

Challenge	Preferred Solution	What Happened
Revenue notify ISKCON that we will lose our charitable status as Praghosa and Goloka are directors while being married and also receiving a wage they set for themselves	That Praghosa to keep the law resigns as a paid employee of ISKCON, allows Goloka to be paid double, and acts as a co-Director along with other devotees who are unpaid	Both Praghosa and Goloka resign as Directors, Manu and Janmastami reluctantly became directors so that Praghosa can still be paid as restaurant general manager
A number of devotees (a number greater than 10) independently approach Janmastami knowing that he is managerially involved and recommend that wage levels for someone in the role of GBC, director and management should always be published rather than being only known by the devotee who sets their own wages in a charity	That Praghosa publicise the wages and expenses that he allots himself so that that type of speculation can be ended, either publicly or at least to the directors	Janmastami defends Praghosa and says that it is up to him what he pays himself as he has done a great deal of the work in setting up the restaurants. He agrees with the principle of transparency but holds off from saying anything as he knows Praghosa is sensitive about this topic and had been very angry when asked by the congregation before
A variety of devotees complain that the restaurants are losing money and that staff's jobs are at risk and there is no communication to the contrary – this in turn lowers morale and fuels more rumors	To meet with Praghosa and get an update on the restaurant's performance so that devotees can be encouraged and any necessary help given	Praghosa refuses to meet with Manu and Janmastami saying that he has difficulties with Mahotsaha (restaurant manager) and that as he (Praghosa) is not a director anymore it is not his responsibility but theirs
As the GBC, paid restaurant manager and as effectively the director (only not on paper because of the Revenue's threat) Praghosa's support is needed to progress forward	That Praghosa meets with either all managers, or if as he says in his own words he genuinely feels he will be 'ambushed' by Mahotsaha then just Manu and Janmastami will meet with him	This was refused by Praghosa under the explanation that as a paid member of staff it would be a type of harassment for him to be put in this situation however finally it was agreed that he would meet just with Manu and Janmastami
Praghosa clearly is not acting in the paid role of restaurant manager as evident by his passing on of these duties to Manu and Janmastami and rumors are spreading about this whilst a recession is taking place which gives rise to concern about the yatra's security as the Dublin Temple and the Govindadwipa Island are resting financially on the restaurants as their deeds have been tied up in securing the loans needed for Govinda's 3	That Praghosa re-commit himself to the role of restaurant manager, becomes a director again as an act of good faith, his wife will be paid double so that he can keep his wage legally and that a committee is set up so that communication between managers is more regular, personal and less confrontational so as not to be a strain on Praghosa or anyone else	Praghosa resigns from the role of restaurant manager, some time later agrees to the idea of a committee that will take on the authority of his previous role and at first refuses but then to his credit agrees to take on the role of director once again despite stating that he didn't want it

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<p>Having agreed to become director several months pass by without this happening despite several requests and reminders</p>	<p>That Praghosa, upon being requested, fulfills his earlier promise and becomes director again as a gesture of good faith</p>	<p>As a result of this promise not being fulfilled, Janmastami as the current director and secretary becomes concerned as a great deal of the yatra's runnings are under his legal responsibility but he is not aware of their status and is uncomfortable asking as previous requests have been taken very personally by and emotionally by Praghosa as accusations and he has been shouted at for even bringing it up, despite the fact that he is legally liable for the outcome</p>
<p>Janmastami expresses this concern to Praghosa however Praghosa insists that he will only fulfill his promise to become director if an arrangement is made so that the supplying of milk for the first Govinda's restaurant is carried out by someone other than Goloka</p>	<p>That Praghosa and Goloka, as manager of that branch, reach their own resolution and hire someone to do this as Manu and Janmastami have no involvement in the restaurant's running and this had been agreed to by Praghosa previously</p>	<p>Janmastami meets with Praghosa, expresses his concerns about this and his lack on insight into milk supply as well as his concerns that Praghosa is applying pressure to him that is undue. Praghosa clarifies that he will not become director until the milk is arranged and emphasises his authority. He agrees though to become director as soon as the milk arrangements are made. For simplicity milk arrangements are made by Janmastami that day</p>
<p>Praghosa notifies Manu and Janmastami that he is now a director. The Companies office confirms this is not the case as the signatures of the current directors would have been needed to make this so</p>	<p>That Manu and Janmastami are allowed to sign the form making Praghosa a director</p>	<p>Nothing happens, and weeks pass by meaning that several months have passed from the point where agreement was reached based on Praghosa becoming a director, all of this in the background of a worsening economy and limited understanding by the present directors of the financial status of the projects. Janmastami writes to the council and expresses his concerns about this and his desire to resign from the role of director and secretary so that he can focus on his primary services</p>

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<p>Being concerned by all of these unprecedented decisions on Praghosa's part a council meeting is called which Praghosa refuses to attend and instead sends a letter to be read by the chairman indicating that he has resigned from all managerial responsibility for the yatra, including that of GBC. Janmastami on the request of the committee writes a summary of the events to date and submits them to the committee and also to the GBC body due to the seriousness of a GBC resigning without notice.</p>	<p>That further discussions take place and that a thoughtful decision is reached as to whether Praghosa wishes to continue on as GBC, a role that every member of the committee has been up until this point enthusiastic that he does hold however that he has indicated on a number of occasions and in writing that he does not wish to hold. Supervision by the Euro RGB or another GBC approved independent body would also be appropriate considering the resignation from the GBC role and the lack of knowledge by local devotees of the mechanics of a GBC's resigning suddenly without notice.</p>	<p>An email is sent to Janmastami on the day of the Janmastami festival whilst he is away in the States written in Praghosa's style of writing but without his signature but instead with the other committee members names attached stating that Janmastami is offensive and as such has been removed from the roles involving managing the temple, Rathayatra and communications. Upon investigating this further it transpires that these devotees did not agree to add their names to this email, but instead to a much milder draft of the email which encourages dialogue. They later apologise that any email was sent at all and it is stated that they only agreed to it because they were threatened that if they did not sign it Praghosa's resignation would stand but that he would withdraw his resignation and not put his services on them if they agreed to sign it.</p>
<p>Upon Janmastami's return Praghosa continues to refuse to meet so a group of devotees considered impartial are called in to investigate what is taking place and express their opinion. At a meeting that takes place they state that Janmastami should be reinstated as manager of the temple and that it was wrong that he had been removed and also that the concerns regarding Praghosa would be investigated.</p>	<p>That this is acted upon.</p>	<p>After the meeting a few days pass with no contact, then a letter is given to Janmastami restating what has been said in the meeting that the management positions should be reinstated. This is understood by Janmastami to have been circulated to everyone involved due to it being an official statement. Janmastami responds to those involved appreciating their decision that he should be reinstated but emphasising that the priority is on resolving whether or not Praghosa is serving in his roles. Soon after though it emerges that Praghosa is 'upset' by the letter and it is withdrawn.</p>

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<p>Praghosa issues a letter responding to Manu's suggestion that more talking take place saying that if this is to be the case then he will resign as a director of ISKCON Ireland</p>	<p>That Praghosa meet with Janmastami, or that the Council arrange a meeting to decide on a balanced way to proceed or that Brahmaturtha Prabhu's offer of mediation be taken up which has been refused by Praghosa up until this point</p>	<p>Mahotsaha, Syamananda and Tim meet with Janmastami and they discuss the present situation. They all agree that they want the project's to succeed and they present to Janmastami a letter asking him to step down from his present responsibilities and pass over control to Syamananda. Janmastami agrees with the practicalities of Syamananda being in charge but not the principle of removing someone when what they did was merely try to manage as best they could the more dramatic challenges that were placed upon them by their GBC whilst in the admission of the letter presented by the Council the roles were 'dutifully maintained'</p>
<p>Presently, there has been a lot of fragmentation in the community because of this and these difficulties are a disruption to the successful running of the yatra</p>	<p>That Praghosa meets with all parties and apologises for his handling of the matter and for pressurising the devotees involved. That he either agrees with Janmastami's points and takes them on board or disagrees with them but values them and Janmastami's motivation as Director in keeping the yatra afloat in difficult circumstances.</p> <p>That guidelines are issues by the GBC for appropriate norms of behaviour in matters like this and in situations where they are contravened that an impartial investigation takes place by a senior and impartial ISKCON manager or department for this purpose.</p> <p>That everyone involved may continue to focus on their Krishna Consciousness</p>	