

DHARMA COUNCIL MEETING

September 14, 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, Jiko, Daikō, Jyōshin, Thomas, Gabe

Absent: Christina, Sanin

Guest: Kakumyo

Facilitator: Kengan

Location: Uji

Recorder: Gabe

Agenda

1. Tiny Meditation
2. 60-Second Check-in
3. Approved Minutes from prior meeting
4. Next Meeting Date: October 12, 2023
5. Member Concerns:
 - a. Wednesday night student discussions (Kakumyo): There was a lot of variability in the student discussions, and some of them did not foster broad participation. With our full class series' there are more mechanisms for feedback on instruction and curriculum, but not with the single discussion offerings. There wasn't much vetting of what and how folks were presenting.
 - i. Ideas:
 1. We could shift away from doing student-led discussions
 2. DRZC teachers could invite individual students to lead discussions, and have involvement in vetting topics and format
 3. One DRZC teacher could take on working with a cohort of folks who would lead the discussions
 4. We could develop more defined structure and guidelines for the discussion leaders (Kakumyo is willing to work on this).
 - ii. **Action Item: Gabe will add an agenda item for the DC to continue exploring potential changes to Weds Student Discussions in our January meeting.**
6. Updates on action Items from previous meeting(s)
7. Questions/Topics for Today's Meeting:
 - a. DRZCs 50th Anniversary celebration next summer (Kakumyo)
 - i. June 2024 is a possible time for DRZC to celebrate this milestone (this is 50 yrs from when DRZC incorporated). Ideally members of the Board

and Dharma Council would collaborate with Kakumyo on planning the event. There would likely be ceremonial, celebratory, and spring fundraiser elements. Current proposal is for Saturday June 1st (with Term Closing ceremony Sunday the 2nd). Jyoshin and Daiko are interested in helping organize the event, along with Kakumyo and members of the Board.

- ii. *Decided:* The DC is in support of this proposal.
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- b. October Sangha Forum - what does the Dharma Council have to (briefly) say?
 - i. It's an opportunity for us to raise visibility of the media policy. We can also highlight some of the recent and upcoming dharmic activities of note - e.g. the summer Pilgrimage, the Hou Shingi Form Training, ESLP, Dogen study group, as well as the chantbook/liturg updates. Also, potentially can offer a plug for Weds work practice days.

 - c. Status of operationalizing the [Media Policy](#)
 - i. *Brief context:* The Dharma Council developed DRZC's Media Policy and has oversight of it's implementation. How are we doing with regard to operationalizing it?
 - ii. *Summary of main discussion points:* Central questions are how to make the policy more visible, how to weave announcements into events, and how to integrate the policy into our publishing processes?
 - iii. **Action Item(s): Jiko will talk to: Reiju about media policy and the e-bulletin, the officers about media policy announcements, and Zonnyo about posting the policy.**

 - d. DC retreat/activity
 - i. *Background:* Earlier in the year the DC decided to do a fun activity in the Fall instead of an August retreat.
 - ii. *Summary of main discussion points:* Black Light Golf!
 - iii. **Action Item(s): Thomas will organize a Black Light Golf excursion for October or November**

 - e. Health of the Sangha (standing agenda item) - any observations on trends or other items of note?
 - i. *Summary of main discussion points:* Terms student and Taking your Seat have good attendance. Large Daoren group this year, including newer folks. There is a waitlist for sacristy. Large turnout for foundational

teachings class. Multnomah Education Service kids are coming again to do work on the grounds. Overall practice tone is feeling good.

8. Recurring Monitoring Reports and Announcements:

- a. Temple Officers: Discussed locked cases in library; upcoming role changes; teachers from AZTA conference may be here between 9/24 and 10/3; potential short pilgrimage in Sept will not be happening because the calendar is already full; Hou Shingi form training was held and seems to have contributed positively to sesshin and fluidity, ease on Sundays; Genzoe sesshin went well.
- b. Diversity, Equity, and Inclusion: The DEI committee held a day-long retreat in August. During that time we delved deeply into the questions raised at the December DEI forum to better understand the concerns and needs of the sangha. We drew out some long-term goals/intended outcomes of the DEI work at DRZC, namely:
 - i. To have Dharma Rain's vision and purpose for equity and inclusion broadly understood in the sangha;
 - ii. That anyone who wants to be here has a sense of belonging; and
 - iii. That the sangha and wider community know where to access DEI programs, resources, updates, projects, and processes.

We are beginning to work backwards from these goals to imaging what concrete steps are needed going forward. Over the next few weeks/months we intend to communicate regularly with the sangha about the work we have been/are doing, as well as ways that interested parties can plug in.

At the July DEI meeting, we drafted an equity lens (see attached below).

Feedback from the Board was that it was clunky to use, so it may be further refined during upcoming meetings. But please take a look and see what you think.

DRAFT Equity Lens for DRZC The DC will review this document at our next meeting.

9. Action Item Assignments and Deadlines