

DHARMA COUNCIL MEETING

December 15, 2022, 7pm

The purpose of the Dharma Council is to assist and advise the Abbot and Godo in determining matters of liturgy and teaching. The Dharma Council provides oversight and stewardship of Dharma presentation and practice at DRZC to support its core mission and values.

In Attendance: Gabe, Kengan, Enji, Sokuchū, Daikō, Christina, Jiko

Absent: Jyōshin

Facilitator: Gabe

Location: Uji

Recorder: Enji

Agenda

1. Tiny Meditation
2. Approved Minutes from prior meeting
3. Next Meeting Date: January 12, 2023
4. Member Transitions: Thank you Enji and Sokuchū for your service on the council!
5. Updates on action Items from previous meeting(s):
 - a. Kengan will add the topic of creating a comfortable environment for non-overnight retreat participants to the Temple Officer's agenda. **Update:** *There are plans for some updated furniture in Uji, but there is no clearly designated, easily accessible, quiet, comfortable place for non-overnight retreatants to rest. Jiko plans to work with the next Shuso on continuing to address this need, and welcomes hearing specific relevant feedback about experiences folks have had with this.*
 - b. Jyoshin will do some exploration around the topic of resurrecting the dialogue with evangelicals. **Update:** *Jyoshin is in contact with Trudi Sang about getting the evangelical dialog group going again. The conversation is happening via email and, with Rohatsu and the holidays, going slowly. Once they have a schedule and some basic parameters ironed out Jyoshin will let the Dharma Council know.*
6. Questions for Today's Meeting:
 - a. *Does the DC have any questions, concerns, or feedback regarding DRZC sharing the following [video](#) with the Sangha via the e-bulletin?*
 - i. Background: *The video is a "get out and vote" message featuring Dharma teachers from various traditions. See forwarded email from Tsuho, Board chair for additional info.*
 - ii. Summary of main discussion points: Too late now for timely election publishing. Could still be shared with some context about the history. We

are not very fast in response times. As a 501c-3 nonprofit, we cannot endorse politicians but we can weigh in about policy. Beyond sharing a video, it could be nice if DRZC put some thoughtful planning into activities like getting out the vote.

- iii. **Action Item:** Gabe will communicate DC feedback about sharing the video to Tshuo.

b. *Are we ready to update the organizational structure document with the new Dharma Council mandate?*

- i. Summary of main discussion points: *We're done, it's good, no objections. We need to bolster sangha understanding of what the Dharma Council does so people have something to say when we ask for input. Spring forum would be a good time to spend some time explaining what we do.*
- ii. Decided: *Yes, we can go ahead and update the org. structure document.*
Action Item: *Gabe will start the update process.*

c. *New DC member recruitment: What are current updates and next steps regarding recruitment of new members? What are next steps for orienting new member(s) joining in January?*

- i. Background: Sanin (Nate) has accepted; Jiko invited Kyra after Rohatsu, and she said yes!
- ii. Summary of main discussion points: *This lowers our average age, and adds non-disciples. New recruits are aware that areas of responsibility for each council member will be discussed in January. Sokuchu will continue as seminary registrar for at least 6 months and will write up her job description. The Dharma Council will need to identify a new DEI liaison and decide if seminary registrar should be a council position or not.*

d. *Review of Liturgy with and equity lens (Jiko and Jyoshin): Jyoshin and Jiko have two suggested changes in liturgical language (see below). Looking to the DC for approval and also for operational direction.*

- i. Background info: 1) *In the eko after the women's lineage, it says "all those beings, women and men, known and unknown..." We propose removing "women and men" from this. 2) In Vespers and in several places in other ceremonies, we say "sons and daughters of Buddha." We propose changing this to "children of Buddha." Otherwise, we will just look at each ceremony as it comes up. Almost all these changes can be made in the precentor's book, but we have to consider: How to make the change for Vespers?*
- ii. Summary of main discussion points: *We can add sticker labels to fix the books (a good task for retreat), and make announcements about the*

changes. Changes to other specific ceremonies will be considered as they approach on the calendar. Officers could discuss how to make the announcements (e.g. sangha circle and bulletin). It would be nice to share some of the background thinking behind the changes with the Sangha.

- iii. Decided: Consensus, changes approved. **Action Item:** Kengan will bring to temple officers meeting to discuss how and when to announce and implement the changes.

7. Recurring Monitoring Reports and Announcements

- a. Diversity, Equity, and Inclusion: The DEI forum will take place on Saturday December 17. The purpose is to foster inclusion, curiosity, and inquiry about DEI at Dharma Rain. The main activity will be to explore our aspirations. Participants will do this through a brainstorming activity where they will generate as many questions and aspirations as they wish.
- b. Affiliated Groups: Got just one response from affiliated groups to the survey about their DEI efforts and experiences. It was meant to promote idea and resource-sharing from organization to organization. Corbett is up and running and ready to be listed on the DRZC website as an affiliated group. Dharma Cloud Day will be in April on a Saturday at Bright Way. Comment: It would be nice to have more social time, less formal programming. **Action Item:** Daiko will query Domyo in January on what help she needs..

8. Action Item Assignments and Deadlines

- a. Gabe will communicate DC feedback about sharing the "Get out the Vote" video to Tshuo
- b. Gabe will initiate the process of updating the Org Structure document with the revised Dharma Council Mandate
- c. Kengan will bring to temple officers meeting the topic of how and when to announce and implement the changes in liturgy. Daiko will query Domyo in January on what help she needs for organizing Dharma Cloud Day 2023
- d. All will review the Seminary class evals for January meeting.