for her how important it is to maintain a consistent daily meditation practice. Noticing everyone during walking meditation sessions, she felt: "Time stood still in every step."

Retreat life is a process that gradually unfolds. As mindfulness deepens, not only while sitting in the meditation hall, but also throughout all activities, whether they take place in the dining room, the hallways, the bathrooms and the accommodation areas, awareness of habituated patterns grows. "As I observed the way my mind manufactured and replayed scenarios over and over again, I made some shocking discoveries about its relationship to reality," Alicia Muñoz tells. "I was acutely aware of the extent to which I resist life as it presents itself or how stubbornly I try to adjust situations to suit my perceived needs. With this, I started to get in touch with feelings of helplessness, fear, shame and anger."

By the final day, the capacity for greater ease and spaciousness had developed. "Something that resembled the compassionate awareness the teachers referred to in their Dharma talks and guided meditations was apparent," explains Alicia. "It felt joyous. This awareness was – and continues to be – a tremendously refreshing antidote to those feelings of insecurity and isolation. My problems didn't go away – but my attitude toward them has changed."

"No striving, nothing to attain" was the insight Jerry Jung came away with, the retreat having reminded him of the sanctity of life and "the splendor of just being."

"Everybody's efforts to practice, the glimmers of insights evident in their questions, and the lights in their eyes at the close of the course all spurred me to redouble my own commitment to this path," says Rachel Bagby. "The three jewels of the Buddha, Dharma and Sangha were certainly polished and shining brightly by the retreat's end."

Note: The next People of Color retreat will be held at the IMS Retreat Center, July 29 - August 3, 2005. It will be taught again by Joseph Goldstein, Gina Sharpe, Rachel Bagby and Russell Brown. More information can be found on page 16 c³ 20.



The Insight Meditation Community of Washington

IMCW offers training in Vipassana - or Insight - meditation and related Buddhist practices that awaken the heart and mind. We serve the entire DC metro area. In addition to our flagship Wednesday night class in Bethesda, IMCW's programs include weekly classes and sitting groups in Washington; Takoma Park and Frederick, MD; northern Virginia and Shepherdstown, WV. We also offer nonresidential weekend retreats and workshops, as well as a thriving community of peer-led Kalyana Mitta or spiritual friends – groups. Longer residential retreats, held several times a year, are open to out-of-towners as well as DC-area residents. IMCW is guided by founder and senior teacher, Tara Brach, in addition to a Teachers Council and Board of Directors.

IMCW extends a warm welcome to both newcomers and experienced meditators. There are many ways to participate in our community and deepen your practice. Please visit our website for a full schedule of classes, retreats and other activities.

Look for us at www.imcw.org or call us at (202) 986-2922



At the Forest Refuge...

A personal retreat at the Forest Refuge is an opportunity for experienced meditators to considerably deepen their practice. Throughout 2005, many respected vipassana teachers will be in residence to guide exploration of this 2,500 year old path to liberation.

Eminent Burmese meditation master Sayadaw U Pandita will return to the Forest Refuge for six weeks, May 15 – June 30. He will lead a structured retreat, and yogis will be expected to follow his schedule and instructions, based on the method taught by the late Mahasi Sayadaw. A lottery will be held for this course; applications are due no later than December 1, 2004.

We are honored to host another renowned Burmese meditation master. Savadaw U Lakkhana, for the month of August. In addition to his extensive teaching commitments and his role as abbot of the Kyaswa Valley Monastery in Sagaing Hills in upper Burma, he has spent the last 20 years establishing medical and educational support services for the local ordained and lay communities. He will offer classical Burmese Theravada teachings, complemented by contemporary interpretations and understandings from Steven **Smith**, one of the first Western students of Sayadaw U Pandita. This fusion of East and West provides a unique door for practitioners to enter this ancient practice lineage.

From February 1-14, **Marcia Rose** and **Myoshin Kelley** will conduct a two-week intensive vipassana course. Instead of the usual two interviews and Dharma talks given each week at the center, they will offer three interviews and Dharma talks, providing an increased level of teacher support. "Yogis will also have the option of following a suggested schedule and



Sayadaw U Lakkhana

participating in some guided sittings," explains Myoshin. "This is an ideal time to launch a longer retreat, or to receive an introduction to the Forest Refuge's less-structured form of practice."

Marcia, a former IMS resident teacher, recently co-founded a small long-term center, The Mountain Hermitage, in Taos, New Mexico, where she lives. "The development of sustained concentration and mindfulness as a way of investigating the selfless nature of all experience can be some of the most profound and fruitful work we do," she observes. "As we recognize this more fully, we realize the potential for liberating insight."

Throughout July, **Patricia Genoud-Feldman** will teach together with Myoshin. Patricia is a student of Sayadaw U Pandita, and ordained as a nun for the six months of practice she undertook at the Forest Refuge in 2003. Over the last two decades, she has also received Dzogchen teachings from the late meditation masters HH Dilgo Khyentse Rinpoche and Tulku Urgyen Rinpoche.





Sayadaw U Janaka at the Forest Refuge, July 2004

"When I teach, I like to emphasize a natural awareness," she explains. "This encourages us to deepen our sensitivity and to respect our own unfolding of the meditative process."

For schedule and application information, please see page 15.

Seeking Volunteer Consultants

IMS frequently needs help from people with professional skills willing to volunteer some time or resources. If you have expertise in one of the areas below, please contact Deborah Crown, Human Resources Director. Call (978) 355-4378 ext. 31 or email personnel@dharma.org.

- IT Technical/Help Desk Support • Human Resources
 - Salary Administration
- Employment or Immigration Law
- Brochure Design/Printing Services



Entering the Silence

A Personal Retreat at the Forest Refuge By Richard Shankman

IMS has long been a special center for Dharma practice and I had been looking forward to spending time at the Forest Refuge since first hearing of plans for its construction. I had sat quite a few retreats, and in recent years had been practicing in a less structured, more self-directed style. So when the new facility opened, I applied and was accepted.

I arrived in August of 2003, and a very different person left eleven months later! But one step at a time. What struck me immediately on entering the buildings was the power of the silence; the stillness was palpable. There were no bells or mass movements of people at specific times, going to and from the meditation hall, or to and from the dining room. The floors are made of special cork tiles, which absorb the sound -I rarely heard anyone walking through the halls. Even during meals, the usual bustle of silverware, dishes and pots was quieter.

I was able to find the right amount of solitude to suit my temperament and changing needs. Over the months, I did almost all the sitting practice in my room, but often walked in the dining hall and the numerous other indoor and outdoor spots around the center. I noticed some people rarely left their rooms at all, while others tended to sit in the deeply peaceful meditation hall or the counseling area.

Since there was no set schedule, other than meals and yogi job periods, I was free to find my own rhythm. The benefit of the Forest Refuge style of practice is that it allowed me to customize my schedule, and optimize the daily routine – sitting or walking for long, uninterrupted periods, or for shorter sessions – as the changing cycles of the practice unfolded. There can be a danger with this, however, and I had to be vigilant concerning my fleeting moods, so that they didn't hold sway over my routine.

Over the course of a long retreat, there are natural ups and downs in energy levels and enthusiasm. Some days the momentum and ardor flowed effortlessly, with all the factors of enlightenment balanced and in harmony. On other days it all seemed to fall apart, as though my practice was feeble and ineffective. But I came to see that my job was simply to show up, to sit and walk as continuously as possible, regardless of how I felt.

After six months of practicing intensively in this way, the teachers strongly suggested I spend a week as a work retreatant, helping out for five hours a day in the kitchen. For longterm practitioners, this activity is recommended so that integration and grounding of everything that happens on retreat can take place. I suddenly found myself quite resistant to their request. I was deep in samadhi (concentration) at the time, and was enjoying the precious stillness. I didn't want to emerge and participate in daily activities, imagining it would somehow hurt my retreat. But I followed their guidance and that week turned out to provide a great teaching in letting go – it unmasked a level of clinging to the stillness that I hadn't been aware of.

During the following months this realization deepened and matured. I observed that I couldn't make anything happen in my practice, no matter how much I tried. If I clung to any heightened experiences I suffered. If I worried about how the practice was going, or if I resisted when it didn't fit my ideas of how it should be, I suffered. I had to learn that both the pleasant and the unpleasant come and go. Happiness and sadness come and go. I understood that the Dharma knows when and how to unfold, and that by simply meeting experience with mindfulness and clear comprehension, to the best of my ability, everything developed in its own time.

And so the eleven months passed. I watched the seasons complete a full turn. I watched the animals and creatures that live around the center adapt to the dramatic Massachusetts climate changes. I watched the staff offer their untiring selfless service. Their kindness, care and sensitivity were the greatest of the many conditions at the Forest Refuge that support letting go and simply being.



Richard Shankman let go of his professional life to sit the long retreat. He left the Forest Refuge in July 2004 and returned to Oakland, CA, where he is currently in transition between retreat life and whatever may come next. Meditating since 1970, he co-founded the Sati Center for Buddhist Studies, and created meditation programs in two California State prisons.



About IMS

Insight Meditation Society 1230 Pleasant St., Barre, MA 01005, USA www.dharma.org

RETREAT CENTER

(978) 355-4378; ims@dharma.org Office hours: daily, 10am-12 noon & 3-5pm (except Sun. & Tues.)

FOREST REFUGE (978) 355-2063; tfr@dharma.org Fax: (978) 355-4307 Office hours: Mon.-Fri., 9am-4pm

The Insight Meditation Society was founded in 1975 as a nonprofit organization to uphold the possibility of liberation for all beings. Its Buddhist meditation retreats provide spiritual refuge, allowing the in-depth exploration of freedom from the sufferings of mind and heart.

IMS now operates two retreat facilities – the Retreat Center and the Forest Refuge, which are set on 160 secluded wooded acres in the quiet country of central Massachusetts.

The Retreat Center, which commenced a program of silent courses in 1976, offers a full yearly schedule of meditation retreats lasting in duration from a weekend to three months. Most courses run for 7-9 days. A group of senior teachers provides regular guidance and direction as well as teaching a number of retreats each year themselves. In addition, recognized insight meditation teachers from all over the world come to offer teachings.

The Forest Refuge opened in May 2003. For experienced vipassana meditators, its calm and peaceful environment establishes the sense of harmony most conducive to sustained, long-term personal retreat. Retreatants can practice for periods ranging from two weeks to stays of a year or more.

General Information

Retreat Center courses are designed for both new and experienced meditators. Instruction in meditation and evening talks about the Buddha's teachings are given daily. Individual or group interviews with the teachers take place at regular intervals. Complete silence is maintained during most retreats at all times, except during question and interview periods. A typical daily schedule starts at 5 am and ends at 10 pm. The entire day is spent in silent practice comprising alternate periods of sitting and walking meditation, as well as a one-hour work period. This schedule, in combination with the silence, group support and daily instruction, provides a beneficial environment for developing and deepening meditation practice.

At the Forest Refuge, retreatants can select a time to come based either on their own schedule, or on working with a particular teacher in residence (see the Teacher Schedule on page 15). In consultation with the teachers, a personalized program of meditation practice is created, designed to nurture the highest aspiration for liberation.

Support for a personal retreat includes two individual interviews with a teacher each week and twiceweekly Dharma talks in the meditation hall. Tapes are also available on evenings without talks.

For those interested in practicing at the Forest Refuge, there is an application process. Guidelines and an application form are available from the office or can be downloaded from our website. Meals at both facilities are vegetarian. Accommodations at the Retreat Center are simple single and double rooms; all spaces at the Forest Refuge are single. Men and women do not share rooms. Camping is not available.

Evening Discourses

When a Retreat Center course is in progress, anyone is welcome to attend the evening Dharma talks; meditators with vipassana experience are also welcome to attend group sittings. Some restrictions apply. Please call the Retreat Center office for a daily schedule.

Lotteries

Due to the popularity of certain courses, admission is by lottery. Each lottery course has a deadline (see schedules on pages 15 & 16). All registrations received by the deadline are included in the lottery. Those not selected by lottery, as well as any late registrations, are put on a wait list.

At the Retreat Center, anyone who has applied for a particular lottery course two or more times without getting in is eligible for automatic inclusion – however, you must notify us if this is the case.

At the Forest Refuge, lottery participation is dependent on an approved application.

Self-Retreat

If you have participated in a course at the Retreat Center, you can schedule an individual self-retreat between courses. The length of stay may not exceed the longest period of teacher-led retreat that you have done at the center. During this time, you are expected to meditate in silence, observe the five precepts and maintain a continuity of practice. The sliding scale fee is \$48-63 per day, depending on your means. For self-retreats of up to six days immediately before or after a specific group course, you can put the dates on your registration form. For selfretreats of longer than six days, please call the office for an application form.

Work Retreats

Work retreats at both our facilities provide an opportunity to explore the integration of mindfulness practice with work activity. The daily schedule combines periods of formal meditation and instruction with five hours of work – in silence – in either the Kitchen or Housekeeping department.

Participation is limited to experienced meditators and requires a high degree of self-reliance. Since the work can be physically demanding, a moderate level of physical fitness is required.

At the Retreat Center, the timing of work retreats usually corresponds with the schedule of teacher-led courses. At the Forest Refuge, a one-month commitment is ideal.

Special application forms need to be completed; the only cost is a \$25 nonrefundable processing fee. For a work retreat at the Retreat Center, please contact the Human Resources Coordinator by calling (978) 355-4378, ext. 23 or emailing hrc@dharma.org. For the Forest Refuge, call (978) 355-2063 or email tfr@dharma.org. You can also find out more online at www.dharma.org/ims/jobs.

Fees

Fees for 2005 are on a sliding scale basis. At the Retreat Center, there are four rates – Sponsor, Mid, Low and Scholarship. The Forest Refuge has three rates – Sponsor, Mid and Low, with some scholarship support available. If you can afford the Sponsor level or higher, you help make it possible for others with lesser means to attend.

At the Retreat Center, registration at the Mid and Low rates goes toward room, board and some administrative expenses only. Forest Refuge fees at these rates also include an honorarium for the teachers.

Any amount paid above the Low rate is a tax-deductible donation.

Scholarships

Our Scholarship funds assist those who are genuinely unable to afford the entire cost of a retreat. Each request is carefully assessed in terms of financial need, previous history and funds available. Due to limited resources, we cannot guarantee that every application will result in a scholarship award. Please be assured, however, that we will do our best to help you attend a retreat with us.

To apply for a scholarship at the Retreat Center, complete the registration form on page 22 and include the appropriate deposit. Check the relevant boxes regarding scholarship. You can also apply online.

Please submit your scholarship application – which can be either downloaded from our website or mailed to you – at least six (6) weeks in advance of the retreat start date. (For the Three-Month Retreat, we need to receive your application by June 1, 2005.) This allows for a process to review, award and advise in a timely manner.

For the Forest Refuge, complete the retreat application and indicate interest in receiving scholarship information. A scholarship form will be sent to you, if your retreat application is approved.

Dana

The Buddha taught that practicing a lifestyle of generosity is a necessary precondition for attaining wisdom.

In keeping with the tradition of ∂ana , (the Pali word for generosity) that stretches all the way back to the Buddha, Retreat Center teachers are not paid by IMS but offer the teachings freely.

The direct service staff at both the Retreat Center and the Forest Refuge provide service for a small stipend. At the end of each course, retreatants have the opportunity to offer a donation to the teachers, service staff and also to IMS itself.

Since all fees cover less than 60% of our operating costs, we rely on your generous support to ensure the continuity of the teachings, and access to the retreat experience for future generations.

Media Visits

As the Dharma takes root in our society, various media are expressing interest in reporting aspects of the work that we do at IMS. This presents our community with a valuable opportunity to introduce the teachings to a wider audience.

While maintaining our primary commitment to supporting practice, IMS may agree occasionally to requests from appropriate media to visit IMS for reporting. Before any such request is granted, the requesting journalists will be carefully screened to assure as best we can, their ability to report fairly on our work with minimal interference.

Notice of any media visit that occurs during a course will be given. We will advise retreatants as far in advance as is practically possible. We will respect the wishes of any yogi who prefers not to be included and endeavor to work with the journalist(s) to minimize any impact on our meditative environment and on yogis. We appreciate your understanding of our efforts to share the Dharma in this way and welcome any comments, suggestions or questions you may have.

ALBER'

IMS Core Faculty

Guy Armstrong has practiced insight meditation for over 20 years. His training includes practice as a Buddhist monk in Thailand with Ajahn Buddhadasa and in Burma with Pa Auk Sayadaw. He began teaching in 1984 and has led retreats in the US, Europe and Australia.

Steve Armstrong has practiced mindfulness since 1975, and has led vipassana and metta retreats grounded in the Buddha's understanding of mind since 1990. A co-founding director and guiding teacher of Ho'omālamalama, a Dhamma sanctuary and hermitage on Maui, he offers the Dhamma internationally.

Ruth Denison studied in Burma in the early 1960s with the meditation master Sayagi U Ba Khin. She has been teaching since 1973 and is founder of Dhamma Dena, a desert retreat center in Joshua Tree, CA, and The Center for Buddhism in the West in Germany.

Sarah Doering has practiced vipassana meditation since 1981. She has taught at both CIMC and the IMS Retreat Center, and is currently a member of the Forest Refuge Teacher Council.

Christina Feldman is a co-founder of Gaia House in England and an IMS senior teacher. Following training in the Theravada and Mahayana Buddhist traditions, she has been teaching meditation since 1976 and has an ongoing commitment to the long-term retreat program at Gaia House. Her books include *Woman Awakel* and more recently *Silence* and *The Buddhist Path to Simplicity*.

Joseph Goldstein is a co-founder and guiding teacher of IMS's Retreat Center and Forest Refuge programs. He has been teaching vipassana and metta retreats worldwide since 1974 and in 1989 helped establish BCBS. He is the author of *One Dharma, The Experience of Insight* and *Insight Meditation*.

Myoshin Kelley has been practicing meditation since 1975, working with a number of teachers in various traditions. Her own teaching reflects a strong influence from Burmese masters with an emphasis on simplicity and lovingkindness. She currently teaches at the Forest Refuge.

Michael Liebenson Grady has been practicing vipassana since 1973. He is a guiding teacher at CIMC.

Narayan Liebenson Grady is a guiding teacher at CIMC where she has taught since 1985. She is the author of *When Singing, Just Sing: Life As Meditation.*

Kamala Masters began practicing in 1975. Under the guidance of Anagarika Munindra and Sayadaw U Pandita she has been trained in vipassana and metta meditations. She is co-founder of the Vipassana Metta Foundation on Maui and is currently developing Ho'omālamalama, a sanctuary-hermitage for long-term practice.

Michele McDonald has practiced vipassana meditation since 1975 and has been teaching at IMS and worldwide since 1982. She has a deep interest in preserving the ancient teachings and in finding ways of expression that make them more accessible and authentic in our time.

Larry Rosenberg practiced Zen in Korea and Japan before coming to vipassana. He is a guiding teacher of CIMC and the author of *Living in the Light of Death* and *Breath By Breath*.

Sharon Salzberg, a co-founder of IMS and BCBS, has practiced Buddhist meditation since 1971 and has been teaching worldwide since 1974. She is a guiding teacher of IMS and author of *Faith*, *Lovingkindness* and *A Heart As Wide As the World*.

Rodney Smith has been teaching insight meditation since 1984. He is a former Buddhist monk and worked in hospice care for 16 years. He is the author of *Lessons From the Dying* and is currently the founding and guiding teacher for the Seattle Insight Meditation Society.

Steven Smith has practiced in the Mahasi Sayadaw lineage for over 30 years. He is a cofounder of Vipassana Hawai'i and the Hawai'i Insight Meditation Center. He also founded the MettaDana Project, bringing health and education support to remote areas, monasteries and nunneries in Burma.

Ven. Ajahn Sucitto was ordained in Thailand in 1976. He has been closely associated with Ajahn Sumedho for the last 26 years, and is currently abbot of Cittaviveka Buddhist Monastery in Chithurst, England. He has taught at IMS since 1989.

Carol Wilson has been practicing meditation since 1971. She has studied with a variety of teachers, including practice as a Buddhist nun in Thailand. She has been teaching retreats, including the 3-month course, at IMS and around the world since 1986.

Visiting Faculty

Fred von Allmen has studied and practiced under Tibetan and Theravada teachers since 1970 in Asia, Europe and the US. He has taught retreats worldwide for 20 years. The author of several Buddhist books in German, he is also the co-founder of the Meditation Center Beatenberg in the Swiss Alps.

Rachel Bagby, a long-time meditator, is a vocal artist, composer, activist and poet. She is the author of *Divine Daughters: Liberating the Power* and *Passion of Women's Voices*.

Marvin Belzer has practiced vipassana since 1982, studying primarily with Sayadaw U Pandita since 1986. He teaches philosophy at Bowling Green University.

Bhante Bodhidhamma is the teacher-in-residence at Gaia House in England. Since 1978, he has practiced in the Zen and Theravada traditions. In 1986 he ordained, subsequently spending eight years at a monastery in Sri Lanka, returning to the UK to teach in 1998.

Rebecca Bradshaw has been practicing vipassana meditation since 1983 and teaching since 1993. She is a guiding teacher of the Insight Meditation Center of Northampton, MA and works as a Spanishspeaking psychotherapist.

Russell Brown, a long-time meditator in the Theravada and Vajrayana traditions, has been a practicing psychiatrist for 23 years. Since 1998, he has worked primarily in correctional facilities in NM.

Eugene Cash is the founding teacher of the Insight Meditation Community of San Francisco. He is a Spirit Rock teacher and leads retreats internationally. He is also a teacher of the Diamond Approach with A. H. Almaas.

Pat Coffey has practiced and studied meditation for over 25 years. He is an IMS Board Member and a graduate of Spirit Rock's Community Dharma Leaders program. Residing in Charlottesville, VA, he leads several sitting groups in the area and teaches retreats in Eastern states.

Mark Coleman has been teaching vipassana retreats since 1997, following extensive training over the last 20 years in several Buddhist traditions. He also leads Wilderness Meditation courses on the West coast and has a private practice in counseling.

Sally Clough began practicing vipassana meditation in India in 1981. Since moving to the Bay Area in 1988, she has served at Spirit Rock in a number of roles. She began teaching in 1996, and is one of the guiding teachers of Spirit Rock's Dedicated Practitioner Program.

Matthew Daniell has been practicing Buddhist meditation (vipassana and Zen) and yoga since 1984. He teaches 'mindfulness yoga', primarily based on the Viniyoga tradition of T.K.V. Desikachar, and also holds teaching certificates in the Kripalu and Sivananda lineages.

Chas DiCapua has practiced Zen and vipassana since 1989 and is currently an IMS Resident Teacher. He has worked with youth and meditation since 1998 and has a particular interest in combining meditation with outdoor wilderness experiences.

Patricia Genoud-Feldman has been practicing Buddhist meditation (vipassana and Dzogchen) in Asia and the West since 1984 and teaching vipassana internationally since 1997. She is co-founder of the Meditation Center Vimalakirti in Geneva, Switzerland. Trudy Goodman has studied Zen and vipassana since 1974. She is a co-founder and guiding teacher of the Institute for Meditation and Psychotherapy. Teaching nationwide, she recently founded Insight LA and a family program Growing Spirit in LA.

Bhante Gunaratana has been a Buddhist monk for over 50 years, and is the founder of Bhavana Society in rural West Virginia. He is the author of a number of books, including *Mindfulness in Plain English* and his autobiography *Journey to Mindfulness*.

Ed Hauben is a long-term vipassana meditation practitioner and friend of IMS. He has served on the IMS board and has assisted with the Family and Teen retreats for the past 25 years.

Sarah Hegarty, originally from Ireland, has spent the last five years traveling to teach and study yoga internationally. Her focus is to complement vipassana practice by bringing awareness to the breath, quiet to the mind and balance to the body's energy.

Catherine McGee has practiced insight meditation under the guidance of senior Dharma teachers in Asia and the West. She has been teaching since 1997 both at Gaia House and internationally. She is also a student of the Diamond Approach of A.H. Almaas.

Ven. Ayya Medhanandi, a Canadian now based in New Zealand, began monastic life in 1987 in Burma. She first took precepts with Sayadaw U Pandita and later trained under Ajahn Sumedho at Amaravati Buddhist Monastery.

Franz Moeckl has practiced vipassana since 1985, both in the West and as a monk in the East. He has studied and practiced Tai Chi and Qigong for 25 years and now teaches in the US, Europe and Asia.

Phillip Moffitt began studying vipassana meditation in 1983 and is a member of the Spirit Rock Teacher Council. He writes the Dharma Wisdom column for Yoga Journal, is the co-author of The Power to Heal and the founder of the Life Balance Institute.

Annie Nugent has practiced in the Theravada and Tibetan traditions since 1979. She was an IMS resident teacher from 1999-2003. Her teaching style aims to reveal how our lives are opportunities for a clear understanding of the Truth.

Susan O'Brien has been practicing vipassana meditation since 1980 and has studied with a variety of Asian and western teachers. She began teaching in 1996 and coordinates the Insight Meditation correspondence course.

Douglas Phillips has trained in Buddhist meditation since 1978, and currently teaches vipassana in the New England area. He is also a clinical psychologist with a private practice in Newton, MA.

Yanai Postelnik has practiced and studied insight meditation in Asia and the West and has been teaching worldwide since 1992. He was IMS resident teacher 1995-96. Originally from New Zealand, he lives in Devon, England and is a member of the Gaia House Teacher Council.

Sharda Rogell has been teaching in the Theravada tradition worldwide since 1985, bringing a strong emphasis to awakening heartfulness. She is on the Teacher Council at Spirit Rock, and a student of A.H. Almaas' Diamond Approach.

Marcia Rose has practiced Buddhist meditation since 1970. She is co-founder and the guiding teacher in Taos, NM of The Mountain Hermitage and Taos Mountain Sangha. She was IMS resident teacher from 1991-95 and currently teaches in the US and internationally.

Gina Sharpe has studied and practiced Buddhism for over 30 years, across several traditions. She is a graduate of the first Spirit Rock Community Dharma Leaders Program, and a co-founder of New York Insight. She has taught meditation since 1994.

Woods Shoemaker has been practicing Zen and vipassana since 1974, and currently teaches vipassana meditation.

Tempel Smith has practiced vipassana meditation since 1989 including a year ordained in Burma. He works for the Buddhist Peace Fellowship and is the co-founder of BASE House in San Francisco.

2005 Forest Refuge Teaching Schedule

Application Information

For those interested in practicing at the Forest Refuge, there is an application process. Guidelines and an application form are available from our office or can be downloaded from www.dharma.org.

If there is no accommodation available at the time you wish to come, we encourage you to keep your application in process. You may like to change your dates, or we can put you on a waitlist, if your application is approved. There are often cancellations from those already confirmed, and spaces open up. You can also check our website (click on *IMS*, and then the *Forest Refuge*) where we post updates about space availability.

Please read pages 12-13 for general IMS retreat and payment information.

Fees for 2005 are outlined in the box to the right. Payment is due, once your application has been approved, and is accepted by mail, phone or in person. Please make check or money order payable to IMS, or include Visa or MasterCard information.

For scholarship information please see page 13.

Jan 1 - Jan 10	Sarah Doering & Marcia Rose
Jan 11 - Feb 28	Myoshin Kelley & Marcia Rose (Includes a Vipassana Intensive, Feb 1- Feb 14)
Mar 1 - Mar 31	Joseph Goldstein & Myoshin Kelley
Apr 1 - Apr 30	Joseph Goldstein & Michele McDonald
May 1 - May 7	Joseph Goldstein & Annie Nugent
May 8 - May 14	Annie Nugent
May 15 - Jun 30	Sayadaw U Pandita Lottery course. Applications due by December 1, 2004
Jul 1 - Jul 31	Patricia Genoud-Feldman & Myoshin Kelley
Aug 1 - Aug 31	Sayadaw U Lakkhana & Steven Smith
Sep 1 - Oct 31	Bhante Bodhidhamma & Myoshin Kelley
Nov 1 - Nov 30	Sharda Rogell & Myoshin Kelley
Dec 1 - Dec 31	Yanai Postelnik & Myoshin Kelley

Joseph Goldstein is the Forest Refuge Guiding Teacher.

The teaching schedule may change without notice. It is our intention that retreatants will have the opportunity to practice with a variety of experienced and well qualified vipassana teachers.

LENGTH OF STAY	SLIDING SCALE FEES		
	High	Mid	Low
Two weeks	\$980	\$910	\$840
First month (30 days)	\$1 <i>,</i> 800	\$1,650	\$1,500
Second month (31-60 days)	\$1,740	\$1,590	\$1,440
Third month (61-90 days)	\$1,650	\$1,500	\$1,350
Long-term daily rate (after 90 days)	\$35	\$30	\$25



2005 Retreat Center Schedule

Dates	Length	Course Title	Teachers
Jan 28-Feb 4	7 days	Metta Retreat*	Sharon Salzberg, Susan O'Brien & Mark Coleman
Feb 4-Feb 13	9 days	Vipassana Retreat*	Joseph Goldstein, Sharon Salzberg, Susan O'Brien & Mark Coleman
Jan 28-Feb 13	16 days	Metta & Vipassana Retreat* *Lottery courses. Registration due by Dec. 27, 2004	As above
Feb 18-Feb 22	4 days	Men's Retreat	Joseph Goldstein, Phillip Moffitt & Pat Coffey
Feb 26-Mar 5	7 days	Vipassana Retreat	Larry Rosenberg & Michael Liebenson Grady
Mar 13-Mar 20	7 days	Women's Retreat	Christina Feldman & Narayan Liebenson Grady
Mar 25-Apr 3	9 days	Vipassana Retreat	Carol Wilson, Guy Armstrong & Rodney Smith
Apr 15-Apr 17	2 days	A Weekend for New Students	Narayan & Michael Liebenson Grady
Apr 22-May 1	9 days	Monastic Retreat	Ajahn Sucitto, Ayya Medhanandi & Others
May 6-May 15	9 days	Vipassana Retreat Awakening the Heart	Yanai Postelnik, Sharda Rogell, Myoshin Kelley & Eugene Cash
May 20-May 29	9 days	Vipassana & Yoga Retreat	Steven Smith & Susan O'Brien with Sarah Hegarty
Jun 3-Jun 10	7 days	Metta Retreat	Michele McDonald, Steven Smith, Rebecca Bradshaw & Patricia Genoud-Feldman with Franz Moeckl (<i>Qigong</i>)
Jun 10-Jun 19	9 days	Vipassana Retreat	Michele McDonald, Steven Smith, Susan O'Brien & Patricia Genoud-Feldman with Franz Moeckl (<i>Qigong</i>)
Jun 3-Jun 19	16 days	Metta & Vipassana Retreat	As above
Jun 24-Jul 1	7 days	Vipassana & Viniyoga Retreat	Larry Rosenberg with Woods Shoemaker, Doug Phillips & Matthew Daniell
Jul 2-Jul 6	4 days	Teen Retreat	Rebecca Bradshaw with Ed Hauben, Tempel Smith & Chas DiCapua
Jul 9-Jul 17	8 days	Vipassana Retreat	Christina Feldman, Fred von Allmen & Yanai Postelnik
Jul 22-Jul 27	5 days	Family Retreat* *Lottery course. Registration due by February 11, 2005	Yanai Postelnik, Trudy Goodman & Catherine McGee
Jul 29-Aug 3	5 days	People of Color Retreat**	Joseph Goldstein, Gina Sharpe, Rachel Bagby & Russell Brown
Aug 12-Aug 21	9 days	Vipassana Retreat	Narayan & Michael Liebenson Grady
Aug 22-Aug 28	6 days	Vipassana Retreat for Ages 18-32	Michele McDonald, Rebecca Bradshaw & Marvin Belzer
Sep 2-Sep 5	3 days	Labor Day Weekend	Ruth Denison
Sep 5-Sep 11	6 days	Vipassana Retreat	Ruth Denison
Sep 2-Sep 11	9 days	Vipassana Retreat	Ruth Denison
Sep 16-Sep 18	2 days	Dana Weekend	Bhante Gunaratana
Sep 23-Dec 16	84 days	Three-Month Retreat*	Joseph Goldstein
Sep 23-Nov 4	42 days	Part 1*	Steven Smith, Michele McDonald, Rebecca Bradshaw & Patricia Genoud-Feldman
Nov 4-Dec 16	42 days	Part 2* *Lottery courses. Registration due by Jan. 31, 2005	Steve Armstrong, Kamala Masters, Guy Armstrong & Sally Clough
Dec 28-Jan 6, 2006	9 days	New Year's Retreat	Rodney Smith, Yanai Postelnik & Others

Please see the following pages for retreat descriptions and registration information.

[†] If you would like to pay for your retreat at the scholarship rate, please refer to page 13 for application information.
 ** Thanks to a generous donation, we can offer reduced rates for the People of Color Retreat. No one will be turned away due to a lack of funds.



Code	Deposit		Sliding S	ale Fees	
		Sponsor	Mid	Low	Scholarship †
SS	\$175	\$455	\$405	\$350	\$210
ZL	\$175	\$585	\$520	\$450	\$270
S13	\$175	\$1,040	\$920	\$800	\$480
MEN	\$125	\$300	\$270	\$240	\$120
LR1	\$175	\$455	\$405	\$350	\$210
WOM	\$175	\$455	\$405	\$350	\$210
CW	\$175	\$585	\$520	\$450	\$270
NSW	\$100	\$180	\$165	\$150	\$60
MR	Donation	\$585	\$520	Donation	Donation
AH	\$175	\$585	\$520	\$450	\$270
	<u> </u>	A	A	A	
STS	\$175	\$585	\$520	\$450	\$270
SM1	\$175	\$455	\$405	\$350	\$210
SM2	\$175	\$585	\$520	\$450	\$270
JIMZ	217J	200	ĴĴŹŬ	JULIC	<i>J270</i>
SM3	\$175	\$1,040	\$920	\$800	\$480
LR2	\$175	\$455	\$405	\$350	\$210
TR	\$240	\$300	\$270	\$240	\$120
CF	\$175	\$520	\$460	\$400	\$240
FAM	Adult: \$175	\$450	\$410	\$375	\$150
	Child:	\$240	\$200	\$165	\$150
РОС	Donation	\$350	\$275	Donation	Donation
NLG	\$175	\$585	\$520	\$450	\$270
MM	Donation	\$390	\$345	Donation	Donation
RD1	\$125	\$240	\$220	\$195	\$90
RD2	\$175	\$390	\$345	\$300	\$180
RD3	\$175	\$585	\$520	\$450	\$270
DANA			Donation		
3M0	\$750	\$5,040	\$4,410	\$3,780	\$2,520
PT1	\$375	\$2,520	\$2,205	\$1, 890	\$1, 260
PT2	\$375	\$2,520	\$2,205	\$1, 890	\$1, 260
	**	A =			
NY	\$175	\$585	\$520	\$450	\$270

Support the Scholarship Fund

IMS is committed to offering scholarship assistance to those who cannot afford the entire cost of a meditation retreat. Your generous donations have provided funding for many individuals seeking to participate in our programs.

Help someone else to sit. You may designate that your donation be directed to one or more of the following specialized scholarship areas: General, People of Color, Youth Outreach (for those aged 18-25), Danic (for those in pain), the Forest Refuge or the Retreat Center.

Contributions can be sent to: IMS Attn: Donations 1230 Pleasant St. Barre, MA 01005, USA To donate online, visit our website www.dharma.org and click on Ways to Support IMS





Retreat Center Course Descriptions

Vipassana

Insight Meditation (vipassana in Pali, the language of the original Buddhist teachings) is the simple and direct practice of moment-to-moment mindfulness. Through careful and sustained observation, we experience for ourselves the ever-changing flow of the mind/body process. This awareness leads us to accept more fully the pleasure and pain, fear and joy, sadness and happiness that life inevitably brings. As insight deepens, we develop greater equanimity and peace in the face of change, and wisdom and compassion increasingly become the guiding principles of our lives.

The Buddha first taught vipassana over 2,500 years ago. The various methods of this practice have been well preserved in the Theravada tradition of Buddhism, and the retreats at IMS are all rooted in this ancient and well-mapped path to awakening.

Metta

Metta is the Pali word for friendship or lovingkindness. It is taught as a meditation that cultivates our natural capacity for an open and loving heart. With its roots in practices said to be taught by the Buddha himself, metta is traditionally offered along with meditations that enrich compassion, joy in the happiness of others and equanimity. These practices lead to the development of concentration, fearlessness, happiness and a greater ability to love.

Men's Retreat

For over 2,500 years men have come together to practice the Buddha's teachings. As a way of continuing this tradition, IMS offers a vipassana course for men, complementing the long-established Women's Retreat. The traditional format of sitting and walking meditation, group interviews and evening Dharma talks helps foster a powerful and encouraging sense of community. This retreat is designed to strengthen the practice of men experienced in meditation and be an introduction for those new to the practice. Beginners are welcome.

Women's Retreat

In the classical context of silence and sustained meditation practice, women have gathered together on this annual retreat for more than twenty years, creating a powerful sense of community in which our capacity for deepening in wisdom and compassion is supported. There are daily talks, instructions, lovingkindness practice and meetings with the teachers. Over the decades, this course has played a seminal role in honoring the long tradition of women in the meditative life.

A Weekend for New Students

This weekend is designed for practitioners who have never attended

a vipassana retreat as well as those who are brand new to vipassana meditation. A continuity of mindfulness will be emphasized in a supportive and silent atmosphere. Sitting and walking periods will be shorter than the standard retreat format at IMS and the schedule will also include talks and periods of discussion.

Monastic Retreat

Western nuns and monks from the Thai Buddhist monastic tradition teach a vipassana retreat each year at the center. The 2005 course will focus on mindfulness of breathing. Retreatants will be asked to observe the eight monastic precepts (which include abstaining from eating after noon each day) and to participate fully in the daily routine of sitting, standing and walking meditation. Each day, group practice will begin with an offering of flowers, light (in the form of candles) and fragrance (incense), as well as chanting to the Triple Gem.

Awakening the Heart – A Vipassana Retreat

The Buddha's path of awareness and freedom is an invitation to discover inner peace and a compassionate heart in the very midst of our human reality. In this retreat we will cultivate a mindful presence which embraces life and enables us to see things as they are. We will emphasize embodiment and acceptance as the basis for genuine intimacy with our direct experience. The practice of meditation in sitting, standing, walking and lying postures will be supported by Dharma talks, instructions, lovingkindness practice and regular meetings with the teachers.

Vipassana & Yoga Retreat

The teachings throughout this course are based on those of the eminent Burmese nun Daw Yazana and the Mahasi meditation masters Sayadaw U Pandita and the late Shwe Oo Min



Sayadaw. They will focus on the cultivation of a relaxed and open awareness of awareness itself. Twice-daily optional yoga sessions will be offered to ground and energize the body and mind, complementing and integrating the deepening mindfulness and insight.

Whether experienced or new to either vipassana or yoga, everyone is welcome. Please bring a yoga mat.

Vipassana & Viniyoga Retreat

The particular form of vipassana meditation emphasized during this retreat is Anapana Sati, where conscious breathing is used to develop both calm and liberating insight. Viniyoga in the tradition of TKV Desikachar is a form of training that emphasizes the coordination of mindful breathing with all bodily movement, making the breath sensations more vivid and in general preparing the body for extended periods of sitting meditation. The yogic postures will emphasize mindfulness, so that this training is fully compatible with vipassana meditation practice. There will be two optional periods of viniyoga each day. Individual needs will be honored; beginners to vipassana and yoga are welcome. Please bring a yoga mat.

Teen Retreat

This retreat is specifically for teens aged 14-19. It offers beginning meditation instruction, half-hour sitting and walking periods, discussion groups, meditative arts and free time. The aim is to allow young adults to develop and value their natural spirituality within a supportive environment. Extensive supervision is provided.

Though Michele McDonald will not be present during this retreat, she is the supervising senior teacher and her valuable input will help guide the program.

Insight Meditation Retreat

Insight meditation is a path of awakening, and a retreat is an invitation to nurture our capacity for the vastness of heart and mind that is possible for each of us. Attending to our body, mind, heart and each unique moment with a mindful and compassionate attention, we walk an ancient path that leads to the end of sorrow and the emergence of joy, serenity and freedom. Daily instructions, Dharma talks, lovingkindness meditations as well as regular meetings with the teachers are offered during the course.

Family Retreat

This course is an invitation to honor and nurture the spirituality of family life. Through formal meditation practice, discussions, family meditations and Dharma teachings, we will explore what it means to realize a deep wisdom and compassion that is not separate from our lives and relationships, and yet not bound by them.

A Dharma program for children over 2 years old is included; it is staffed by volunteers who coordinate ageappropriate activities. A parent or friend needs to stay with any child under 2 years old at all times.

Each family unit pays an additional fee for the children's Dharma program. This is on a sliding scale basis, ranging from \$50 to \$150. You MUST specify name, full date of birth and gender of all children on your registration. Due to the popularity of this retreat and our wish to support continuity for regulars as well as accessibility for new participants, all applications received by February 11, 2005 will be processed as follows: half of available spaces will be given to families who have attended three out of the past five years, or two out of the last three years, by lottery from all qualifying registrations. Families who have registered for the last two years without getting a place are automatically confirmed. The balance of places will be drawn by lottery from all remaining registrations.



New York Insight

New York Insight (NYI) was founded as a nonprofit center for the practice of mindful awareness (vipassana or insight meditation). NYI provides a place where all are welcome to begin or deepen meditation practice based on the liberation teachinas of the Buddha. Programs include evenings with renowned meditation teachers, ongoing classes, daylong retreats and weekend courses for the integration of meditation teachings in daily life. The events, except where noted, are suitable for beginning as well as experienced meditators. NYI welcomes the participation of all interested people.

NYI has recently opened its new center in central Chelsea. Spacious, filled with light and peaceful, it is located at **28 W 27th St, 10th Floor** (between 6th Ave & Broadway), **New York, NY 10001**. Please check our website **www.nyimc.org** for event descriptions and registration information, or call **(212) 213-4802.**



People of Color Retreat

This retreat provides an in-depth experience of insight meditation, fostering support and understanding among people of color who find nourishment and inspiration in this practice. It is also an introduction to the Buddha's teachings on mindful awareness for those without previous meditation experience. Beginners are encouraged to attend.

Thanks to a generous donation, we can offer reduced rates for this course (see page 16). No one will be turned away due to lack of funds; we will accept whatever you can afford to contribute.

Vipassana Retreat for Ages 18-32

This retreat specifically addresses the practice needs of new and experienced meditators in the challenging years of early adulthood. The format includes daily meditation instruction, group and individual interviews as well as opportunities for questions and discussion.

Retreats with Ruth Denison

The style of teaching of these retreats is unique in the IMS schedule. In addition to traditional sittings and Dharma talks, Ruth leads her students into the phenomenology of sound and movement, which then become the subjects of insight and wisdom. Individual and group-as-a-whole activities such as chanting, dance and playful celebration, done with respectful mindfulness, become vehicles for vipassana attention and awakening. This is accomplished with Ruth's ever-present, skillful support.

Participants can help Ruth celebrate her 83rd birthday during this time.

Dana Weekend

This course is offered by IMS to affirm the spirit and practice of generosity. There is no fixed fee. Participants are asked to offer whatever contribution fits their means.

Three-Month Retreat

The annual three-month course is a special time for practice. Because of its extended length and the continuity of guidance, it is a rare opportunity to deepen the powers of concentration, wisdom and compassion. The teaching is in the style of Mahasi Sayadaw, refining the skillful means of mental noting, slow movement and precise, open awareness.

Prerequisite is three retreats of a week or more in duration with a recognized vipassana teacher, or special permission. This experience, including teachers' names, as well as dates and length of retreats must be documented on the registration form.

Special cancellation fees and deadlines apply for this retreat. 3MO and Part 1: up to March 31, \$50; from April 1 to May 15, \$150; after May 15, \$350 for 3MO, and \$250 for Part 1. Part 2: up to May 15, \$50; from May 16 to June 30, \$150; after June 50, \$250. Please note that these amounts will apply even if you wish to move from any part of the course to another.

New Year's Retreat

The New Year is an opportunity for reflection and intention. Before deciding the direction our life should head towards, it is helpful to thoroughly investigate ourselves as we are now. This vipassana retreat will gently explore the terrain of our lives with compassion and wisdom.



Retreat Center Registration Information

Registrations

- Are accepted online, by mail, phone or in person. For security reasons, we do not accept registration by email. Incomplete applications, including those without sufficient deposit, will be returned.
- Are processed by date received or by lottery.
- If registering online, an email is sent immediately acknowledging receipt of your application.
- Confirmation is mailed or emailed as soon as your registration has been processed. Please allow up to two weeks for this.
- All retreatants are expected to participate in the entire course. Prior approval of both the teacher and the office is required for those wishing to arrive late or leave early. Once a retreat is in process, such movement is disruptive to others and places an additional burden on other retreatants with regard to work periods. Your room cannot be guaranteed if you arrive late; the full course fee will be charged regardless of length of stay.
- Please contact the office if you are chemically sensitive.

• IMS strives to provide a safe, peaceful and efficient environment for meditators. It is with regret that we find, at times, the need to turn some one away. Please know that we take great care in such situations – the discernment process is thorough and always with the intention to protect the majority of those who practice here.

Wait List

• If a course is full, you will be placed on a wait list and notified if an opening occurs. If you do not get into a course, your deposit will be refunded.

Payments

- Retreat fees and deposits are listed beside each course on the schedule (see page 16). Pricing is on a sliding scale basis – this allows you to pay according to your means.
 Any amount paid above the Low
- rate is a tax-deductible donation.
- The full deposit is required even if you are applying for a scholarship, except for those applying through the Youth Outreach Program, in which case a \$50 deposit is accepted.

- Please pay by check, credit card or money order in US funds, drawn on a US or Canadian bank. We cannot accept foreign cash or bank drafts.
- If possible, please pay the entire retreat cost on registering; this helps our efficiency.
- Make check or money order payable to IMS, or include Visa or MasterCard on the form.

Cancellation

- If you need to cancel your registration, please contact us as soon as possible. Fees are: \$25 if you cancel six or more weeks before a course begins; \$100 four to six weeks before; and the full deposit less than four weeks before.
- The cancellation policy for the Three-Month Retreat is more stringent. (Please see page 20 for information.)
- Cancellation fees apply if you are confirmed into a course off of the wait list and do not accept. So please be sure to notify us immediately if you decide to cancel.
- All cancellation fees support the Scholarship Fund.

Meal Dana

(Generosity)

The tradition of donating meals to spiritual practitioners has flourished in Asia since the time of the Buddha. In keeping with this tradition, we welcome your donation to cover the costs of IMS meals – you have the choice of funding an individual meal or group of meals, at both our programs, or just at one, as outlined below:

	IMS	Retreat Center	Forest Refuge
Breakfast	\$120	\$80	\$40
Lunch	\$180	\$115	\$65
Tea	\$50	\$35	\$15
Entire Day	\$350	\$230	\$120

If you, or your group of friends and fellow practitioners would like to offer Meal Dana, we will acknowledge your gift – if you wish – by inscribing your name(s) on the menu board for a particular day or meal. The date chosen for this often celebrates a birthday, honors someone who has died or commemorates another of life's many milestones. If you do not specify a date, we can advise you in advance when your donation will be used, allowing you to take joy in knowing when you are encouraging the practice and service of the meditators, teachers and staff.

To receive additional information or to request that a Meal Dana form be sent to you, please contact the IMS Kitchen Manager – call (978) 355-2063, ext. 13 or email *mealdana@dharma.org*. If you prefer to submit the form and make your donation online, visit www.dharma.org and click on Ways to Support IMS.



Retreat Center Registration Form

PLEASE COMPLETE IN FULL AND PRINT CLEARLY.

If you are registering for more than one course, photocopy this form and send a separate form for each retreat.

Mail to IMS, 1230 Pleasant St., Barre, MA 01005, USA, or call (978) 355-4378. Or, you may prefer to register online at www.dharma.org.

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Barre Center for Buddhist Studies

... for the integration of scholarly understanding and meditative insight...

149 Lockwood Road Barre, MA 01005 Phone: (978) 355-2347 Fax: (978) 355-2798 Email: bcbs@dharma.org Website: www.dharma.org

The Barre Center for Buddhist Studies (BCBS) offers a variety of study and research opportunities: lectures, classes, workshops, retreats and independent study programs. While rooted in the classical Buddhist tradition, the BCBS mission calls for the study of all different schools of Buddhism and discussions with other traditions. The emphasis is on the interrelationship between study and practice, and on exploring the relevance of classical teachings to contemporary life.

BCBS Schedule for 2004/2005

Oct 29-31	(Weekend)	Chip Hartranft &	Patanjali & Buddha:	
0(1 27-31	(weekenu)	Andrew Olendzki	Awakening to the Yoga Sutras	
Nov 6	(Saturday)	Mu Soeng	Heart Sutra: Form and Emptiness	
Nov 7	(Sunday 1- 5pm)	Sharon Salzberg	The Power of a Loving Heart: Metta Meditation	
Nov 19-21	(Weekend)	Christina Feldman	Fear, Contraction and Release	
Nov 28-Dec 3	(5 days)	Andrew Olendzki	Essentials of Buddhist Psychology	
Dec 4-11	(7 days)	Andrew Olendzki & Gloria Taraniya Ambrosia	Bhavana: Contentment	
Jan 7-9	(Weekend)	Andrew Olendzki & Rajesh Kasturirangan	Cognitive Science and the Buddhist Understanding of Mind	
Jan 14-16	(Weekend)	IMP Faculty	Meditation for Psychotherapists	
Jan 28-30	(Weekend)	Christopher Queen	Mindfulness and Social Change	
Feb 4-6	(Weekend)	Ajahn Thanissaro	The Riddle of Desire	
Feb 12-19	(7 days)	Andrew Olendzki & Gloria Taraniya Ambrosia	Bhavana: The Three Characteristics	
Feb 25-27	(Weekend)	Rev. Issho Fujita	Inquiry into Zazen: Reading Dogen	
March 6-11	(5 days)	Paul Fulton & Others	Clinical Applications of Mindfulness	
March 18-20	(Weekend)	Jason Siff	Understanding the Meditative Process	
March 24-27	(3 days)	Gregory Kramer	Insight Dialogue	
April 1-10	(9 days)	Leigh Brasington	Satipatthana and Jhana	
April 15-17	(Weekend)	Daeja Napier	Patience: Emptying the Ocean	
April 22-24	(Weekend)	Mu Soeng	The Great Way is Not Difficult	
April 29-May 1	(Weekend)	Sensei Pat Enkyo O'Hara	Dogen: Being-Time	
May 7-14	(7 days)	Andrew Olendzki & Gloria Taraniya Ambrosia	Bhavana: Dependent Origination	
May 22-27	(5 days)	Andrew Olendzki & Others	Essentials of Buddhist Psychology	
June 19-24	(5 days)	Mu Soeng	Emptiness: Still Point of the Turning World	
July 8-10	(Weekend)	Mu Soeng	Buddhist Models of Enlightenment	
July 15-17	(Weekend)	Taitetsu Unno & Mark Unno	Shin Buddhism	
July 21-24	(3 days)	IMP faculty	Meditation for Psychotherapists	
Aug 13-20	(7 days)	Charles Genoud	Bhavana: Vimalakirti Sutra	
Full course descri	ptions are at www.dhc	irma.org and in the BCBS progr	am catalog.	
Ton course descriptions are at www.anarma.org and in the bebs program catalog.				





Insight Journal

The Insight Journal is a free BCBS publication, containing articles of lasting interest on the integration of scholarly understanding with meditative insight.

Articles in the Spring 2004 issue include:

Teacher interview with Trudy Goodman

Fear, Pain and Trust by Joseph Goldstein

The Fourth Foundation of Mindfulness by Andrew Olendzki

All About Change by Thanissaro Bhikkhu

Teaching Meditation to Children by Sumi Loundon

...and more.

If you'd like a copy of this and future issues, please call or email us. The Fall 2004 issue of *Insight Journal* will be published November 1.



SIGHT NEWSLETTER

Insight Meditation Society 1230 Pleasant St. Barre, MA 01005 Non-profit Org. U.S. Postage **PAID** Permit No.7 Ashland, MA

Serve the Dharma at IMS

A stipend or salaried position at IMS presents an opportunity to integrate work and practice in a supportive environment. It is a valuable way to be of service, and to learn about yourself in relationship to others. A diverse benefits package is offered.

Stipend Staff Positions: Kitchen • Front Office • Maintenance • Housekeeping

Salaried Staff Positions: Executive Assistant • IT Technical Professional Public Awareness Coordinator (For complete descriptions see www.dharma.org/ims/jobs)

> Please contact: Human Resources Coordinator Phone: (978) 355-4378 ext. 23 Email: hrc@dharma.org