

Young Buddhist Association of Malaysia

The 6th SIX-YEAR PLAN

(Amended in August 2012, following 2nd Meeting of the 22nd National Council)

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The 6th Six Year Plan (2010-2016)

1. Preface

This six year plan is the main development blue print for YBAM from 2010 to 2016. The plan continues the direction that has been set in the previous five six year plans with the incorporation of new elements to cater for the needs of the current society. This 6th Six Year Plan is also constructed based on the existing mission and vision of the YBAM, that is,

Vision: To develop a society of wisdom, compassion and gratitude

Mission: To unite the Buddhist youth and to inspire them in cultivating wisdom, compassion and gratitude

This six year plan will be effective from the adoption by the 20th Biennial National Convention in 2010, and it is expected to be replaced by the 7th Six Year Plan in 2016 through the 23rd Biennial National Convention. The definition of one year in the six year plan refers to the range of months from July till the June of the preceding year.

2. Our Direction

We will continue to develop YBAM in the next 6 years:

- To Be the Leader of Malaysian Buddhist Youth

3. Critical Success Factors

We have identified the following critical success factors in order to achieve the above direction:

- (i) To be the Reference Organisation of Malaysian Buddhist Youth
- (ii) Innovative and Outstanding Services
- (iii) Organisational Excellence

4. Organisational Structure and Target Service Groups

The State Liaison Committee (SLC) plays an important role in bridging the YBAM and its Member Organisations (MO). The success of the six year plan depends on effective coordination and realisation of the plan by the SLC. It is also hoped that the internal operation of the SLC will be further enhanced during the process.

Lack of successors in the MO has been a common phenomenon, where MOs are short of adolescents of less than 19 years old and youths of less than 40 years old. Hence, adolescents and youths are the main training and service targets of YBAM. In addition, YBAM will also help the MO to train a pool of Dharma teachers in order to help encourage more youngsters to learn the Dharma.

At varsity level, YBAM will provide technical, financial and training assistances to the Buddhist societies through Standing Committee (SC) and SLCs with the mission to encourage more undergraduates to learn the Dharma.

This plan is to be realised through the four major service areas – Dharma Propagation, Education, Culture and Training with the collaboration of all SCs.

5. Our Strategies

The critical success factor for each strategy is as follow:

Critical Success Factor 1: To be Reference Organisation of Malaysian Buddhist Youth

YBAM will strive to become the reference organization of Buddhist youth through:

- a. Gathering Buddhist youth of various ages
- b. Participation in the local and international Buddhist communities
- c. Strategic participation in the governmental bodies
- d. Pro-active responses on Buddhists' view on the current issues,

To achieve the above, we are to actively play our role as follows:

- a. to strive for Buddhist rights
- b. to protect the image of Buddhism
- c. to train the youths as an on-going program
- d. to assist in solving youth and social problems

Critical Success Factor 2: Innovative and Outstanding Services

YBAM is committed to provide innovative and excellent services in following areas:

- (i) Dharma Propagation
- (ii) Education
- (iii) Culture
- (iv) Leadership Training & Development

Critical Success Factor 3: Organisational Excellence

YBAM will strive to achieve the organisational excellence through the following strategies:

- (i) Secretariat Operation and Management system
- (ii) Organizational Communication & Marketing
- (iii) Resource Management and Upgrade

6. ACTION PLANS

6.1 TO BE THE REFERENCE ORGANISATION OF MALAYSIAN BUDDHIST YOUTH

6.1.1 Gather Buddhist youths of various ages

6.1.1.1 Adolescence Groups and Buddhist society of the Secondary Schools

YBAM realises adolescences are the future leaders of the Malaysian Buddhist community. Thus developing and concerting the adolescence groups and the secondary school Buddhist society throughout the country is one of the main objectives in the next six years:

YBAM will assist the Buddhist societies to establish the adolescence groups or Young Buddhist Fellowships (age group: 13-19). At the same time, YBAM will also help in gathering the existing adolescence groups and to provide a platform for learning the Dharma, interaction and leadership training. This also serves as part of the succession planning program.

- (i) To assist the Buddhist societies in establishing the adolescence groups or the Young Buddhist Fellowships, and to maintain at least six active groups at every state within six years.

Active = at least one gathering, Dharma class or training activities every month

- 2010 – 2012: each SLC helps at least two MOs to establish active adolescence groups
- 2012 – 2014: each SLC helps at least two MOs to establish active adolescence groups
- 2014 – 2016: each SLC helps at least two MOs to establish active adolescence groups

- (ii) To organise state young Buddhist fellowship interaction programs/camps

- 2010 – 2016: one event per state per year

6.1.1.2 National Service Trainees

YBAM has always been supportive on the National Service Program enforced by the government by arranging Dharma classes for the trainees together with

the MOs. In the next six years, besides continuing the current efforts, YBAM will strive to establish a common sharing platform for the speakers and facilitators nationwide.

- 2010-2016: Each region to organise an interaction camp for speakers and facilitators on yearly basis.
(Amended in August 2012)

6.1.1.3 Buddhist Undergraduates

At varsity level, YBAM will provide technical, financial and training assistances to the Buddhist societies through Standing Committee (SC) and SLCs with the mission to encourage more undergraduates to learn the Dharma

- (i) To gather the Buddhist Societies of all varsities and to provide assistance and training to them.
 - 2012-2016: To organise the National Buddhist Undergraduate Forum biennially. The forum could serve as a platform for the speakers and facilitators to share and exchange pertaining to various problems faced by them and to seek solutions..
 - 2010-2012: To create awareness among the Buddhist Undergraduate on the importance of Buddhist Education and to assist the varsity Buddhist societies to promote Buddhist education.
 - 2011-2016: To organise the Buddhist Graduates Interaction Camp every year as a platform to preserve undergraduates to continue learning the Dharma and to serve the Buddhist community after their graduations.
 - 2010-2016: To establish a mechanism to compile the history and activities of the Buddhist undergraduates, as to provide a reference for the future Buddhist undergraduates.
- (ii) To gather all Buddhists in the Teacher Trainee Colleges, and to create a good Dharma learning environment for them
 - 2010-2016: To organise National Teacher Trainee Dharma Camp every year
 - 2011-2016: To organise regional interaction camp for teacher trainees twice a year.
 - May 2016: To assist in setting up the National Teacher Trainee College Fellowship as to enhance the relationship between the teacher trainees.

6.1.1.4 Youth Division of YBAM Member Organizations

YBAM registered under the Registrar of Youth (ROY) after the 19th Biennial National Convention and continued to play its role as the national youth

organisation in the country. Currently, many of its MOs are facing the challenge of succession planning. In the coming six years, YBAM will strive to help in the establishment of Buddhist Youth Divisions, so as to help the MOs in running Buddhist activities.

- (i) To help the MOs to establish youth divisions, and to achieve the aim of maintaining at least three active Buddhist Youth Divisions in six years at every state.

Active = at least one gathering, Dharma class or training activities every month

- 2010 – 2012: each SLC helps at least one MO to establish active Buddhist Youth Divisions
- 2012 – 2014: each SLC helps at least one MO to establish active Buddhist Youth Divisions
- 2014 – 2016: each SLC helps at least one MO to establish active Buddhist Youth Divisions

- (ii) In line with the Youth Development Act, the MOs are encouraged to establish Buddhist Youth Division and register under the Act

- 2010 – 2016: At least two Buddhist Youth Divisions are registered in each state

6.1.2 Participates in the Local and International Buddhist Communities

6.1.2.1 Malaysian Buddhist Consultative Council

To play an active and dynamic role to assist Malaysian Buddhist Consultative Council to exercise its due influential role

6.1.2.2 World Fellowship of Buddhist Youth

To continue participating in interaction and fellowship activities of World Fellowship of Buddhist Youth. However, YBAM shall play only participative role.

6.1.3 Participates Strategically in the Government and Local Organisations

Due to resource constraint, YBAM is to only play a participative but not a leading role, and shall respond to the activities in line with YBAM's policy

6.1.3.1 Malaysian Youth Council, Youth and Sports Ministry of Malaysia and other government departments

6.1.3.2 The Eight Malaysian Chinese Youth organisations and other Local Youth Organisations

6.1.4 Express Buddhists' views on Current Affairs and Contemporary Issues

YBAM will provide instant Buddhists' views on current affairs and contemporary issues through the printed or electronic media.

(Amended in August 2012)

6.2 INNOVATIVE AND EXCELLENT SERVICES

6.2.1 Dharma Propagation

The decrease of the Dharma propagation activities among the Buddhist organisations, as well as inadequate publicity has caused low attendance in Dharma talks. Nonetheless, the Dharma propagation is still the main task to promote rightful teaching of the Buddha, and it is also the main activity for Buddhist organisation to attract the local people to learn the Dharma.

The SLC will also unite and lead the member organisations through the Dharma propagation activities.

6.2.1.1 Dharma Talk Series at the State Level

- At least two Dharma talk series to be organised in each state yearly. (Each Dharma talk should involve at least four member organisations.)

6.2.2 Education

Majority of the current Buddhist youths learn the Dharma only after they start working, or pursue their higher education. Hence, early Buddhist education for children and teenagers is the foundation to the training of successors for the Buddhist community.

In the next 6 years, YBAM will focus on the development of the following two areas:

6.2.2.1 Children Dharma Class Teacher Training Courses

YBAM has completed the syllabus for standard 1 to standard 6 in the 5th Six- Year Plan. In the next 6 years, the YBAM will focus on the training of the Dharma Class teachers, so that they can combine the “educational philosophy” with Buddha teaching in order to create a conducive Dharma learning environment for children.

- 2010 – 2012: To organise training courses in two states
- 2012 – 2014: To organise training courses in five states (*Amended in August 2012*)
- 2014 – 2016: To organise training courses in five states (*Amended in August 2012*)

6.2.2.2 Adolescence Dharma Class Syllabus (Chinese)

Current adolescence activities focus much on the fun nature of the activity. Hence, YBAM will publish a set of the Adolescent Dharma Class Syllabus that addresses the needs of the adolescents – a combination of the Dharma, life education, and leadership skills. Students will be able to learn and appreciate Dharma through lectures and games.

- 2010 – 2014: Complete and publish syllabus for Beginners level (*Amended in August 2012*)
- 2014 – 2016: Complete and publish syllabus for Intermediate level (*Amended in August 2012*)

6.2.3 Culture

The culture plays an important role in the Dharma propagation. It is therefore YBAM continues to concentrate on the Buddhist Family, and Buddhist Literature and Performing Arts.

6.2.3.1 Buddhist Family

The promotion of the Buddhist family concept is based on the family as the smallest unit by encouraging the family to learn Dharma together. The realisation of the concept depends on the member organisations, and will be carried out according to different conditions of the member organisations.

See Appendix 1: The Concept of Buddhist Family Execution.

(i) Harmonious Buddhist Family Program

Adopt various creative and interesting methods such as Parenting camps, Parenting Talks, Outdoor Activities, Parents Day and Telematch.

- October 2011: To organise an activity at the national level (*Amended in August 2012*)
- December 2011: One SLC to organise state level activities
- 2012: Three other SLCs to organise the state level activities
- 2013: Three other SLCs to organise the state level activities

- 2014: Three other SLCs to organise the state level activities
- 2015: Three other SLCs to organise the state level activities

(ii) Buddhist Family Dharma Learning Program

Design Buddhist activities suitable to family and encourage them to learn the Dharma together with the most adaptable way during the weekend.

- 2011 – 2012: Two SLCs to execute the plan in one of their MOs respectively
- 2013 – 2014: Two SLCs to execute the plan in one of their MOs respectively
- 2015 – 2016: Two SLCs to execute the plan in one of their MOs respectively

(iii) Buddhist Wedding

A “Buddhist Family” starts with a “Buddhist Wedding”; hence, YBAM will provide consultative services to encourage more Buddhists to adopt “Buddhist Wedding”. At the same time, YBAM will establish a long term plan to co-organise pre-marital education program regularly with Buddhist organisations or any other cultural & educational organisations.

- 2012: One MO of a state to organise one Pre-marital Education Program organised
- 2013 – 2014: One MO of three respective states to organise one Pre-marital Education Program and one Buddhist wedding
- 2015 – 2016: One MO of five respective states to organise one Pre-marital Education Program and one Buddhist wedding

In promoting the concept of the Buddhist family, YBAM will have a series of promotion plan as to propagate the concept more effectively:

- Aug 2011: To complete buntings and banners on the Buddhist family
- Aug 2011: To complete video clips on Buddhist family
- Before Jan 2012: To promote to all MOs

6.2.3.2 Buddhist Literature and Performing Arts

The Buddhist literature and performing arts has much potential for development in Malaysia. The Buddhist literature attracts more people to learn the Dharma, while the performing arts helps to purify the mind.

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- (i) Dharma propagations through the literature
 - To organise Buddhist Writing Camp in 2011 and 2015 (*Amended in August 2012*)
 - To organise Buddhist Literature Interaction Camp in 2014 (*Amended in August 2012*)
 - To organise Venerable Asvaghosa Buddhist Literature Award in 2016 (*Amended in August 2012*)

 - (ii) Dharma propagation through music: the music video (MV) for “The Melody of Truth and Beauty” introduces Buddhism to the youths in a modern way
 - 2013: organise a total of 20 sessions of Buddhist Hymn Sharing Sessions in all states (*Amended in August 2012*)
 - 2014: Organise “The Melody of Truth and Beauty” Buddhist Hymn Interaction Sessions in four states (*Amended in August 2012*)
 - 2015: Organise “The Melody of Truth and Beauty” Buddhist Hymn Workshop in two states (*Amended in August 2012*)

 - (iii) Promotion of the Buddhist hymns composition:
 - 2014: Organise “The Melody of Truth and Beauty” Adolescence Buddhist Hymn Singing Competition (*Amended in August 2012*)

6.2.4 Training & Leadership Development

Training factor is embedded at every part of the YBAM service areas. During the process, YBAM will provide trainings in terms of organisational and leadership skills: through the establishment of dynamic adolescent groups and youth divisions; training of the Dharma teachers and facilitators in the varsities; upgrading of education and propagation skills of the Dharma class teachers through series of courses; and enhancing the skills of the youth in terms of literature and Dharma propagation through music.

As a youth body, YBAM is to be abide by the age limitation and its leadership should not be more than 40 years old. Thus, there are members retired from its leadership almost every 2 years. This frequent succession has given rise to the temporary shortage of the youth leaders in the association. In the coming six years, building of the successors is the main focus of the training area. The council members should always bear in mind the importance of building potential leaders, regardless if they become the leader of the YBAM or other Buddhist Societies.

6.3 ORGANISATIONAL EXCELLENCE

The YBAM emphasises much on the organisational excellence and has been developing it continuously. In the 6th six-year plan, YBAM will upgrade the quality of internal operation as well as external integration in order to convey the mission of the YBAM more effectively.

6.3.1 Operational and management system of the YBAM Secretariat

The extensive involvement of YBAM in the Dhammaduta work has directly increased the workload of the secretariat. Hence, YBAM will improve its operational and management system in the secretariat and to establish mechanism for daily routine in order to increase the execution power of the employed staff. At the same time, establish the current secretariat team to help the Secretary General on the execution of the decisions of National Councils. It is also hoped that through a Secretariat with high level of efficiency and execution power, the performance of the SC and SLC will also be improved.

6.3.1.1 Development of the Secretariat Operational Handbooks

- June 2013: To complete the Operational Handbook for Secretary General (*Amended in August 2012*)
- June 2013: To complete the Operational Handbook for HQ main project (*Amended in August 2012*)
- June 2013: To complete the Operational Handbook for Treasurer (*Amended in August 2012*)

6.3.2 Organisational Communication and Marketing (*Amended in August 2012*)

YBAM produces various products, including books, magazines and music albums, however, these products are not able to be popularised and benefit the society. YBAM will need to be proactively promoting the products so as to deliver the idea of YBAM to the society.

- To draft the strategy for promotion of magazine, book and other products of YBAM
- To increase 10% subscribers of the magazine biennially
- To strategise the production and promotion of the YBAM products or free gifts, as to increase the income of YBAM

6.3.3 Resource Management and Upgrade

6.3.3.1 YBAM Self Financing Programme

Continue from the 5th Six-Year Plan, there is a need for YBAM to implement the Self Financing Program to ensure the long-term financial sustainability. Although the “Dharma Walk” is organised once every three years, the fund collected is insufficient to cover the entire expenditure of YBAM. Hence, there is need to look for more resources to ensure sufficient financial income.

- Before Jun 2012 To support at least 15% of the annual operational cost
- Before Jun 2014 To support at least 25% of the annual operational cost
- Before June 2016 To support at least 40% of the annual operational cost

6.3.3.2 Information Management

Continue from the 5th Six-Year Plan, the information database on the development of YBAM is to be compiled as follow:

- Before Jun 2012 To complete the activity records on or before 1980
- Before Jun 2014 To complete the activity records from 1981 to 1990
- Before Jun 2016 To complete the activity records after 1991

Appendix 1: The Concept of Buddhist Family Execution

The Implementation of the concept of Buddhist Family is divided into three stages, namely “Point”, “Line” and “Face”. This will combine the previous achievements and to strengthen the performance with the solid platform.

Proposed strategy:

“Point” (Refers to the participation, for example study groups, parental skill improvement courses, and Dharma class teacher improvement courses)

Short-term plans are designed based on the “point” concept. This is to integrate the available YBAM core training group, and to develop the sub-groups.

- To take the development of any core group as the “point”, and provide a team that is to be participated by everyone, where they can improve themselves and they can feel the sense of belonging in the group.
- The works to be done on the “point” level includes the establishment of the study groups, Dharma class teacher improvement courses and the parental skill improvement courses.

“Line” (Refers to the group participations, for example, Buddhist wedding, results presentation, Dharma camps, outdoor activities, celebrations of the parent days and family telematches)

Midterm plans take the SLC or Buddhist organisations as the core organisations, that concentrate on the development of each “point” to become the line.

- By joining the sub-groups to become the “line”, a platform is provided to the individuals so that they are able to play their role as a leader or a follower in the organisation.
- The works to be done on the “line” level include seminars on the family and society, Buddhist hymn concerts, parent and children camps and Buddhist wedding.

“Surface” (Refers to the major collaborations, for example, major seminars or national-level activities)

The long-term plans develop from the lines to become a face, and with the resources being managed effectively, the national or international model of the Buddhist family is to be portrayed.

- The “surface” comes from the strengths from various organisations, and with excellent leadership ability, each organisation will be able to learn from each other and to improve from the observation of other organisations, and then to share the experience at the “point” and “line” level.
- The works to be done on the “face” level includes the national Buddhist carnival, Buddhist art and culture exhibition and international conferences.