

# DHARMA COUNCIL MEETING

October 12, 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, Christina, Jyōshin, Sanin, Thomas, Gabe

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: November 9, 2023
5. Updates on action Items from previous meeting(s)
6. Questions/Topics for Today's Meeting:
  - a. Review of current class evaluations and the overall eval process:
    - i. *Summary of main points:*
      1. Sanin will acquire the most recent class evaluations for the DC to review.
      2. The DC reviewed Sanin's proposed changes to the class evaluation forms, including shifting away from numerical ratings towards narrative.
      3. The current preferred process for compilation and review of completed evals has been documented previously. Our goal now is to implement it.
      4. Sanin will talk with current seminary registrar and make a decision about whether he will take on that position.
    - ii. *Decided:* Proposed changes to eval forms accepted with a few minor suggestions.
    - iii. **Action Item(s): Sanin will incorporate DC suggestions into updated class evaluation forms and DC members can offer additional feedback over the next week. Sanin will acquire the most recent class evaluations for the DC to review. Sanin will talk with current seminary registrar and make a decision about whether he will take on that role.**

- b. DRAFT Equity Lens for DRZC
  - i. *Background:* The DEI Committee recently drafted this document and has sent it to the Board and Dharma Council for review/feedback.
  - ii. *Summary of main discussion points:* Tools like this are common in organizations seeking to keep equity concerns in mind when making decisions. The Board is currently working on refining the draft Equity Lens tool to make it more user friendly.
  - iii. *Decided:* The DC will wait to comment on the document until the Board has made suggested changes.
  
- c. Dharma Council composition for 2024
  - i. *Background:* All DC members were asked to consider whether they will serve on the council in 2024. Any vacancies can be reviewed/addressed.
  - ii. *Summary of main discussion points:* Kengan will step down as assistant Godo at the end of the year. Daiko will step into the Assistant Godo role. Other current council members plan to continue. Question: does the council wish to add another member with Kengan stepping off of the council?
  - iii. *Decided:* The council would like to recruit a new member to replace Kengan.
  - iv. **Action Item(s): Daiko will address the new vacancy on the DC by reaching out to member(s) who have previously expressed interest in joining the Council.**
  
- d. Sangha Forum this Sunday - presenter(s), topics:
  - i. The media policy will be the primary topic we touch on in our limited time, along with some of the recent and upcoming dharmic activities of note - e.g. the summer Pilgrimage, the Hou Shingi Form Training, ESLT, Dogen study group, as well as the chantbook/liturgic updates. Also, potentially can offer a plug for Weds work practice days.
  - ii. **Action Item(s): Jiko will speak about the Media Policy at the forum, Daiko will report on recent/upcoming events/programming of note.**
  
- e. Health of the Sangha (standing agenda item) - any observations on trends or other items of note?
  - i. *Summary of main discussion points:* Sangha lunches are resuming periodically. It could be good to announce these lunches on Sundays to make sure folks know about them. Good size turnouts at most programming, including Dharma School.

## 7. Recurring Monitoring Reports and Announcements

- a. Temple Officers: Discussed sangha forum, and rolling out various policies including media policy. Media policy will be posted to website and those publishing e-bulletin will be informed of the policy. Our chaplain is working on process for DRZC endorsement of chaplaincy. We are engaging a locksmith to actually lock the “locked cases” in the library. Coming up this month: Sejiki retreat. Next year, ESLT (held every 2 years), DRZCs 50th birthday celebration - a small working group of Board and DC members are starting to plan.
- b. Dharma Rain Active Transmitted Teachers: Open classes and retreats mostly filled; Assistant Godo will be retiring from her DRZC responsibilities in January, but will retain participation in Daoren through end of spring term to complete the transition to peer supported group.
- c. Other Reports/Announcements: The monthly meeting of participants in the Hand in Hand program will be open to folks who haven't done the training but are interested in the program.

## 8. Action Item Assignments