



ANNUAL REVIEW 2021



PEACE IS, I THINK, THE MANIFESTATION
OF HUMAN COMPASSION.

*HH THE DALAI LAMA
HONORARY PATRON OF FDCW*

MESSAGE FROM THE CHAIR OF OUR BOARD

Oi Loon Lee

Our mission is to empower people to make wise and compassionate choices. I reflected on the year 2021 that has just passed. How vital it was for everyone to be able to do that! We do have a choice of whether to make this world a kinder place or a harsher one. It starts with developing our inner world, our inner peace.

In his videoed message for our Compassion and Wisdom in Action Conference 2021, our Patron, His Holiness the Dalai Lama emphasized that through inner peace, peaceful words and then peaceful actions would come about. So we start with our inner world, our mind.

In his closing speech for the conference, our Honorary President, Lama Zopa Rinpoche highlighted the need to put what we have learned into action. Otherwise, it would be like carrying bags of medicine everywhere but we never actually take the medicine ourselves. That is so relevant! He also advised us to practice the good heart, otherwise the source of happiness in life would be missing.

So world peace and happiness start with the individual – ourselves. As the world gets embroiled in political conflict and aggression, natural disasters of an increasing magnitude, unstable economic conditions and adjustments to new social norms, it would be easy for us to feel disempowered, numbed by the magnitude of world events. I find this mantra helps: It all starts with inner peace. That's when I would dive into the 16 G Toolbox for a suitable tool to feel more centred again.

Throughout 2021, FDCW has continued to deliver training and courses online, reaching even more people around the world. We introduced neuroscience and other topics in our webinars to add perspectives to how we could work better with our mind and apply what we had learned to issues in our life. We supported our facilitators with forums and

expanded our free resources. Finally, the activities of the year culminated in the Compassion and Wisdom in Action Conference 2021. The four conference themes of Values, Mind, Healing and Engaged Action will continue to resonate in the webinars in 2022.

We have been so fortunate to have many people supporting our work. Without our funders, both corporate and individual, we could not have carried out our activities. Our faculty have helped to develop our programs and resources and have delivered them to a widening audience. Our trustees have shaped the direction of our vision. Our presenters, translators, moderators and other volunteers have ensured our webinars and conference were a success. Thank you for enabling our office team to manifest our plans.

The year also brought some changes to our board of trustees. My colleague and co-chair, Robyn Brentano has retired from the board after 14 years of service. She has been a strong guiding force for the organisation and I miss her dearly. The bright side was that we have Dan Cutts, with expertise in legal and corporate matters, join us as our Treasurer and trustee.

As a non-profit organisation, we depend on public funding for our work. We ensure the funds are used with care. We hope our sponsors and donors will continue in their generosity to help us make a beneficial impact on the world.

May all of you have peace and happiness!

Oi Loon



MESSAGE FROM OUR EXECUTIVE DIRECTOR

Victoria Coleman

One of our facilitators, Ceci Buzon, is leading a weekly online 16 Guidelines course for parents and teachers in Moscow right now. She told me:

“What strikes me the most is to think about a group of people who, despite living during a very turbulent event, devote time and effort for inner development, with love and support for each other.”

The Foundation for Developing Compassion and Wisdom envisions a kinder world.

Sometimes that seems a stretch with all the many sufferings and chaos that we see around the world right now. It seems to be getting worse and worse but I feel that only strengthens the case for compassion. And I am not alone in feeling this.

The key is a deeper understanding of our mind, our material world, and how these are interconnected. This leads to a more compassionate and caring attitude towards ourselves and towards others. It is an attitude that can become stable and unwavering.

Our Patron, the Dalai Lama, says “When it comes to developing our understanding and increasing the positive qualities of our mind, the potential is limitless.”

We need the courage to face down the challenges of the modern world. The answer lies in our own heart and mind.

New Facilitator Training Program

One of our strategic goals of 2021 was training. I am happy to share that with a great deal of skill, patience and work by Marian O’Dwyer and Wendy Ridley, FDCW successfully developed, piloted and launched a brand-new

facilitator skills training program featuring a range of techniques to create the conditions for participants’ inner wisdom to unfold. We also have a new Study Zone that allows interactive, integrated learning between live training sessions.

FDCW nurtures new facilitators with advice, community and ongoing peer to peer learning. They become part of a global facilitator family. We provided four online forums for facilitators on Kindness, The Inner Work of Racial Justice, Use of Art in Workshops and Safeguarding and Trauma-Informed Facilitation. We also created online “coffee breaks” for more informal sharing and closer community.

Building Communities

Another strategic goal for 2021 was building communities. Transforming our mind and habits doesn’t happen over a weekend. It takes time and you need others along the way.

We partnered with a non-profit called Dreamers Home to train 25 new facilitators dedicated to sharing tools for more compassion and wisdom in Israel. We supported facilitator Claudia Van Zuiden to introduce 16 Guidelines tools in Kenya. Her experience underlined for me the universality of the Guidelines and our President Lama Zopa Rinpoche’s genius in choosing the 16 Human Dharmas as the first program for FDCW.

We convened our successful **online conference** for a second year. Taking the theme of putting compassion and wisdom into action, we were inspired by the practical advice shared by 17 expert speakers from around the world over 6 days. Sessions were available in up to 7 different languages. You can watch the sessions on our website where they are freely available.

We were delighted and honoured to receive a video message of support from our Patron His Holiness the Dalai Lama who told us that peace is the manifestation of human compassion.

Free Resources

To support and nurture our communities we continually develop and offer free resources. With the support of facilitator Denise Flora, we created **The Elder Interviews Resource** for conversations on values with the elderly community and **Growing with 16 Guidelines** to explore values with children while gardening (downloaded more than 100 times in just a few weeks).

The ever-popular **Happy Toolbox for Children** was downloaded 246 times in either English or Spanish and the **16 Guidelines Discussion Guide** was downloaded 137 times in English or Spanish.

Thanks to a successful fundraising campaign, we completed the technical upgrades necessary so the **16G App** remains freely available worldwide.

New Neuroscience course

We developed and launched a new **Discovering the Wisdom of Neuroscience** course in spring with Ceci Buzon. It ran twice due to popular demand in 2021 and again in spring 2022.

We were also able to offer a **Mindfulness** course for our community in early 2021.

Webinars

Our webinar **What is Mind** was a conversation on consciousness with Geshe Namdak and Ceci Buzon that attracted a big audience as did our **Beyond Mindfulness** webinar with Dr Joey Weber.

None of this would be possible without the support of our loyal funders. We offer our heartfelt thanks for their generous support over the past 12 months. We also thank our facilitators and our global FDCW community who help inspire and share tools of compassion and wisdom around the world.

Our President Lama Zopa Rinpoche has advised us to Live with Compassion, Work with Compassion, Die with Compassion, Meditate with Compassion, When Problems Come, Experience them with Compassion and Enjoy with Compassion. This very practical advice inspired us to create a webinar series in 2022 unpacking each aspect of that advice. Ven Robina Courtin launched the series in February. If anyone can exhort us to find ways to put compassion into action it is Ven Robina. If you missed it, please do watch it.

FDCW's long term strategy is to weave compassion into the fabric of our work – our team, our facilitators, our communications, our trainers, our resources, our community, our world.

As the world's problems and suffering intensify each day, the case for compassion is rock solid. It's the key to a calmer mind, a warmer heart and the wisdom to comfort others.

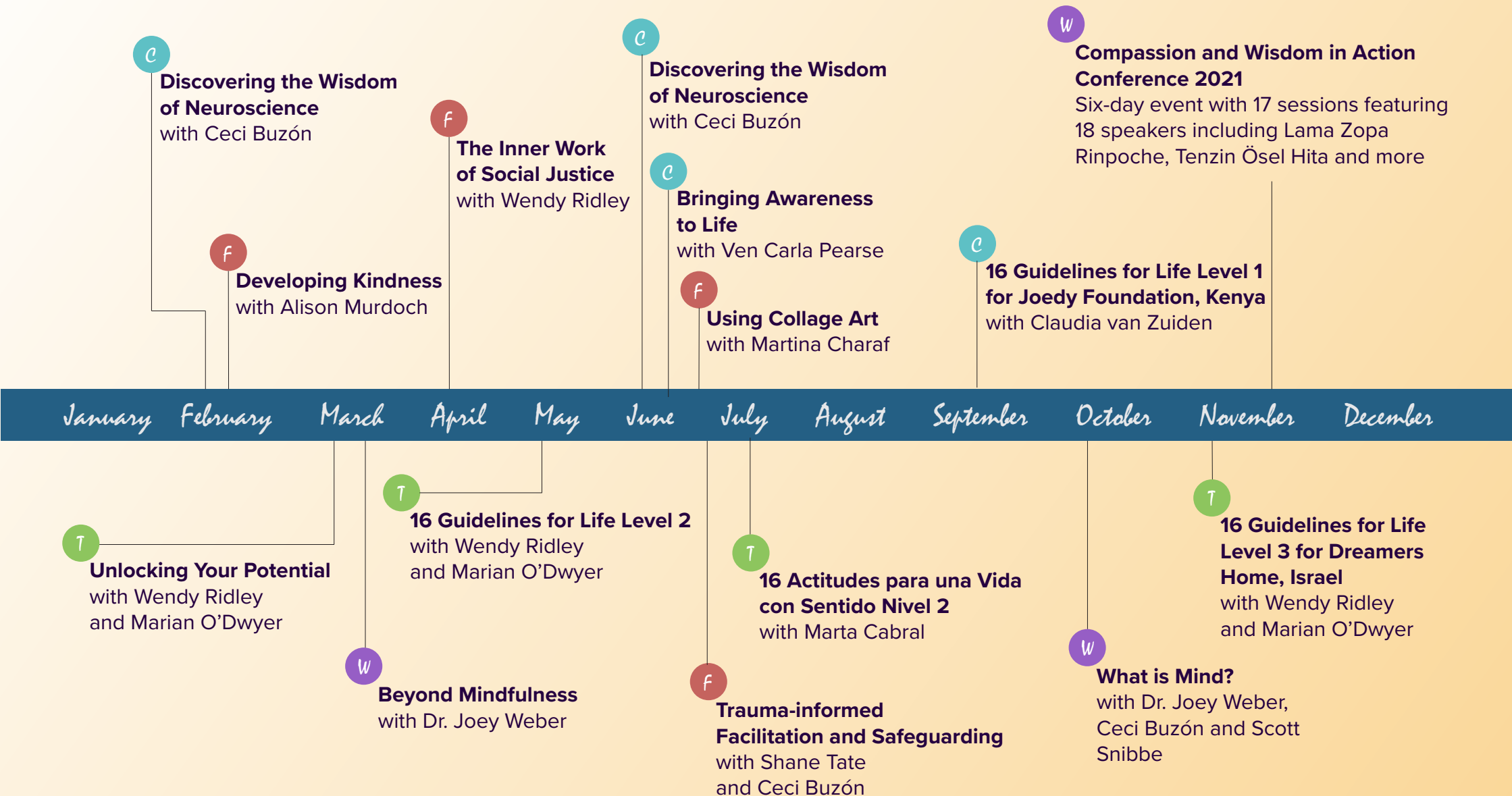
Big love

Victoria



TIMELINE 2021

A year of engaging online events



c - Course

f - Facilitator Forum

T - Facilitator Training

W - Webinar



FOLLOWING THE SPIRIT OF THE BIG LOVE FESTIVAL COMPASSION & WISDOM IN ACTION 2021

FDCW Global Online Conference 2.0

Following the overwhelming success of the Big Love Festival in November 2020, FDCW decided to convene another conference in 2021. Inspired by our patron the Dalai Lama and president Lama Zopa Rinpoche, the focus of this conference was how we can create a kinder and more compassionate world.

We asked our community for ideas and, of course, they responded. Soon we had a full six-day schedule of up to four events a day featuring 17 speakers offering inspirational talks and interactive workshops. We presented these in four themes: values, mind, healing and engaged action.

Values

Ven Carla Pearse made a compelling case for “Kindness No Matter What”. She suggested not wasting energy listening to our harsh inner critic but become more kind to ourselves. She asked us to make the radical step to choose kindness not as an action but as an attitude in everything we do. In accepting kindness from others, we may feel vulnerable – not in control. But being

vulnerable is in fact a SUPER-POWER. The more we practise kindness, the more we understand the interconnectedness of our world.

In her workshop on “Kindful Communication”, **Mabel Odessey** said becoming more aware of our body can bring us directly into the present moment. The mind can be on the other side of the planet but the body is always right here. We don’t meet people neutrally. We bring all our judgements, preconceptions, conditioning, education into every interaction. That doesn’t make us a bad person. We can treat ourselves with gentleness, without judgement and see this as an opportunity to develop compassion. By doing this our relationships will gradually heal.

In “Deepening our aspirations through core values” **Ven Tenzin Chogyi** examined how identifying our core values supports our highest aspirations and affirms what is most meaningful for us. Sometimes we can feel “compassion overwhelm” so it’s important to develop slowly. Start with compassion for friends and family, then support with self compassion and then widen out to others. Take a gradual approach and have boundaries. She said that self-compassion is JUST AS IMPORTANT as compassion for others. She quotes Shantideva as saying when you lose your joy in helping

others, you need to stop and rest.

Denise Flora introduced “Root Shoot Bloom”, a new resource to share the values presented in the 16 Guidelines for Life with children in community gardens and nature. FDCW’s new resource called “Growing with the 16 Guidelines” was launched on the same day and has been downloaded over 100 times since the conference.

Mind

Marian O’Dwyer explored the 16 Guidelines Wisdom Themes: how we think, how we act, how we relate to others and how we find meaning in life. By cultivating more mindfulness we create the mental space that allows us to choose how to respond to life’s challenges instead of just uncontrolled reactions. Transformation can happen with one small action at a time. We can make choices from a heart-based space rather than just the brain. **Ven Robina Courtin** spoke insightfully on the theme of “Getting a grip on mind” and reminded us that compassion is not enough. Wisdom is needed, too, and to develop wisdom we must analyse what is going on inside our mind. For example, when you feel guilty, you need to examine that feeling. And realise that it is just another form of anger – directed towards oneself. You tell yourself “I

am a bad person”. But where does this anger come from? It is a delusion. Don’t believe in it. In their workshop delivered in Spanish, **Paloma Belda** and **Marisa Feminia** showed us ways we can return kindness to others joyfully without getting discouraged by obstacles or exhausting ourselves.

Healing

The Healing Theme attracted a lot of interest from our audience. **Laurie Dolan** offered a range of very practical ways to make self-compassion part of our everyday life. **Kirsten DeLeo** shared her experience and learning on how to really be present for someone who is facing death. After several decades of supporting dying people, her advice was that a feeling of closeness and connection with the dying person was the most important way to support them. **Bruno Rizzi** said contemplating his own death had helped him to take care of his inner life – giving it direction and purpose. Facing our death takes courage. He led a powerful meditation on facing our own death and what arises. Death can give our life more meaning. We can use contemplation of death to develop compassion for ourselves and for others. **Craig Mackie** led three guided meditations. The first using our compassion as our motivation. The second using wisdom

as our guide and allowing that to unfold. And the third, combining both compassion and wisdom. **Hilary McMichael** shared techniques from Transformative Mindfulness Methods to empower participants to see beyond the story they tell themselves about who they are. By doing this stuck emotions and habits can be released and kindness, confidence and nurturing care can develop.

Engaged Action

Tenzin Ösel Hita led an inspiring conversation with friends and colleagues who are active in the Global Tree Initiative and Maha Space communities. To develop compassion we need to look inside ourselves first. When we lose touch with ourselves, we lose touch with everyone else. We have so much in common. We want to feel connected to others. We are not so very different from one another. We need to make changes in the way we live and despite the many challenges, we definitely have reasons to feel hopeful. **Dr Joey Weber** showed us ways to deepen our tolerance whilst standing up for our values. Our ability to offer support and compassion to others depends on how we see ourselves. The self is built up of layers upon layers. If we over-identify with our own likes and dislikes, we will come into conflict with others. **Paul Wielgus** made a case for taking time to recharge and step back when it becomes difficult to feel joy in serving others. He shared a wide variety of ways to re-discover inner



The video message of our patron the Dalai Lama, alongside many of the conference recordings, is available on our website.

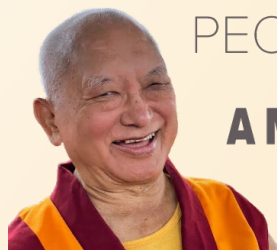
joy from singing and dancing to experiencing our interconnection to nature. **Andy Wistreich** examined courage, groundedness and inner sources of wisdom and compassion available to us when considering how to best be of service to our communities.

The conference closed with a special video message we received from our Honorary Patron **Lama Zopa Rinpoche** on compassion, kindness and universal education.

In short, this conference was about compassion, connection, community and caring. FDCW offers a heartfelt thank you to all presenters, moderators, translators, the Board of Trustees and to our supporters and funders without whom the conference would not have been possible. Presentations are still available watch on our website.

To watch the conference talks again, visit our website at

<https://www.compassionandwisdom.org/compassionandwisdominaction-2021>



PEOPLE CAN'T SEE YOUR MIND,
WHAT PEOPLE SEE IS
A MANIFESTATION OF YOUR ATTITUDE
IN YOUR ACTIONS OF BODY AND SPEECH.

LAMA ZOPA RINPOCHE
HONORARY PRESIDENT OF FDCW

CASE STUDY

The Joedy Foundation, Kenya

FDCW facilitator Claudia van Zuiden was approached by the Joedy Foundation, a charity based in Kenya, in spring last year. They were looking for ways to better support the mental health of their employees and students of Jomo Kenyatta University of Agriculture and Technology in Nairobi. The students there were experiencing many challenges caused by Covid and lockdowns including poverty, disruption to studies, depression and increased teen pregnancies. The foundation was looking for training to be better able to offer support and Claudia suggested the 16 Guidelines. The Foundation was very interested and a 16 Guidelines Level 1 course was scheduled.

FDCW was delighted to support Claudia and to fund this initiative. Eleven staff and students joined the training which took place online during August and September 2021.

Adapting the 16 Guidelines to the local culture

One of the great strengths of the 16 Guidelines program is its simplicity and its adaptability. Claudia presented the course with sensitivity allowing participants to explore the meaning of the values for themselves deeply and in a way that was appropriate for their own culture. She used her skills, wisdom and training to adapt the course material to make it more accessible and relevant to the lives of those in the group. The value Forgiveness came up as an important theme for the group. One participant described forgiveness as “restoring the relationship that has been lost.” The group discussed “What is the goodness of humanity?” and a participant mentioned that we learn more from each other than from ourselves.

One participant shared that she felt in her culture men are valued much more highly than women. Her way of giving back to her community is to help people to recognize the work and value of women. She runs projects that empower women and she aims to bring the 16 Guidelines into her community. She commented, “We cannot change the past, but we can determine the future.”

Another participant shared that the guideline of Aspiration helped him to address the needs of children and that he feels committed to pursue this. He felt that there is an obligation to raise responsible children to meet the challenges of the 21st century.

I feel incredibly humbled by having learned so much from the integrity, dedication, compassion and philosophical insights from all the participants. It was such a delight to work with them all.

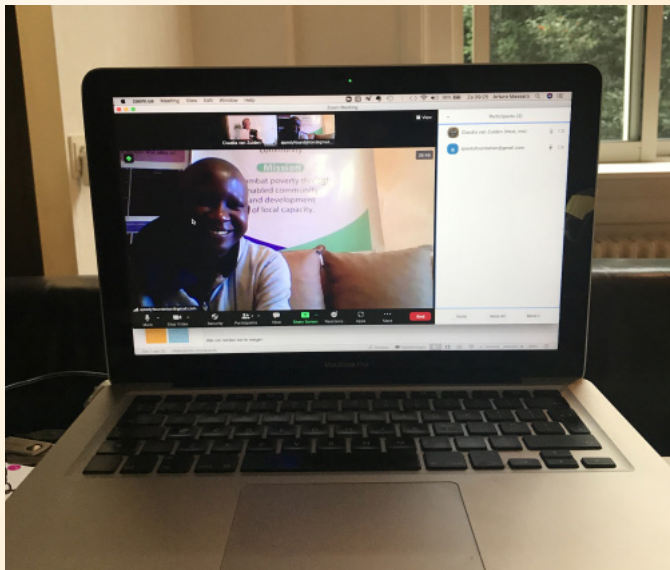
Claudia van Zuiden, FDCW Facilitator

I will use the Guidelines to improve my relationship with others as well as to cope with the uncertain times during this pandemic.

Participant at the end of the course

About the Joedy Foundation:

Joedy Foundation is a non-profit organization working in the Mt Elgon region of Kenya. Joedy Foundation believes that every child, no matter where they are born, deserves a chance to dream, learn, and achieve their full potential.



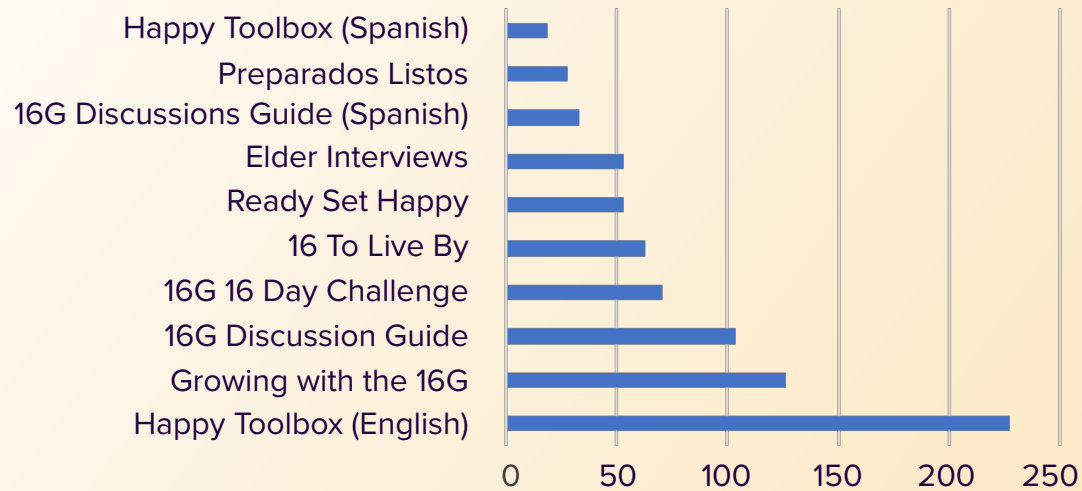
The course was delivered online via Zoom with technical support provided by the FDCW office.

AUDIENCE ENGAGEMENT

The year in numbers

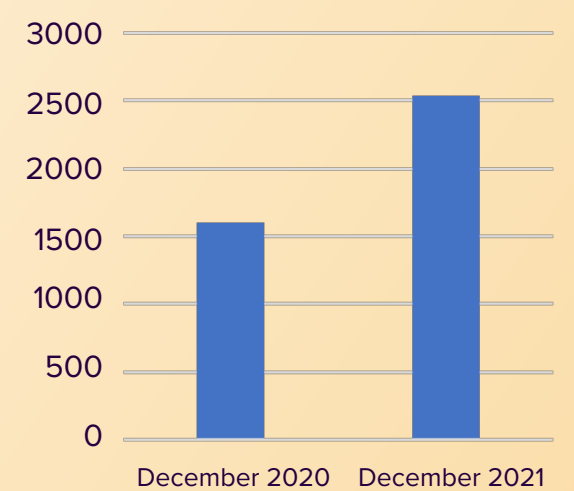
Downloaded Resources

Total: 777 (+34% yr/yr)



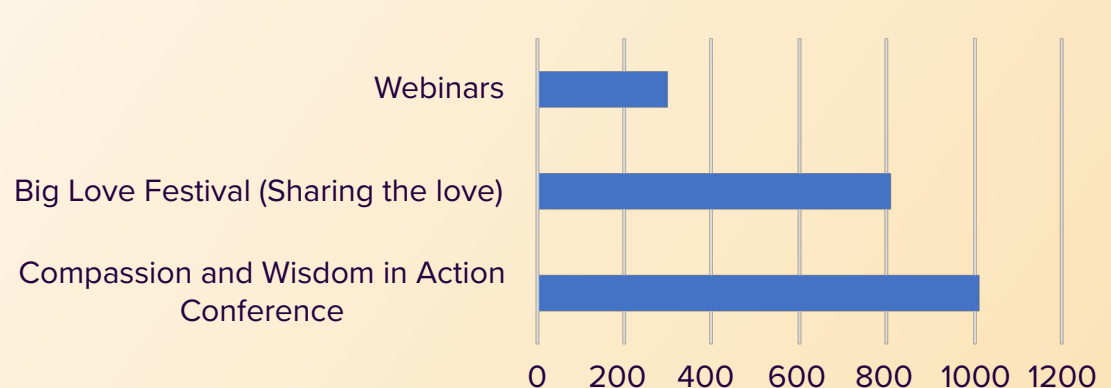
Newsletter Subscribers

(+59% yr/yr)



Views of Video Content (YouTube)

Total: ~2,100

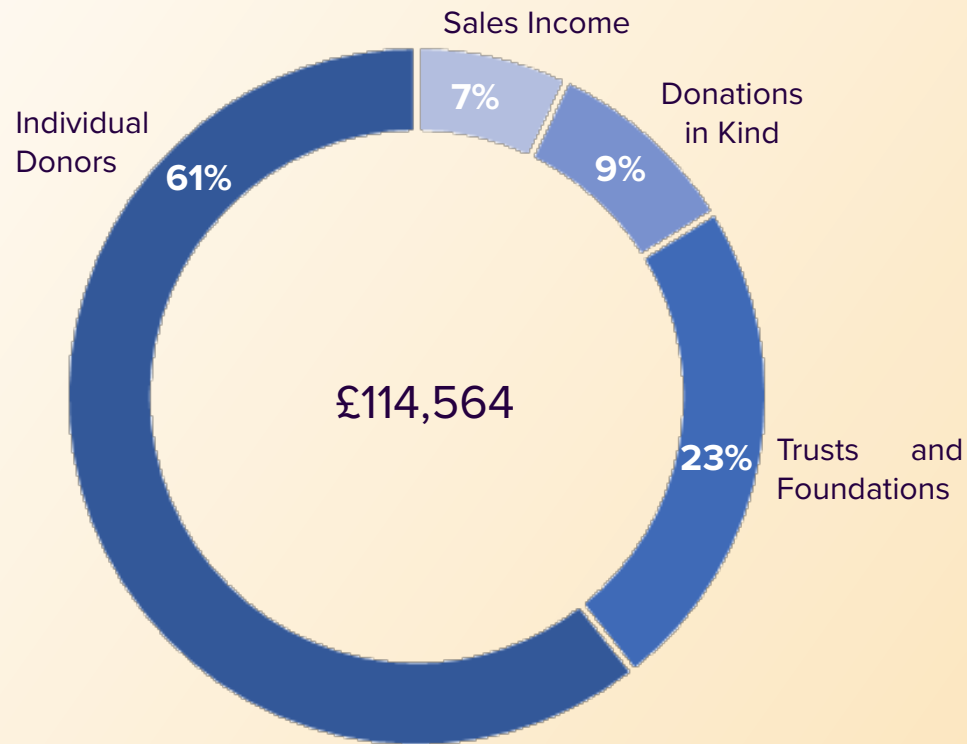


A screenshot of a video player interface. The video title is "Compassion & Wisdom in Action". The content includes a welcome address by Victoria Coleman, Executive Director of FDCW, and a video message from HH the Dalai Lama. The video is from the "Compassion and Wisdom in Action Conference 2021". The player shows it is free and online from November 15 to 20, 2021, at www.compassionandwisdom.org. Below the video player, a dark blue banner contains the text: "Our most viewed video in 2021 with 787 views".

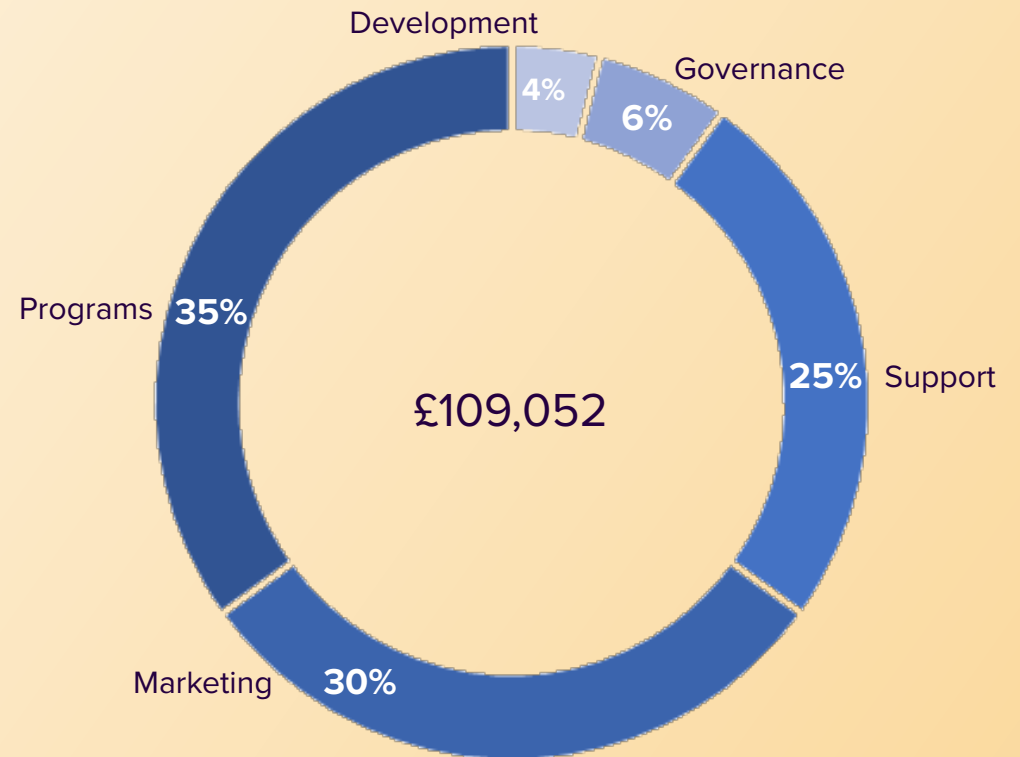
A LOOK AT OUR FINANCES

How we are funded and use our resources

Income 2021



Expenses 2021



We are delighted that funds in 2021 have been managed in such a way that there are surplus funds available for expenses in 2022. We have increased the percentage spent on programs from 26% in 2020 to 35% in 2021. We have reduced our support costs from 34% to 25%. And we have invested in marketing during 2021, which was 30% of our budget in 2021 (22% in 2020). All this means that more programs and resources are reaching more people.

WE LET OUR PARTICIPANTS HAVE THE FINAL WORD

Here's what they said about their experience

Life could be imperatively beautiful if these guidelines were in human hearts.

The gentleness that threads through all of FDCW courses is what I love most.

The breakout sessions are so insightful. They make you pause and reflect, on how you think, see it, and then consider the possibility to approach a situation differently.

Practising what you want to exist in your world.

The facilitators were very understanding and supportive, they made sure that everyone comprehends the material and enjoys the journey of the course.

I felt loved and cherished.

I will use what I have learned to inspire and really make a difference in the challenges of life. The course was very insightful and inspirational. I am so amazed and grateful for your cordial assistance through the sessions.

I was able to revisit some inner work that I have been doing for the past few years and gain some insight re a sticky, evasive dark side of my mind-body self complex.

The meditation and the diversity of the activities were most helpful and beneficial to me during the course.

There is a natural tendency to impulsively respond to circumstances with compassion.



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BE WISE. TREAT YOURSELF, YOUR MIND,
SYMPATHETICALLY, WITH LOVING KINDNESS.

**IF YOU ARE GENTLE WITH YOURSELF,
YOU WILL BECOME GENTLE WITH OTHERS.**

*LAMA THUBTEN YESHE
FOUNDER OF UNIVERSAL EDUCATION*

