

From: "Suryamitra"
Date: Monday, 10 November 2014 9:40:02 PM Australian Eastern Daylight Time
To: biharyoga@gmail.com
Cc: "Hridayananda" , "Vivekananda" , "Swami Atmamuktananda" , "Poomamurti (Phil) Connor" , "Ahimsadhara Saraswati" , "yogasandhan"
Subject: RE: Response to your email of 21 October

Blessed Self
 Hari Om

Thank you for your response of 7th November. It may be helpful if we clarify the situation regarding the management of the various entities involved in the points you raised in your original email of 7th October.

The points raised in your email relate to 3 different entities, each with a unique set of directors.

Point 1: SYA

Directors: Rishi Hridayananda, Rishi Vivekananda and Swami Atmamuktananda

Point 2: Yoga Association of Mangrove Mountain

Directors: Swami Suryamitra, Swami Gurubhakta, Sannyasi Omdhyanam and Swami Karmayogini

Point 3: SRI

Directors: Swami Poornamurti, Sannyasi Pushpam and Swami Sannyasananda

Directors have the responsibility to oversee the organisation's management and to make decisions, through board meetings, that govern the course of the organisation. It is the board that is responsible for the management of the organisation's affairs, not individual directors. It is normal practice for a board of directors to delegate the day to day running of the organisation to a CEO or management group.

Both SYA and YAMM have delegated the authority to manage the day to day affairs of their organisations to a group known as the coordination group, in relation to all matters, other than those reserved for the boards by law or that the boards have specifically requested. This structure has been in place for more than a decade and requires that the coordination group be responsible and accountable for any actions they take.

At Mangrove the majority of the management is conducted by the coordination group with matters of significance, particularly those related to finance, assets and any significant change in the direction or focus of the organisations, being referred to the directors of SYA and the directors of YAMM for their consideration.

The SYA and YAMM directors do not meet regularly; they do have regular email contact and they generally have a phone conference once a year for their AGM or when called upon on an ad hoc basis. The directors of either organisation are not in the habit of calling directors meetings.

The structure of the coordination group requires representation from:

- a YAMM director
- someone appointed by SYA
- the department heads of Education and Administration
- the acharya of the ashram

In the past some coordination group members have also been directors of SYA or officer holders of YAMM.

The current coordination group is made up of:

- Swami Yogasandhan (Education Director)
- Swami Suryamitra (Administration Director, CEO of SYA and Director of YAMM)
- Swami Gurubhakta (Head of HR and Director of YAMM)
- Sannyasi Samhita (Head of YAMM Courses) *[her appointment postdates the events under discussion hence she wasn't included in the response]*

The coordination group reports all discussions and proposed activities to Rishi Hridayananda.

When responding to your email, the coordination group felt it was appropriate to deal only with points one and two and to leave point three to SRI to respond to. In drafting the response the coordination group consulted the three directors of SYA (Rishis Hridayananda and Vivekananda, and Swami Atmamuktananda) and the directors of YAMM. As many of the varied responses as possible were included in the response, however where there was a difference in opinion, the final response reflected that of the majority.

The coordination group also consulted previous members of the coordination group (Swami Kriyatma, Swami Jayatma and Sannyasi Sadashiva) as they have been involved in mentoring the new coordination group and are generally consulted if there is an issue that the current coordination group does not have previous experience of.

In sending the response to you, we cc'd the Rishis and Swami Atmamuktananda as directors of SYA. Swami Poornamurti was included additionally as a courtesy as his name was mentioned against point three (regarding SRI).

We did not include all the recipients of the original email in our response or consult with them because we assumed that some of them were there in relation to the SRI point, which we weren't responding to.

We do not understand why Swami Ahimsadhara was included in your request, as she has no role in the management of YAMM or SYA.

Given the information above, we await your instruction as to how you would like to proceed with the previous response which we sent you.

Learning from the situation

This process has brought home to us the discontent felt by some parties involved in SYA and how they view their roles and responsibilities.

Proposal

To address this we propose to conduct board meetings so that the directors have an opportunity to understand, review, change or confirm:

- how best to work together
- how to delineate and delegate roles and responsibilities
- how best to manage each of the organisations

Given that some parties are currently overseas, and the imminent hearing at the Royal Commission, it is unlikely that these meetings will be held before the end of December.

We are presently awaiting confirmation (likely to be later today) that the hearing into the ashram's case study will be held from the week beginning 1st December 2014.

Om Tat Sat
Swami Suryamitra and Swami Yogasandhan

-----Original Message-----

From: biharyoga Post [mailto:biharyogapost@gmail.com]

Sent: Thursday, 6 November 2014 4:57 PM

To: suryamitra@satyananda.net; Hridayananda; Vivekananda; Swami Atmamuktananda; Poomamurti (Phil) Connor; Ahimsadhara Saraswati;

yogasandhan

Subject: Response to your email of 21 October

Blessed Self
Hari Om

We received your email, in response to the request for explanation and apology.

The cover email states that the reply was sent on behalf of SYAA and YAMM. The report is signed off by Coordination group (Yogasandhan, Suryamitra, and Gurubhakta), Kriyatma, Jayatma and Sadashiva. This is inconsistent.

It has further come to our attention that the report and supporting documents were not seen by all the Directors of SYAA, nor by all the original recipients of the email before sending.

This is again a breach of proper procedure and administrative protocol. How can an institution be run effectively when the Directors are not consulted and informed of all the issues, and responses being taken by the institution. How is it that the people to whom the email was originally sent, are not consulted before sending the reply. Instead reply is signed off by 6 people, 4 of whom were not even addressed in the initial inquiry.

Kindly explain and correct this situation. Resend the reply only after all concerned persons have seen, discussed, commented and approved the final content.

With best wishes,
Om Tat Sat

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Please note that this is an outgoing email facility only. Replies to this email address will not be received.
