



LIGMINCHA INTERNATIONAL

Overview of Board of Director Roles, Terms, Culture & Recruitment



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MISSION AND VISION



Our Mission is

To preserve the ancient teaching of Bön and present its teachings in culturally appropriate, accessible, and applicable ways to modern life



Our Vision is

To preserve Yungdrung Bön as a living spiritual tradition

HOW WE ARE GOVERNED

- Ligmincha International is a 501c3 corporation established in the United States by Tenzin Wangyal Rinpoche in 1992 for the purpose of spreading and preserving the teachings and knowledge of Bön Buddhism.
- Ligmincha International has affiliates and projects throughout the world, and is governed by a Board of Directors, in consultation with our Spiritual Director, Tenzin Wangyal Rinpoche.
- Most countries in which Ligmincha International has a presence are organized independently according to the laws of that country, with their bylaws and governance documents drawing upon Ligmincha International's template.

HOW WE ARE GOVERNED



- Each country in which Ligmincha is represented is distinctly organized. Larger national sangha have their own legal structure, governing board or association.
- The International Board of Directors is a volunteer, working Board, and supports and advises the work of Ligmincha International's Officers and Staff as well as providing mission-based leadership and strategic governance. While day-to-day operations are led by Ligmincha International's chief executive officer (CEO), the Board-CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected.

ROLE OF BOARD OF DIRECTORS

Establish Organizational Identity

- Ensure Effective Planning
- Determine Mission and Vision and Advocate for them

Ensure Resources

- Select Executive Director
- Build a Competent Board
- Ensure Effective Planning
- Enhance the Organization's Public Standing

Provide Oversight

- Support and Evaluate the Executive Director and President of the Board
- Protect Assets and Provide Financial oversight
- Monitor and Strengthen Public Services
- Ensure Legal and Ethical Integrity

ROLE OF BOARD OF DIRECTORS

The Three Legal Duties of a Nonprofit Board Member

1 CARE

Pay attention to the organization's activity and operations

2 LOYALTY

Put the interest of the organization before personal and professional interest

3 OBEDIENCE

Comply with applicable federal, state, and local laws; adhere to the organization's bylaws; and remain the guardians of the mission

WHY SERVE?



Board members serve out of a desire to help Ligmincha International further the goals of Tenzin Wangyal Rinpoche to spread and preserve the Bön teachings for the betterment of all beings.

Being of service to this important cause brings great meaning, satisfaction, and merit personally and to our collective welfare.

BOARD MEMBER ROLE

TERMS

Term Length

- The Director's term shall be three (3) years.
- A Director may be re-elected to serve up to two (2) consecutive terms;
- However, after completion of any two (2) consecutive terms, a Director may not serve as a member of the board for a period of at least three (3) years

Meeting Cadence, Committees, and Duties

- **Meeting Cadence**
Under the organizations' bylaws, board meetings are held monthly, remotely via Zoom, and members are expected to attend.
- **Committee Service**
Each board member is expected to serve on at least one (1) committee. Under the current bylaws the standing committees are as follows: Executive, Finance, and Governance. Each committee meets two to six times per year between regular meetings unless otherwise **noted**.
- **Additional Duties**
In addition to attendance at the regular board meetings and committee service, board members may be asked to serve voluntarily on ad hoc committees or working groups for a specific project.

BOARD MEMBER ROLE RESPONSIBILITIES

Responsibilities and Expectations

Specific responsibilities

- Believe in and be an active advocate and ambassador for the values, mission and vision of the organization.
- Serve as a trusted advisor to the ED as s/he develops and implements Ligmincha International's strategic plan.
- Help build a respectful and compassionate culture.
- Have the time to contribute fully as a Board and committee member.
- Regularly attend Board and committee meetings. Prepare for these meetings by reviewing materials and bringing materials to meetings.
- Act in a way that contributes to the effective operation of the Board – and work with fellow Board members and staff to assure that the Board and its committees function well.
- Focus on the good of the organization, independent of personal agenda, self-interest, or influence of others.
- Abide by Ligmincha International's Code of Ethics.

BOARD MEMBER ROLE RESPONSIBILITIES

Responsibilities and Expectations

Specific responsibilities

- Support the organization's policies and procedures for conducting business.
- Maintain confidentiality of all work unless authorized otherwise.
- Support Board decisions once these are made.
- Use conversation as a core business practice, asking strategic questions and participating in dialogue.
- Be available to serve as a committee/task force chair or member. Be a prepared and active participant.
- Inform the Board of Directors of any potential conflicts of interest, whether real or perceived, and abide by the decision of the Board related to the situation.
- Respect the authority of the Executive Director and staff; and, adhere to the limitations of the Board, its committees and individual Board members.

BOARD MEMBER ROLE RESPONSIBILITIES

Additional Expectations

- Consistent practice in our tradition.
- Keep informed about the organization, its issues, and its connection to the community through active participation within the organization and outreach outside the organization. Participate as you can in professional development opportunities to become a better board member.
- Participate in appraisal of your own performance and others, as called upon.
- Promote a culture of philanthropy. **Specifically:**
 - Reach into diverse communities and help identify and cultivate relationships to support the organization as donors, volunteers, and advocates.
 - Give an annual financial contribution to the best of personal ability. If the organization launches a special campaign, give to that, too.
 - Participate in fund development by taking on various tasks tailored to your comfort and skills.
 - As appropriate, use personal and professional contacts and expertise to benefit the organization, without compromising ethics or trespassing on relationships.
- Agree to step down from the Board position if unable to fulfill these expectations.

BOARD MEMBER ROLE

QUALIFICATIONS

Candidates should have several of the following qualifications:

- Be a Bön Practitioner that honors the texts, land and culture of Bön , and specifically the vision of Tenzin Wangyal Rinpoche.
- Represent a geographic area where large Ligmincha sanghas are located.
- Possess personal qualities of integrity, credibility, and a passion for the work of Ligmincha International.
- Have the ability to combine spiritual guidance with business acumen in daily living.
- Have professional experience in finance or accounting with skill to interpret financial statements.
- Have a background or expertise with legal issues.
- Have experience in nonprofit leadership or committee work.
- Have fundraising expertise and skills with a willingness to support donor outreach and meet goals.

BOARD MEMBER BENEFITS



- Ligmincha International Board members work as a team to advance the mission and vision of Ligmincha International.
- They gain satisfaction and merit by contributing to a cause that has impacted their life in a very positive way.
- They have extended interactions with Rinpoche when he attends the annual Board meeting, as well as an annual dinner or luncheon with Rinpoche during that retreat.
- Board members receive free room and board for one full week of Summer Retreat at Serenity Ridge (or another Ligmincha location if the annual meeting is held in Mexico or Poland), and may attend any Ligmincha International/Serenity Ridge retreats online free of charge.
- Board members may also receive discounts to certain Ligmincha online and in-person events and at our dharma shop.

ONBOARDING AND ORIENTATION



- New board members will engage in an orientation on a rolling basis, to support them in understanding our organizations' structure, strategic plan, procedures, and board culture.
- They will be integrated into our board management methodologies (WhatsApp & Google Drive), which helps organize our contact information, meeting calendars and materials, resource folders, term tracking, messages, and actions (such as surveys, online votes, etc.).

RECRUITMENT

The Ligmincha International Board of Directors are intentional about who we seek to recruit in any given year, depending upon the needs of the board as well as to fill identified gaps in essential skill sets.

As a working Board, we are especially interested in recruiting new Board members who have experience and expertise in:

- Business / Finance / Accounting
- Legal Background
- Non Profit Boards
- Hotel and or Retreat Operation
- IT / Online Programming / APP Development
- Networking / Outreach
- Fundraising
- Digital Strategy / Social Media

NOMINATION AND APPLICATION PROCESS



Nomination

We invite you to nominate someone you believe would be a valuable addition to our board. To nominate someone, complete the provided nomination form. Once submitted, we will be reaching out to your nominee encouraging them to take the next step in this process by completing an application.

Application

For those who have been nominated or wish to apply, we have an application form ready to capture more detailed information about your background and qualifications.

We are grateful to those willing to volunteer their time and experience to help serve our mission.

Contact: governance@ligmincha.org for recruitment and how to get started.

BOARD OF DIRECTORS AND OFFICERS

Board of Directors

- Rob Patzig, Board Chair, USA
- Carlos Madero Cantu, Mexico
- Mariela Iragorri, Mexico
- Frank Jeri, Governance Committee Chair, Peru
- Justyna Przondo, Poland
- Gabriel Rocco, USA
- Pam Rodeheaver, USA

Officers

- Rob Patzig, President, USA
- Sue Davis-Dill, Executive Director, USA
- Board Secretary, Maggie Scobie, USA
- Board Treasurer – Scott Clearwater, USA

MEET THE BOARD OF DIRECTORS

Rob Patzig, Board Chair, USA



Rob Patzig is the president and chairman of the board at Ligmincha International. He assumed both roles in 2013.

With a deep commitment to the preservation and sharing of the Yungdrung Bön tradition of Tibet, Rob works closely with Ligmincha's spiritual director, resident lamas and international communities to support Ligmincha's mission, foster collaboration, and develop new programs.

Under his leadership, the organization has continued to expand its reach, promoting awareness and understanding of Bön through retreats, teachings, publications, and online programs.

Before joining Ligmincha International, Rob Patzig had an eighteen year career in finance and investment management, serving for his last eight years as the Chief Investment Officer for a multi-billion dollar family office. In this role he cultivated skills in strategic planning, leadership, and organizational development. His transition to Ligmincha was driven by a deep personal commitment to spiritual practice, the expansive vision of Tenzin Wangyal Rinpoche, and a desire to use his past experiences in business and finance to preserve and share ancient wisdom traditions.

Previously he held academic postings in market research and taught English at the university level. Rob holds degrees in Philosophy and English Literature. He is married, has two grown children and too not so grown dogs.

MEET THE BOARD OF DIRECTORS

Carlos Madero Cantu, Mexico



Carlos Manuel Madero Cantú was born on November 20, 1955, in Torreón, Coahuila, a city where he has forged both his professional path and his spiritual and community service.

His life has been marked by the convergence of engineering, business leadership, inner transformation, and a strong commitment to collective well-being.

He earned his degree in civil engineering from the Monterrey Institute of Technology and Higher Education, Monterrey Campus, and completed a master's degree in business administration. From the beginning of his professional life, he focused on creating harmonious, functional, and sustainable spaces. He founded Grupo Montemeru S.A. de C.V., which includes Montemeru Homes, Constructora Davalage, Samsara, and Ecolosystems. Under his leadership, housing, educational, and recreational projects, among others, have been developed.

His first contact with Buddhism occurred in 1995. In November 2001, together with his wife Gabriela Flores Hernández, he formally began practicing Bön Buddhism, with the blessing and guidance of his spiritual teacher, Tenzin Wangyal Rinpoche. Since then, his life and that of his family have become deeply intertwined with this ancestral Buddhist Lineage. That same year, on a vacant lot donated by a fellow practitioner, he fully developed and urbanized the Chamma Ling Torreón Retreat Center, transforming it into an architectural and spiritual landmark.

MEET THE BOARD OF DIRECTORS



Carlos Madero Cantu, Mexico

There, he designed and built the Gompa, private rooms with bathrooms, the kitchen, the dining room, and the gardens. In 2002, he led the construction of the first Bön Buddhist Stupa in the Western Hemisphere, with the authorization of Tenzin Wangyal Rinpoche and the collaboration of monks from the Bön tradition.

In 2010, he served as Director of Ligmincha Mexico and participated in the consecration of the Stupa for World Peace at Chamma Ling Valle de Bravo. He has traveled to Nepal and the United States to attend retreats with masters of the Bön lineage.

Carlos Madero has served as a board member of Ligmincha International and holds the title of Instructor within the organization.

To this day, he actively participates in the training of practitioners, organization of retreats, weekly meditations, and the performance of ceremonies.

MEET THE BOARD OF DIRECTORS

Mariela Iragorri, Mexico



Mariela Iragorri is a seasoned professional with over 25 years of experience in international corporations, seamlessly blending business acumen with a passion for service.

Her spiritual path began in 1999 with a transformative journey to India and Nepal, where meeting Tenzin Wangyal Rinpoche sparked her devotion to the Bön Tradition.

This commitment led her to support peace and healing initiatives, including her instrumental role on the Mexican Board of Directors for the Great Bön Stupa for World Peace, successfully fundraising until its consecration in 2010.

Her professional expertise spans prominent organizations such as Warner Brothers, Marvel, Mattel, NBC Universal, and FIFA, where she has thrived in roles focusing on Marketing, Licensing, Business Consulting, and Social Media. Mariela excels at building cohesive global teams and integrating mindfulness into her work as a Contemplative Psychotherapist to promote healing and connection.

An advocate for holistic well-being, Mariela is passionate about learning from diverse cultures and treasures the wisdom of indigenous peoples. She finds joy in nature and life's simple pleasures, seeking connections with those who share her dedication to service and collaboration.

To explore how Mariela can contribute to Ligmincha's purpose or other initiatives, please reach out at miragorrich@gmail.com

MEET THE BOARD OF DIRECTORS

Frank Jeri, Governance Committee Chair, Peru



Frank Jeri is a dedicated community leader with a heart for service. With over 17 years as practitioner of the ancient Bön spiritual tradition, Frank's journey with Ligmincha International began in Peru and other South American countries in 2015.

Frank's career has spanned roles in human resources and executive leadership at organizations like Procter & Gamble, Microsoft, and Ernst & Young.

His ability to drive strategic initiatives has helped transform communities in Latin America.

You can find Frank volunteering at non-profit organizations supporting kids and underserved communities in Peru, or walking in different mountains and sacred places.

Frank welcomes conversations about how we can better serve our community. Reach out to him at frankjeri@hotmail.com to connect.

MEET THE BOARD OF DIRECTORS

Justyna Przondo, Poland



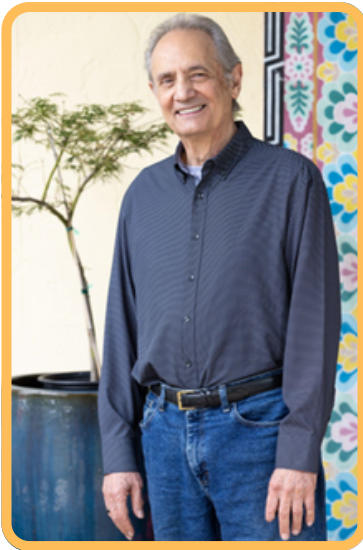
Justyna Przondo first met Rinpoche in 2003 and since then she has been following his teachings.

She comes from and lives in Poland.

For many years she led practices in her town Wrocław. From 2012 to 2021 she was the president of the board of Ligmincha Poland. Professionally she is involved in the pottery art.

MEET THE BOARD OF DIRECTORS

Gabriel Rocco, USA



Gabriel Rocco has been a student of Tenzin Wangyal Rinpoche for nearly 30 years and served as the head of the original Serenity Ridge Council for many years. Gabriel earned his Master of Arts in Contemplative Psychotherapy degree from Naropa University in 1982. He maintains a Contemplative Mentoring practice, where he empowers individuals to uncover their inherent health and well-being in the face of serious illness.

In 1986, he pioneered the Cancer Support Care and Crisis Intervention program at Einstein Medical Center where he also served as counselor at Einstein's Hospice, one of the nations' first hospital-based hospices. In 1990 he founded "Life Support Group," a nonprofit organization providing mind-body practices in group format to cancer patients and their families.

In 2003, on behalf of Tenzin Wangyal Rinpoche, he was honored to present directly to the Dalai Lama, at Garrison Institute, on the topic of teaching meditation to Westerners.

For twenty years, Gabriel was a senior teacher for the University of Pennsylvania's Penn Program for Mindfulness where he taught Mindfulness-based Stress Management programs. During the same twenty year period he served as the Mind Body Specialist for the Wellness Community in Philadelphia providing meditation instruction, stress management, and a variety of contemplative healing practices for people living with cancer and their families.

MEET THE BOARD OF DIRECTORS



Gabriel Rocco, USA

Gabriel taught the first six 3 Doors North American Academies with his wife, Marcy Vaughn. Marcy and Gabriel created and continue to teach The 3 Doors Compassion Project. In addition to teaching a variety of programs with The 3 Doors, Gabriel has created the pre-recorded, self-paced course, [The Healing Power of Silence](#), available anytime.

MEET THE BOARD OF DIRECTORS

Pam Rodeheaver, USA



Pam encountered Rinpoche and the Bön teachings in 1994, which had a profound impact on her life.

She has been a dedicated volunteer and practitioner with Ligmincha's local Charlottesville sangha ever since, serving as Treasurer for almost 25 years before joining the International Board.

In her career, Pam worked for over 30 years at the University of Virginia Medical center, where she managed an active research lab that studied wound healing, wound dressings and closure devices. She has numerous scientific publications and has presented at national meetings. She also worked with the UVA Nursing School's Center for the Study of Complementary and Alternative Therapies during 10 of those years, where she wrote grants and conducted clinical trials.

She is now happily retired, which allows more time for other interests including writing, travel, nature, and family time. She has participated in a local screenwriting group for the past 12 years, and has been its leader for the past 5 years.

MEET THE OFFICERS

Rob Patzig, President, USA



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Previously he held academic postings in market research and taught English at the university level. Rob holds degrees in Philosophy and English Literature. He is married, has two grown children and too not so grown dogs.

MEET THE OFFICERS

Sue Davis-Dill, Executive Director, USA



Since becoming a student of Tenzin Wangyal Rinpoche's in 1996, Sue felt a wish to be of service to Rinpoche's work and Ligmincha's mission to preserve the teachings and traditions of Yungdrung Bön.

This led her to move from California to Charlottesville, Virginia, where Ligmincha International headquarters was then located.

With a background in finance and a Masters degree in Depth Psychology, Sue began as a volunteer and then became a paid staff member managing the retail and online store.

Since 2010 she has been in the role of executive director, supporting the organization as it has grown over these many years.

When Sue is not working, she enjoys walks in the woods with her husband. Reach out to Sue to learn more about our organization and projects at suedavisdill@ligmincha.org

MEET THE OFFICERS

Maggie Scobie, Board Secretary, USA



Maggie Scobie is a long-time student of Tenzin Wangyal Rinpoche, meeting him in the late 1990's in Washington, D.C. She has been a committed practitioner of Bön Buddhism, dedicated to the preservation and embodiment of its ancient wisdom in the modern world.

She serves as Board Secretary for Ligmincha International and is an active member of the Sangha, serving as Lama House Volunteer Coordinator at Serenity Ridge Retreat Center.

Professionally, Maggie holds a graduate degree in Counseling Psychology and has spent her career working in nonprofit, service-based, and leadership organizations. Since 1988, she has been an active leader at the Institute for the Advancement of Service, where she serves on the board of directors, and is a long-standing faculty member and counselor.

Guided by the teachings and practices of Tenzin Wangyal Rinpoche and the 3 Doors Academy and programs, Maggie's path is one of devotion, compassion, and selfless service. She brings to the Ligmincha community a steady presence and years of experience working with non-profit organizations. Her commitment to Ligmincha International is to join with other board members and fully support the success of the Vision and Mission of their teacher, Tenzin Wangyal Rinpoche.

She is married, has two grown children, and a full house of beloved pets. They live in an EcoVillage Community in Virginia.

MEET THE OFFICERS

Scott Clearwater, Board Treasurer, USA



Scott Clearwater has been a student of Geshe Tenzin Wangyal Rinpoche since 2001. With a background in physics, he found his door to dharma in the dzogchen teachings