



windhorse : evolution

Team Based Right Livelihood in the Triratna Buddhist Community Summer 2013 Please take one

INSIDE: Windhorse & Mexico Buddhists doing Retail? Van Stories Introducing Customer Services Wholesale

Welcome

In this issue of our magazine you will find something about the variety of life at windhorse evolution. Art being made for a shrine, music created from emerging friendships between colleagues. Ian shares an impression of the past in the light of his new experience of working here. You can read about how we as a business and individual teams engage with the present, exploring how are we doing our work and what plans we have for the future. There is also the internationality, and more specifically in this issue, the growing relationship with the mexican sangha.

I hope you enjoy the magazine. It's helpful to hear from people who have seen each issue, so please do get in touch if you have any feedback. You can email me at magazine@windhorse.biz -it would be great to hear what you'd like to see in the next issue!

Ivan

Communications Designer



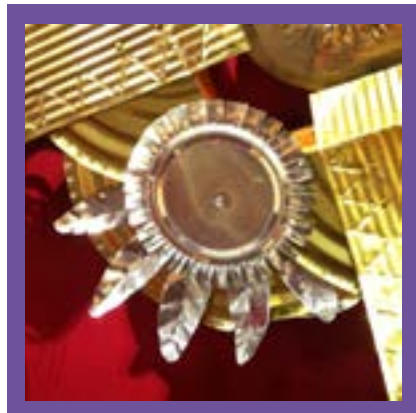
"A Lotus in an Ocean of Fire"

In the summer of 2012 I asked the chefs in Windhorse's Kitchen to start keeping tin lids and cans for me. A few months later I started messing about. I'd never worked in any metal before, but found myself excitedly engaging with tins as an artistic medium. All the elements of it were created and put together in the six months leading up to Windhorse's Buddha Day celebrations, with the theme "A Lotus in an Ocean of Fire".

The background of the shrine backdrop is a square curtain design made up of individual roundels, over which is placed a circle of lotus flowers. This is surrounded by verses from The Fire Sermon punched into the tin metal panels in a sequence around the edge. Apart from the wooden framework its built on, everything else you see is recycled metal.

This artwork transforms 510 pieces of ordinary tin lids and cans into something with its own unique beauty that transcends its humdrum origins. That this artwork has been forged from what is everyday and disposable, continues to inform the vision for my future artwork.

Vidyavajra



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Business Update

by Maitridevi

As we go to print our accounts team is just finalising our accounts for the last financial year (to the end of March 2013). Overall it was a mixed year for the business. We have been sailing through some troubled waters and have had to respond to some unexpected large waves lashing the sides of the good ship Windhorse! While we have been dealing with the inclement conditions of the UK economy, we have also been attempting to steer a course towards some friendlier waters and later in this report I will update you on some new initiatives that are hopefully taking us in the right direction.

After a poor start to the last financial year wholesale sales picked up strongly in November and December. From sales being 4% down in the spring the sales teams worked hard to make up ground. As a result wholesale sales ended last financial year down by just 1% - much better than we had been predicting. We have had to take stock of the shift in the way our wholesale customers buy. Our tradeshow sales are significantly down, but sales through our website continue to grow. Regional sales have done well to maintain sales through difficult times for high street shops.

Like for like sales in our evolution shops ended the year 3.2% down on last year. Sales fell dramatically in November and early December, but the shops made up much of the lost ground in the last two weeks of December and early January 2013. We opened two new stores; evolution Reading opened in April 2012 and evolution Croydon opened in mid-October and both have performed well in their first year. With these new shops opening it has meant overall retail sales were up 10% on the previous year.

Despite disappointing sales figures our gross profit (i.e. before deducting overhead expenses) improved (up almost 6% on 2011-12). This was mainly due to opening new shops. Because sales were poor in the early part of the last financial year we've been keeping a careful eye on expenses and trying to reduce costs wherever possible. As a consequence on-going expenses are in line with last year. Our new (AX) computer system has been developed in-house and this has made a significant saving to the business. It is also worth mentioning that our evolution store managers were very successful in reducing the budgeted hours worked in their shops. This has significantly reduced personnel cost in evolution. We are still fighting to resist any increase in our warehouse rent following our last rent review and shall have to wait and see who wins out in this battle with our landlords.

As shop lease break clauses come due or leases come up for renewal, we've been negotiating hard to improve our rental terms with landlords. We have unfortunately needed to close some loss-making shops where we've been unable to re-negotiate terms that make them profitable. For this reason we have closed East London,



Wolverhampton and the Nottingham Victoria shops in the past few months. It is always sad to close shops especially for the staff involved. This will however significantly strengthen our financial position for the future. We have been able to negotiate a significant rent reduction in Derby that is allowing us to renew that lease. We are now moving towards having a core of profitable shops from which we can expand the evolution chain.

The fact that we've been able to stop expenses increasing, and that sales picked up in the second half of the year has meant that we have managed to break-even in the financial year 2012-2013.

Looking ahead to 2013-14

A number of new initiatives past and present are impacting on our evolution chain. Improvements in stock management, buying and training in our shops have seen sales on the rise in the first three months of the new financial year. The retail team is also in the middle of a rebranding project with a new look for the shops being piloted in Cambridge and Birmingham evolution. If this goes well it will be rolled out across the chain in 2014-2015. As well as this we are excited to be launching a new ecommerce web site in the autumn selling evolution stock direct to on-line customers. We are also on the look out for sites for new evolution shops in several UK cities and hope to open one or two shops this autumn.

The wholesale side of the business has also seen several new initiatives. We have a new tradeshow stand and are looking for possible partners for whom we might distribute their goods. We are also responding to growing sales through our website and will make a number of improvement to this in the autumn. As well as an increase in customers buying via our wholesale website, we are seeing more wholesale customers selling our stock on-line (through Amazon, ebay and their own retailing web-sites). We have been responding to this in various ways including buying stock that is easily sold on-line. We have also agreed to give exclusivity to one trading partner (Rinkit) to sell our products on Amazon marketplace. This has enabled us to influence the price of our products on Amazon and hopefully open up the market for our products through Amazon's platforms in Europe and further afield.

Our Systems (IT) team have been working extremely hard to get our new accounting software system (AX) ready to go-live. Going to press we expect to start using the new system from the end of July. Although potentially disruptive in the short term this new software will provide a strong platform to develop the business into the future.

Keeping their Promises



The raison d'être of the warehouse team is to 'support sales'. This means that we endeavor to keep the promises that the sales teams make to their customers. We do this by making stock physically available for sale (the job of the incoming deliveries team, the ADK) and by ensuring that customers

get the stock they ordered, intact and on time (jobs of the 'wholesale' and 'evolution supply team' teams).

With this in mind, the financial year, 2012-13, was an exceptional year of quality work in the warehouse. Some of the best performance data I've seen in my 8 years of managing the warehouse has been achieved in the last 12 months. I was certainly very happy to see this and to let the guys know how well we are doing. But it also had me puzzling over a question; why is the warehouse team doing so well? I discovered that it's not so easy to answer this question, as some of the factors are hard to quantify.

One of the ways we've tried to meet the promises of the sales teams is by working to quality targets. One of the targets we look for from the wholesale pickers is to make no more than 1 picking error every 200 lines picked. This amounts to 99.5% accuracy, so quite a tall order I think. We set this target in 2006 and last year I began to see we were hitting 200+ in some months. We finished the financial year at 204. When I spoke with the pickers about this, it became clear that each person has their own ways and methods of performing well, but there are some common attitudes: enthusiasm for and interest in doing a good job, paying attention to detail and a desire to see improvement.



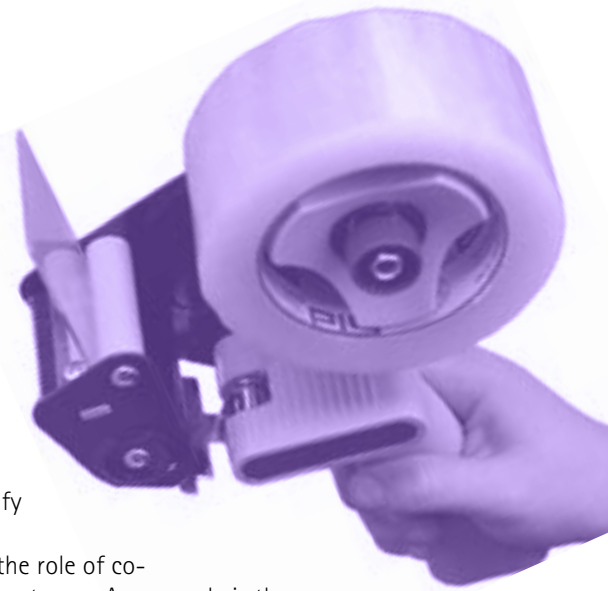
One area that is hard to quantify when assessing performance, is the role of co-operation between teams. An example is the ADK and the SAS (the stock admin service). They have to work closely as they essentially share the process of making stock available for sale (the SAS part of this is 'virtual').

It's been really important for them to look at the best ways of working together. One of the things they're both responsible for is information that helps to ensure that each product line can be correctly picked. A lot of time has been put into this, also involving a lot of dialogue with the pickers. This part of the process is statistically 'invisible' – but nevertheless, it's played a crucial role in delivering the quality of the picking work.

"Throw in a good dose of fun and playfulness (even cheekiness!) and it's clear that we can meet the customer needs with a deepening and enjoyable practice that isn't separate from our work"

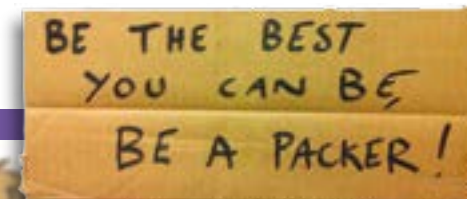
Statistics are certainly good indicators of performance, but it's also heartening to receive feedback in the form of appreciation. The customer service team (C/S) has been asking us 'what are you guys doing in there? (meaning in the warehouse)? This is because they had noticed a drop-off in customer calls to ask for credits (for broken or missing items). The wholesale and C/S teams also have to work closely together and, again, have done a lot to bring about results for the customers.

Another statistically invisible factor is the practice of the men in the warehouse. Often I'm stuck by their interest in each other's welfare, their commitment to the values of Windhorse and a deep appreciation of having this opportunity to work and practice together. Throw in a good dose of fun and playfulness (even cheekiness!) and it's clear that we can meet the customer needs with a deepening and enjoyable practice that isn't separate from our work.



"So what I would try to do, is read the name of the person or company that I was picking for before I set out picking. I found doing this makes things more real. And I would imagine how happy the people would be if I picked their order perfectly"

Leigh Smith



Vans Through Time

Ian White shares his impressions of working in two different centuries at Windhorse, nearly 30 years apart.

Then...early 1980s

It's a Sunday morning in the east end of London and 'Duncan', Windhorse's first van, is parked outside two knocked together houses on the Old Ford road for its weekly load. There is no despatch department so all purchases are delivered at the time of order - this necessitates loading as much stock as possible onto the van to cover the next five days of selling in Cumbria, or the West Country or Wales or whatever region is to be visited next.

In the rear of the vehicle product boxes are placed in wire baskets that act as drawers and the tops of the boxes are ripped off to show their contents. This won't be enough stock though and additional boxes (containing the fifty or so types of product that Windhorse offer at this time) are placed on passenger seats, in foot wells and even the small space behind the driver's seat. Brakes, steering, suspension and the driver will all be tested by the additional weight when fully loaded, especially at the beginning of the run.

Although van salesmen did occasionally go out on runs on their own, I mainly remember the 'paired' trips of this period. I often wondered what the various B&B owners made of the quiet, polite young men who frequented their cosy abode, often sharing a twin room as it kept the costs down!

Apart from morning meditations, it seemed that the main spiritual practice undertaken at the time was forbearance, of being able to deal with another human being at close quarters; no 'Sat Nav', no mobiles and questionable map reading skills could often lead to 'real' communication, followed by real sulks. However, it was an exciting time and one felt fully engaged in a specifically western Buddhist life - I was connected to the three 'C's, to use the nomenclature of the time - cooperatives, communities and completely chaotic directions.



Now...

Since May 2012 I have been driving 'Van 7' around Ireland. The van can have over a thousand samples on board, from which customers choose items that I scan with a handheld device, while being told quantity requirements. This information is transmitted back to Cambridge within fifteen minutes of completing the visit and can often be picked, packed and sent out by our wonderful warehouse people on the same day!

I count myself as very fortunate on many levels to be working for Windhorse again - apart from the obvious facts that the Irish countryside is beautiful, the people friendly and the coastline stunning, I am really referring to the fact that, yet again, I find myself able to live a full and committed Buddhist life but in a uniquely western way.

"I find myself able to live a full and committed Buddhist life but in a uniquely western way"

While I'd love to live in a retreat environment at some future point in my life, at present I am still a very mixed bag of less than subtle drives and energies, and being on the road allows me to channel the majority of them into a fabulously worthwhile endeavour - that of supporting others, of making money to give it away, and of helping to maintain a Buddhist business that allows many people to practice the Dharma in a western context.

In the intervening years many people have helped to keep Windhorse galloping along and I'm grateful to them for giving me the chance to saddle up again, over 25 years on. Now it's my turn again to care for her, to help my colleagues, my friends in maintaining Windhorse's viability to enable those who join in later years to find a living, effective and thriving right-livelihood business.



Ian doing appointments, London office 1985



Upekshamati



Virasiddhi



Akashavajri



Rochani



Chandransu

In the last 15 years the relationship between Windhorse:evolution and the Mexican sangha has grown and develop significantly. Around 40 people have visited to practice in the business for periods between 4 months and 10 years.

meeting people who move in a similar direction to yourself; being each other's company and teachers.

What I do now, what I'm looking for, what I am, is mainly due to my training during my time at Windhorse. I feel I've got a model of what we could do in Mexico, it gave me an idea of what teamwork is, which is a direction for us to go.

Rochani (2002-2003)

For me was a great place to practice the Dharma in a Team Based Right Livelihood context. Windhorse creates sangha through being productive and offers a great financial help with the ordination process. It gave me the opportunity to be a "full time Buddhist".

Ivan Trujillo (2009-present)

Windhorse has given me the opportunity to have an experience beyond my home country, showing me new horizons and strengthening my relation with Triratna. It's been a big challenge working here, sometimes doing tasks that don't suit my character, skills or interests. But I wouldn't be able to sustain it, if this wasn't within a bigger context. I work and live with people that I love. "Windhorse life" is held by high principles that transcend the tasks and the individuals, a practice that takes place between practitioners in communication. Despite our messiness and imperfections we support each other's growth; in the hope of becoming stronger and wiser and being a greater force for good in this world.

Amalasiddhi (2011-present)

Without Windhorse, it would be very difficult for Mexicans to get to know and participate in the Triratna Movement and Order and to understand its meaning and purpose. Windhorse has allowed many of us to live a meaningful life, practicing the Dharma with friends, working, living and going on retreat together. Here we get those ideal conditions that are rare in the world, so we can learn and take some of this beauty back to our country and do our part to help others in their development.

Juan Antonio (2011-present)

At the beginning Windhorse and the Triratna Community in Cambridge was the most wonderful utopia that I had ever seen before. When finally I moved here I had a kind of honeymoon for around 9 months, then I had a different experience, less romantic but still fantastic. I discovered a business with problems as any other company. One of the biggest shocks was to see that not all the Buddhists are usually as happy, kind and generous as I had expected. Instead of this I discover imperfect human beings like me, walking the same path, helping each other to grow little by little, day after day...

Rafael Pompa (2013-present)

In my experience Windhorse is a symbol of Going Forth, to leave everything behind, deciding to live a Dharma life in a semi-monastic context. I think it's a great opportunity to some members of the Sangha in Mexico to come to Windhorse and to experience a most intensive Dharma practice. I'm very glad and I feel very fortunate to be here, in these great conditions.

Upekshamati (1987-1988)

When I was at windhorse it was pretty functional, everyone was young and created a inspiring situation. When I came back to Mexico I wanted others to have a similar experience to mine. The business has grown into a robust and spiritually dynamic situation. It has offered support to people wanting to join, helping them to get integrated in a kind way, and being very patient with people who wouldn't work in the situation.

Virasiddhi (1998-2004)

Windhorse, gave me a living experience of community and right livelihood, two aspects which are still essential in my spiritual life in Mexico. The time I spent in windhorse was a very important, inspiring and challenging time. It was a time of purification. I feel gratitude for all the benefits I received; I feel a warm connection with the sangha in Cambridge and UK.

Windhorse is important for the development of the Mexican sangha. Almost half the Mexican order members have got ordained during their time there. Many mitras and friends have had an experience that helps them to understand the nature of our movement and connect with the broader sangha.

Akashavajri (1995-2004)

I was always attracted to the idea of "work as your tantric guru". I could say that Windhorse was the beginning of the rest of my life. Might sound like cliché but there's nothing better than really



Abhaiegita



Maitrighosta



Saadhajju



Virajkirti



Pedro



Mariana



Rafael Pompa



Juan Antonio



Ivan Trujillo



Amalasiddhi

The Evolving World by Aryajaya



Retail is a very competitive business. It's fast paced – always moving and changing to capture sales and a competitive edge is vital. Darwin's theory of Survival of the Fittest seems apt!

This has never been more evident than in the economic climate since the Credit Crunch of 2008 and the double, triple dip recession conditions of the past few years. We have seen well established British retailers collapse and disappear, as well as countless independents that have not been able to weather the storm.

It is a real testament to evolution and to Windhorse that we are still operating and that we have not gone under in these adverse conditions. I would say, however, that we are just surviving. In the circumstances, this is good. But to stay in the game we need to look to how we can move beyond survival, to thriving, and to capture sales in this very competitive retail environment. Without

this our future is very limited. If we stay the same we will slowly get left behind by the changing world.

I find this situation very Dharmic, challenging and inspiring. It's like we are coming up against our limited views and we need to break out of our habitual ways to stay spiritually alive and relevant to how things actually are. We need to challenge those views and find creative ways forward – in the process hopefully finding a new way of being.

To this end we have begun a Branding process for evolution. We are looking to find a Brand identity that reflects our business in 2013 and position ourselves in the market so we stay relevant into the next 5 – 10 years.

" It is great to see that we think a good 50% of our customers shop with us because they relate to our values"

We have been working with Vandika, as a consultant, who brings all her training and knowledge as a designer and her vast experience of working for High Street Brands.

We have been digging deep into the values of evolution to see what our Brand will rest on. We have been looking into our customers to identify who they are and to see how they relate to our values and why they shop with us. It is great to see that we think a good 50% of our customers shop with us because they relate to our values.

By identifying our customer base we can then also have a good look at what we are providing for them in terms of shopping experience ie, store environment, products, information. We can then identify what we are not providing that our customers would love to find in evolution and where our message is not clear or congruent.



All aspects of evolution have been up in the air and all is being questioned – even the name! We are looking at all shop systems, buying, store presentation, fittings, colours, logo, customer experience, etc. We will be trialling 2 stores this year with some new colours and new ways of presenting stock.

Most importantly we are underway with a new evolution website that will have the facility to sell products. This is a vital part of staying relevant, as the Retail world increasingly moves online. We saw sales really dip last Christmas as a result of this facility not being available. I am also keen to make use of social media and all the free marketing that the internet provides. We hope this will be launched by October this year.

The project so far has a 2 year time span – a year in which we identify the Brand and trial new concepts and a year in which to roll this out to the chain. It's a very ambitious project. So far,



an incredible amount of dedication and hard work means we are making very good headway.

The reason I am inspired to keep evolution alive and relevant on the High St is that, in this very competitive Retail world, where businesses are out to make profit regardless of ethical concerns, we bring our Buddhist values to the High St – to our customers and to our staff. I think we have something really valuable to offer the world through evolution.

We are offering an alternative business model that is not based on greed for personal gain, and I hope that our values of generosity, kindness and honesty can become the competitive edge. In this way I also hope we can play a part in evolving the world from a selfish outlook to one of connectedness and awareness of each other and our interactions in this life. I think we can bring this awareness through our work in evolution.



Who you gonna call?

by Amlanadhi



The Customer Services team "look after" wholesale customers and provide that all-important after-sales service. We follow up a host of practical issues for people: – payments, deliveries, forgotten passwords and many more! We also support our valiant sales team whilst they are on the road.

Our work is very diverse, with lots of customer contact. Windhorse customers are really lovely, and it's a pleasure to speak to them. Many have been loyal to us for years and appreciate our values.

We listen carefully when people take the time to call us. We have to work out how to solve their problems, how to intervene and fix things – and how to amend our systems so that the service continues to improve.

In a typical week we take 150 phone calls. We also get countless emails – everything from "help, I've broken my grandmother's favourite teapot" through to "my international delivery is stuck in German Customs". We take £500,000 worth of payments every year, and nothing pleases us more than the sound of the card machine recording another successful proforma payment!

We contact each new customer to make sure their account is set up properly. It is important that we know how each business is run – if you are closed every Monday, we don't want to send your delivery on the wrong day – if your shop is at the end of a narrow road, we need to know (so your order doesn't arrive on an articulated truck!) Like a lot of things in life, the details matter, and we try to make sure that we get it right first time.

The team is probably the most important ingredient in all of this. You can't do Customer Service work half-heartedly – and we are

really lucky to have a talented and committed group of people. Good communication and honest, compassionate team-work is really important. It's very apparent that everything we do affects our colleagues, as well as our customers. We try to have regular meetings where people can say what's affecting them, a space where we can sort out any difficulties, but also to share our values and our inspiration. We meditate together most Fridays – an important oasis of quiet at the end of a busy week.

We share the work out between us, but each person also has a specialist area. Here's our current team:

(1) Sarah looks after Trade Shows and complex orders – she also brings experience of working in a Buddhist team.

(2) Deborah is our main trainer and AX computer system expert. She's also involved in the design of customer communications.

(3) Lalitavajra is the driving force behind our "pay for your order now" service. He is an important link with the warehouse team and looks after quality control.

(4) Mairead joined the team from Dublin and comes with a wealth of negotiation skills. She looks after new customers and is our Day Manager.

(5) Amlanadhi is the Customer Service Manager, responsible for the team and its work. She is pleased to be still enjoying herself after 5 years in Customer Service.

(6) Preeti is our newest team member, with lots of experience from her Evolution shop days. She brings a real commitment, enthusiasm and stability to the team.

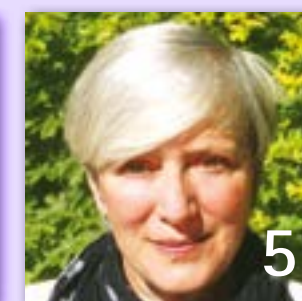
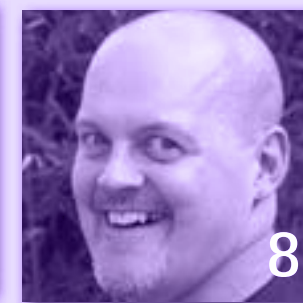
(7) Suryamani looks after those tricky credit claims and reminds us to bring ritual and magic into our daily lives.

We have also been helped by a number of others – people who were prepared to cover and support our team:

(8) Vidyavajra and (9) Ratnagarbha, to whom we are very grateful. Thanks also to our previous manager Jinamati, who worked so tirelessly to build a strong foundation for the Customer Service Team.

We are very aware of the challenges faced by the business in the coming year. We want to focus our energies so that we help retain customers, protect that important revenue stream and help make Windhorse a stable and successful business.

We are looking for someone to join our team later in the year, so please do contact Dharmasiddhi (dharmasiddhi@windhorse.biz) if you would like more information.



Paul & Jim

How did it all start?

Paul: There was always a guitar in our office. One day Jim was singing a Neil Young song, I heard it and knew the song so I just started playing. I realized he has a particularly good voice, and it started from there.

Jim: I remember Paul phoning me up one night, He said we could really do something. I got excited, because I know he's in the music business. Neil Young was prominent in bringing things together, we both like that artist.

What's it like working for Windhorse?

P: I like it, I love being out on the road. That's the best part of it. Now we've been doing the same areas for a couple of years, the people we see become friends, it doesn't feel like a business trip.

J: I find it has highs and lows, it can be quite lonely out there. You sacrifice half your life, not being with your family – that's a conscious decision when you take the job. And you want to be busy out on the road, there's nothing like a good run. You can enjoy your evening more because you know you've put in a good day.

"When we're out on the road we'll give each other a call and talk about particular songs"
Paul

How long have you been playing?

P: I've been doing it properly for 15 years, I was in a band 10 years ago. I've had guitars since I was a kid, but I'd never been able to play them. I'm self taught, I've played with some people who really can play – that helps, you get tips and techniques.

J: I'd never sung to anybody before, ever! My Dad bought me an electric guitar when I was 13, and I had a little play with it, but it went up in the attic. Now 35 years later, we got it down, Paul worked on it, and it's in pristine condition, it's beautiful. My sister was a professional musician all her life. It was a combination of her passing away and then meeting Paul that got me started. Whenever I'm doing this now I think about her; I don't have to worry about anything then. If I find it a bit nerve racking, I just do it for her.

What's it like playing gigs?

P: You're nervous beforehand, but that's a good thing – if you're not nervous then you don't care. Once we get into it we really enjoy it. The other night, we played at the pub in Jim's village, everyone was getting into it, the pub was rammed.

J: It was great to see people dancing. To have my son and daughter up there dancing as well was fantastic. It was lovely, I was really proud, of myself and of them.

P: It's a bit of an achievement too, if we can get a Friday night crowd in a pub dancing to two acoustic guitars.

J: With some songs it feels like such a privilege to do them.

We do a pretty good job, and we're getting better as well, every time we play. I just wish it was 30 years ago! But better late than never.

"We're mates because we like similar things, we both like music and football, we both like a beer. But doing this has brought us together" Jim

Why do you do it?

P: I like making music. I love doing performances but I also love rehearsing, when we've finally got something together it's just great.

J: We can do a song and be laughing at the end of it, it's a great feeling.

P: It's great because it gives us something to do on the long lonely nights when we're out on the road! I always take my guitar.

J: I keep mine on the passenger seat with me so if I'm in a queue I pick it up!

What's next for you?

P: The next step is to get ourselves recorded, to use it as a demo. It takes time to get in, it's like cold calling on the van!

Anything else you want to add?

J: We'd just like to thank people who've supported us like Jan, Mairead, Astra, Suryamani, Dridhakarin – he came out on his bike to see us, on a wintery day – that was a great effort! All our team came to see us once, that was great.



Name: Visarada
From: I've just moved to Cambridge from Birmingham
Joined: February 2013
Current role: Warehouse worker in the Evolution Supply Team
Why I joined Windhorse: Work used to be about selling my energy and time to an employer for money.

I think I did that for too long... I was attracted by the idea of a business where Buddhists work together as Buddhists trying to bring the Dharma alive in the workplace.

Favourite thing: Right now, its all about boxes. Square, oblong, heavy, light, full, empty. Boxes are where its at.

Most challenging thing: Taking responsibility for my experience, even the bad bits.

I love: poems by Rainer Maria Rilke; 1990s indie rock; pottering about in an English market town on a sunny Saturday.

Books on the bedside table: Bikkhu Bodhi, "In the Buddha's Words"; Walter de la Mare "Short Stories"; Ted Hughes, "Selected Poems"

I'm inspired by: The Buddha; kindness and generosity; getting slowly wiser



Name: Rafael
Where I'm from: Mexico
Joined Windhorse: April 2013
Current Role: Packer
Why I joined: Looking for better condition for my practice. Work in a Right Livelihood based situation to know the Triratna order in the place where it was originated, and to make new connections.

Most Challenging: Have left my job, my cat, my parents and my relationship for moving here in search of living up to my ideals. That and "to do nothing" is very challenging.

Favourite Quote: "If there is a remedy, then what is the use of frustration? If there is no remedy, then what is the use of frustration?" Shantideva

Interests: Martial arts, working out, sports in general and Traveling

Inspired by: The Three Jewels, Bhante, Ajahn Chah and Beethoven.

Book on the bedside: "El Llano en Llamas" by Juan Rulfo. And currently reading Iron John and The Bodhisattva Ideal.

Currently listening : Led Zeppelin.

In a previous life: I was a biologist

I love: Nature, the sunlight, sunsets, the Caribbean sea and MY CAT!

I hate: I try not to hate.



Name: Maitridevi
Where I'm from: Sevenoaks in Kent (UK) - technically I'm a Kentish Maid
Joined Windhorse: 1994
Current Roles: Finance Director & cake-baker

Why I joined: I guess I wanted a 'sangha adventure' - I think I got it.

Memorable Moment: The day we went live on XAL 13 years ago I remember it as a fun challenge. I'm hoping that the new computer system will feel the same way.

Favourite thing: I get to work with people I love

I'm inspired by: Ram Dass - I just watched a film called 'Fierce Grace' on youtube - it made me cry.

Book on the bedside table: The ones at the top are The Odyssey, The Dream and the Underworld (Hillman), Sailing Home (Norman Fischer) ...there's lots more underneath.



Name: Preeti Wathore
Where I'm from: India
Joined Windhorse: 19th March 2013
Current Roles: Customer service advisor
Original connection: I heard about windhorse in India from my friends and relatives.

Why I joined: I always wanted to work in a place where I can work and do my Dhamma practice, make friends, work with like minded people, transfer merits, go on retreats with colleagues and friends.

Memorable Moment: When I first came to windhorse, I saw that life and the Dharma is very alive here.

And when I met Bhante

Favourite thing: Talking about Bhante and his work, Ginger chai

Most challenging: not eating chocolates

Favourite quote: Actions speak louder than words
In a previous life... Lay disciple in Sravasti during the Buddha's time

I love: Watching movies, listening to music, cooking, simplicity

Interests: Going deeper in the Dhamma, spending time with friends

I'm inspired by: Bhante, Dr Ambedkar, natural beauty, my friends, simplicity

Book on the bedside table: The Ten Pillars of Buddhism

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