

Group Leaders

Group leaders are the frontline leaders of SGIA. It is primarily in the Groups that members connect to the practice and are fostered through regular activity and care. The role of the Group leader is therefore vital in directly caring for the members of the Group, supporting them in their Buddhist practice and connecting them to the support network of the broader organisation.

Any member can be appointed as a Group leader, based on their determination to connect people in their local area to the Buddhism of Nichiren Daishonin. There is no fixed term for Group leadership and members who hold other leadership roles can, and are encouraged, to continue to hold a role as a Group leader. In this way, leaders are able to naturally maintain a direct connection to the grassroots of the SGI movement throughout their practice.

While any member can potentially become a group leader it is nonetheless a significant responsibility. For this reason, in some cases, members may wish to form a 'Gathering' first and within the period of 1 year determine, in discussion with the local Area leaders, whether to proceed to group and group leadership appointment.

The ultimate goal for a Group leader is to support and care for members to the extent that the Group can split into 2 groups as it grows too large to be cared for by a single Group leader and new capable leaders are fostered within the Group.

The key responsibilities of a Group leader include:

Group meetings	Hold group meetings, recommended twice monthly, however this depends on what is feasible for the group leader and the group members.
One-to-one encouragement	Regularly meeting with members of the Group one-to-one, to develop shared bonds of understanding and encouragement. Ideally this is done through visiting a member's home (home visitation) but if not feasible can be at another location. To avoid misunderstandings, it is usually best to hold one-to-one meetings with members of the opposite gender in a neutral location (e.g. coffee shop) or together with another member/leader of the same gender.
Communication of information	Communicating details of activities and updates from the broader organisation.
Connection to Area	Engaging with Area leaders in open dialogue to establish bonds of friendship and discuss how to best support the growth of the Group and its members, and deal with any issues that arise.

	Joining a periodic meeting of Area and Group leaders for mutual encouragement: chanting together for the growth of members; studying President Ikeda's guidance together; sharing of experiences in supporting members; discussing issues that arise; communicating information.
Group membership	Encouraging guests to become members and assisting them with the process. Where required, assist new members with learning <i>gongyo</i> .
Gohonzon application	Encouraging new members to receive Gohonzon, according to SGIA guidelines, and assisting them with the application process (in collaboration with Area/Region leaders).
Personal guidance	Encourage members to seek personal guidance from senior members/leaders and where applicable, help facilitate this.
Indigo subscription	Encouraging members on the significance of subscribing to Indigo.
Financial contribution	Encouraging members on the spirit of financial contribution.
Membership records	When required, provide records of members in the Group to the Area/Region leadership.

Additional resources:

- [GUIDELINES FOR GROUPS AND GROUP MEETINGS](#)
- [MEMBERSHIP FORM](#)
- [GOHONZON APPLICATION FORM](#)

Area Leaders

The primary responsibility of Area leaders is to provide direct care and support to the Group leaders in their Area.

Area leaders are appointed by division (Women, Men, Young Women, Young Men), with the aim of having at least one leader by division in each Area leadership team. Having divisional Area leaders means that Group leaders (and Group members, through the support of the Group leader) are able to freely receive more targeted personal encouragement when required. It also supports the fostering and training of new divisional leaders emerging from the Groups.

While Area leaders support the Groups in their area, it is not necessary for them to attend every Group meeting on a regular basis. Area leaders should attend Group meetings when it is felt that additional support is required or when a Group leader requests their attendance. In this way, the Group leaders remain empowered to take responsibility and initiative for the growth of the members in their Groups.

The key responsibilities of an Area leader include:

One-to-one encouragement	Regularly meeting with Group leaders one-to-one, to develop shared bonds of understanding and encouragement. Ideally this is done through visiting their home (home visitation) but if not feasible can be at another location. In discussion with a Group leader, visiting a Group member to provide encouragement, individually or together with the Group leader to provide a training opportunity. To avoid misunderstandings, it is usually best to hold one-to-one meetings with members of the opposite gender in a neutral location (e.g. coffee shop) or together with another member/leader of the same gender.
Area/Group leaders meeting	Hosting a monthly meeting of Area and Group leaders within an Area to provide a forum for mutual encouragement: chanting together for the growth of members in the Area; studying President Ikeda's guidance together; sharing of experiences in supporting members; discussing issues that arise; communicating information.
Area leadership team	Actively building bonds of friendship with other leaders in the Area leadership team through one-to-one contact and team meetings.

Communication of information	Communicating details of activities and updates from the broader organisation to the Group leaders.
Connection to Region	Engaging with Region leaders in open dialogue to establish bonds of friendship and discuss how to best support the growth of the Groups and members in the Area, as well as discussing issues that arise.
Encouragement for youth	Actively encouraging youth members to participate in youth activities such as Open Youth Study, Core Youth Study. Encouraging youth members to commit to their training groups, e.g. Sokahan & Jacaranda training.
Group Leader appointments	In discussion with Group leaders and Region leaders, offering suggestions for new Group leaders for consideration by the Region team.
Gohonzon application	Assist, as required, with the process of Gohonzon application and conferral for members. Note that Region leaders, in discussion with the State leaders, are responsible for the approval of Gohonzon applications.
Personal guidance	Encouraging leaders and members to seek personal guidance from senior members/leaders and where applicable, help facilitate this.
Indigo subscription	Encouraging members on the significance of subscribing to Indigo.
Financial contribution	Encouraging members on the spirit of financial contribution.
Membership records	When required, collating records of members in the Groups and provide to the Region leadership.

Additional resources:

- [LEADERSHIP APPOINTMENT PROCESS](#)

Region Leaders

The primary responsibility of Region leaders is to provide direct care and support to the Area leaders in their Region.

As with Areas, Region leaders are appointed by division (Women, Men, Young Women, Young Men), with the aim of having at least one leader by division in each Region leadership team.

While the Region leaders' aim is to have an understanding of how members are developing across all Areas and Groups in the Region, it is not necessary for them to attend all Group meetings or all Area/Group leader's meetings on a regular basis. They should attend when, through discussion with the Area leaders, it is felt that additional support is needed.

The key responsibilities of a Region leader include:

One-to-one encouragement	<p>Regularly meeting with Area leaders one-to-one, to develop shared bonds of understanding and encouragement. Ideally this is done through visiting their home (home visitation) but if not feasible can be at another location.</p> <p>In discussion with an Area leader, visiting a Group leader or member to provide encouragement, individually or together with the Area leader to provide a training opportunity.</p> <p>To avoid misunderstandings, it is usually best to hold one-to-one meetings with members of the opposite gender in a neutral location (e.g. coffee shop) or together with another member/leader of the same gender.</p>
Region leadership team	<p>Actively building bonds of friendship with other leaders in the Region leadership team through one-to-one contact.</p> <p>Periodically holding a meeting as a Region leadership team: chanting together for the growth of members in the Region; studying President Ikeda's guidance; discussing issues that arise and how to support the Areas, Groups and members in the Region.</p>
Communication of information	<p>Communicating details of activities and updates from the broader organisation to the Area leaders.</p>
Connection to State	<p>Engaging with State leaders in open dialogue to establish bonds of friendship.</p> <p>Joining a periodic State/Region leaders meeting to chant and study together; discuss how to best support the growth of the Areas/Groups; deal with issues that arise;</p>

	<p>receive information and updates to pass on to the Areas.</p> <p>Supporting members involved in the Gosho study or writing an experience for Indigo by helping them to prepare their experience.</p>
Encouragement for youth	<p>Actively encouraging youth members to participate in youth activities such as Open Youth Study, Core Youth Study.</p> <p>Encouraging youth members to commit to their training groups, e.g. Sokahan & Jacaranda training.</p>
Area Leader appointments	<p>In discussion with Area leaders and State leaders, offering suggestions for new Area leaders for the State team to consider.</p>
Group Leader appointments	<p>In discussion with the Region Leadership team, consider proposals of Group Leader appointments; if approved, proceed with the appointment process.</p>
Gohonzon application	<p>Reviewing and approving Gohonzon applications received from the Group or Area leaders.</p> <p>Visiting the home of the member applying for Gohonzon to understand their circumstances and encourage them in the spirit of receiving Gohonzon.</p> <p>If no significant concerns, submitting the Gohonzon application to the State leadership team for final approval and planning of the conferral date.</p>
Member relocations	<p>Coordinate with the Central Contact Person in each state to locate an appropriate group for members moving between Regions or States and members arriving from overseas.</p>
Personal guidance	<p>Encouraging leaders and members to seek personal guidance from senior members/leaders and where applicable, help facilitate this.</p>
Indigo subscription	<p>Encouraging members on the significance of subscribing to Indigo.</p>
Financial contribution	<p>Encouraging members on the spirit of financial contribution.</p>
Membership records	<p>When required, collate records of members in the Area and provide to the State leadership.</p>

Additional resources:

- [LEADERSHIP APPOINTMENT PROCESS](#)
- [GOHONZON APPLICATION AND ENSHRINEMENT GUIDELINES](#)

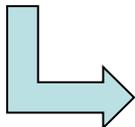
Group Leadership Appointment

Recommendation Process

- Discuss and identify new group leader with current group leader
- Discuss potential new leader with Divisional Region leader
- Propose new group leader in Area team (all divisions)
- Once all agreed, form to be signed and pass to region team



- Divisional Region leader proposes and discusses new group leader recommendation in region team (all divisions)
- Once all agreed and proposal is approved, divisional Region leader communicates approval.



Group



Area



Region

Approval Communications

- Divisional area leader informs area team before approaches new group leader (to keep appointment confidential until new leader acceptance)
- Divisional area leader home visits potential new group leader and invites to take on responsibility
- Once new leader accepted, inform Area and Region team
- Announce new appointment at commemorative meeting/email/newsletter



- Divisional region leader informs divisional area leader



REMINDER – After each commemorative meeting, State team needs to send forms on all leadership announcements to ACC office to update records

Area Leadership Appointment

Recommendation Process

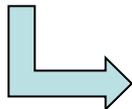
- Ongoing discussion on succession with Divisional Area and State leader
- Discuss and identify successor with current Area leader
- Discuss with Divisional State leader once successor has been identified
- Propose and discuss new Area leader in Region team
- Once all agreed, form to be signed and pass to State team



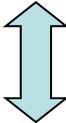
- Divisional State leader proposes and discusses new Area leader recommendation
- Once State team agrees, Divisional State leader to communicate to Divisional NW Leader



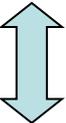
- Divisional NW Leader to share proposal with NW Leadership team.



Area



Region



State



Nation wide

Approval Communications

- Divisional Region leader informs Region team
- Region team informs Area team **divisionally** before new leader being approached (to keep appointment confidential until new leader acceptance)
- Divisional Region leader home visit new Area leader and invite to take on responsibility
- Once new Area leader accepted, inform Area, Region and State teams
- Announce new appointment at commemorative meeting/email/newsletter



- Divisional State leader informs Divisional Region leader



- Once NW team concurs, Divisional NW leader to communicate to Divisional State Leader



REMINDER – After each commemorative meeting, State team needs to send forms on all leadership announcements to ACC office to update records

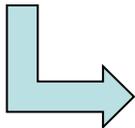
Region Leadership Appointment

Recommendation Process

- Ongoing discussion on succession
- Discuss and identify successor with current Region leader
- Discuss with Divisional Nationwide Leader once successor has been identified
- Propose and discuss new Region leader in State team
- Once all agreed, form to be signed and pass to Nationwide team



- Divisional NW leader proposes and discusses new Region leader recommendation
- Once NW team agreed, GD to discuss leadership recommendation with Oceania Leaders for approval



Region



State



Nation wide



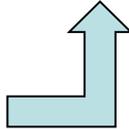
Oceania

Approval Communications

- Divisional State leader informs State team
- State team informs Region team **divisionally** before new leader being approached (to keep appointment confidential until new leader acceptance)
- Divisional State leader to home visit new Region leader and invite to take on responsibility
- Once new leader accepted, divisional State leader to inform Region, State and NW teams
- Announce new appointment at commemorative meeting/email/newsletter



- Once approval received, Divisional NW leader to inform Divisional State leader



REMINDER – After each commemorative meeting, State team needs to send forms on all leadership announcements to ACC office to update records