

# DHARMA COUNCIL MEETING

March 9, 2023

*The Dharma Council provides oversight and stewardship of Dharma presentation and practice at DRZC to support its core mission and values.*

In Attendance: Kengan, Daikō, Christina, Jyōshin, Gabe, Ananda

Guest: Shin'yu

Absent: Jiko, Thomas, Sanin

Facilitator: Kengan

Location: Uji

Recorder: Gabe

## Agend

1. Tiny Meditation
2. 60-Second Check-in
3. Approved Minutes from prior meeting
4. Next Meeting Date: **April 6, 2023 (date changed due to Denko-e)**
5. Updates on action Items from previous meeting(s):
6. Questions/Topics for Today's Meeting:
  - a. Media Policy
    - i. Summary of main discussion points:
      1. We could potentially just add some simple language to the current policy document, such as: "*Audio of some events and classes at DRZC will be recorded and made available for public consumption. DRZC will endeavor to notify participants of this*".
      2. Regarding how to publicize the policy and operationalize it at particular events, it would be good to consult with the Shika.
    - ii. **Action item: Kengan will reach out to Jiko and Zonnyo regarding publicizing and operationalizing the Media Policy**
  - b. Question/Topic: Sangha Council process and how the Dharma Council can support it (joined by Shin'yu)
    - i. Summary of main discussion points:
      1. Current members of the Sangha Council are Shin'yu and Yusatsu.
      2. 3 main areas of current focus: 1) Keeping track of who is doing what temple jobs (via spreadsheet in google docs), 2) Finding jobs for folks who would like to volunteer, and 3) Finding folks to fill needed job slots. Of note, it's been challenging to keep the job

spreadsheet up to date due to lack of communication of changes. Plan is for Yusatsu to check in with staff and team leads regularly.

3. Shin'yu would like to add someone to the council who comes regularly to Weds evening programming.
  4. Will maybe start integrating the Shuso into the Sangha council process more robustly.
  5. Curiosity around how to bolster communication of role changes and how oversight/support might be provided for team leads.
  6. Curiosity about how the Sangha Council might support/foster work-as-practice on different teams.
  7. Point to clarify: to what extent should team leads function autonomously in recruiting. When is it important to loop in Shin'yu and/or other seniors to this process?
- ii. Decided: Shin'yu will talk with Kakumyo about #7 above and loop us in.
- c. Question/Topic: Revisiting Roles & Number of DC Members - do we need 1 more?
- i. Is there a need for one additional area for our attention, and so another person?
  - ii. Summary of main discussion points: The DC feels full. All of the current areas of oversight are covered, and members don't feel overloaded.
  - iii. Decided: No need to add to DC membership right now. Let's keep it as an option for the future if the need arises.
- d. Question/Topic: Spring Sangha Forum
- i. Background/Context: The upcoming sangha forum is ours to present (plus a brief presentation from the board). What do we want to do?
  - ii. Summary of main discussion points:
    1. In the past there has been approx 30 mins for presentation and 30 mins Q&A, with contributions from the Board, Dharmagarden, the Prison Program, Sangha Council.
    2. Ideas for DC presentation: Jiko could talk about the new mandate and DC composition. Plug for Dharma Cloud day. Update on dialogue with evangelicals?
    3. We could send out a pre-forum e-bulletin announcement with a question for the Sangha to consider. Jyoshin: perhaps a question about regarding how to balance accessibility and opportunities for rigorous/challenging practice in our offerings?
  - iii. **Action Item(s): Kengan will work on planning the details of the forum and coordinating contributions from others.**

- e. Question/Topic: Health of the Sangha (standing agenda item)
  - i. Any observations on trends or other items of note?
  - ii. Summary of main discussion points: Observation that different groups of people come on Weds vs. Sunday. Curiosity about how it might be possible to integrate the two groups. Perhaps more seniors could attend on Weds? How about cookies on Weds?
  - iii. **Action Item(s): Kengan will check with Shin'yu about whether/how cookies on Weds. might happen**
  
- 7. Recurring Monitoring Reports and Announcements:
  - a. Temple Officers: Continued discussion about various forms of sangha connection. DC mandate update on the website is looking doable after hitting an initial snag.
  - b. Dharma Rain Active Transmitted Teachers: Next meeting on 3/23
  - c. Diversity, Equity, and Inclusion: Christina will attend first meeting 3/10, onboarding to committee
  - d. Affiliated Groups: Publicity Plan for Dharma Cloud Day (4/29): How often should we advertise it? **Action Item: Daiko will consult with the Shika.**
  
- 8. Action Item Assignments and Deadlines:
  - a. Gabe and Kengan will check in with Tsuho around next steps for DEI organizational reflection work with DRZC leadership
  - b. Kengan will reach out to Jiko and Zonnyo regarding operationalizing the Media Policy
  - c. Kengan will check with Shin'yu about whether/how cookies on Weds. might happen
  - d. Daiko will consult with Zonnyo and craft a publicity plan for Dharma Cloud Day.
  - e. Kengan will work on the Spring Sangha Forum plan.
  - f. Jyoshin is exploring how to centralize ownership of DC documents within the organization
  - g. Gabe will get calendar updated with new April meeting date
  - h. Sanin will update Master Record of Classes with recent additions and work with Sokuchu on transitioning maintenance of the Master Record document, coordination with DRATT etc....
  - i. Jiko is following up around making recordings of classes available in a timely manner