

DHARMA COUNCIL MEETING

September 19,2024

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

In Attendance: Myo'i, Jiko, Daikō, Christina, Jyōshin, Sanin

Absent: Ko'in,Gabe. Myo'i note taker

Facilitator: Daiko

Location: Dining Room

Recorder: Myo'i

Agenda

1. Tiny Meditation
2. 60-Second Check-in
3. Approved Minutes from prior meeting
4. Next Meeting Date: October 10th, 2024. Please plan to attend. Attendance has been a little spotty.
5. Member Concerns, if any: *"How are team leads (Sacristy, Precentor, Jisha, etc) appointed, and what is their intended duration? These positions carry some weight - they involve mentoring and welcoming and training people. Is there some process for discerning whether a person is ready for that form of leadership? Is there a process to rotate team leads to create room for others to step up? (I have the feeling they are difficult to fill, but that could be a marketing problem!)"-Anonymous*
 - a. *From Jiko: The team leader question is one for the Sangha Council. It's a good question and I would like their process to be more transparent...Maybe DC should ask for them to make a presentation at our upcoming forum in October. **Daiko shared the member concern with Daigai, and he responded that the respective teams make these decisions themselves. It is usually a hand off from the team lead to someone else on the team. There is no formal process to be transparent about. He is hesitant to try to formulate a one size fits all process.***
6. Updates on action Items from previous meeting(s)
7. Questions/Topics for Today's Meeting:
 - a. Question/Topic: Planning for October 13th Sangha Forum
 - i. *Background:* DC will have 5 minutes to present at upcoming sangha forum
 - ii. *Summary of main discussion points:* What do we want to present? Daiko reviewed minutes since the last DC led sangha forum. Here are some things we did: Helped to improve the quality of the summer Wednesday night student lead discussions. Decided to extend the Precepts Class

series from 6 to 8 classes. Opened up Hand in Hand to additional interested participants. Approved new offerings - Zen Poetry Cohort Group, Zen and Psychotherapy Cohort Group, and the Group Recitation of the Avatamsaka Sutra. Addressed member concerns regarding need for additional listening devices, and more seating on Sunday morning. Health of the Sangha Issues - cookies and announcements on Wednesday nights. Helped in planning the 50th Anniversary Celebration. Improved the class evaluation processes. Is there an update on the New Member Advisor that we could share?

- iii. *Decided:* Daiko will do a very brief overview of the Dharma Council functions. Tshuho will introduce himself as the New Member Advisor and say a few words about his role. Daigai will talk briefly about the Sangha Council.
- iv. **Action Item(s): At the forum Myo'i will mention the possibility of having a workshop on dharma and money during Sangha Forum and will request input, i.e.level of interest, from Sangha members.**

b. Question/Topic: Recent Beginners' Retreat had no leader assigned. What can we do going forward to make sure teachers are assigned as needed?

- i. **Action items: Jiko will take the lead via DRATT on monitoring to ensure that teachers are assigned. This goes for Zazenkai lead assignment as well.**

c. Question/Topic: Dharma Council Membership: Transitions off the Council and recruiting new members.

- i. *Summary of main discussion points:* Sanin and Christina are stepping down. Need potential list of names by Oct 10 meeting.

d. Proposal from Flying Fish to start a new study group; "Beginners Yogachara"

- i. *Decided:* Proposal approved. Her completed class form proposal was converted to PDF and scanned into master record of classes folder.

e. Strategic Plan update:

- i. *Summary of Main Discussion Points:* Kakumyo has stated that a new strategic plan should be initiated as all the goals have been met under the old plan. Jyoshin and Jiko mentioned wanting to be involved with the board in drafting or at least providing feedback for a new plan.

- f. Health of the Sangha - any observations? (standing agenda item)
 - i. *Summary of main discussion points:* No concerns, lots of new faces. 44 students at Dharma School on Sept 15. It has been decided that the next printing of the Chant Books will have larger font.
8. Recurring Monitoring Reports and Announcements
- a. Temple Officers: July meeting: Wednesday night exits: formal exit after the service and quiet informal exit after vespers. Festival in the Park was a success. No response from affiliated groups regarding Dharma Cloud Day 2025 - will start planning in a few months. September Meeting: Overlap of term opening and Labor Day Weekend-conflicts with holidays are unavoidable. Various zoom issues. Space Rental issues- we will be terminating current rentals in about a year. Change in oryoki form coming. Funding updates.
 - b. Dharma Rain Active Transmitted Teachers: No Report.
 - c. Diversity, Equity, and Inclusion: Update on the revised Equity Lens guidelines: the board has adopted the following questions as an equity lens:
 1. Have we heard from everyone we need to hear from? Are we providing / making room for people who don't have a voice?
 2. Who does this impact? How? Is there a disparate impact?
 3. Is this decision consistent with the mission and values of DRZC?
 4. Do we need to communicate this decision with the sangha?
 5. How are we integrating feedback?
 - d. Affiliated Groups: We need a DRZC lead person for planning the next Dharma Cloud Day in April 2025, before we solicit folks from the affiliated groups to be on the planning committee. Note: Sosetsu's name was mentioned as a possible lead for developing a plan for Dharma Cloud Day 2025. **Action Item(s): For Dharma Cloud Day planning, Daiko will talk to Shin'yu and Sosetsu about who will be the lead DRZC teacher for the planning committee.**
 - e. Other Reports/Announcements; Printing of larger print chant books. See below. Regarding space rental for affiliated groups: It is the intent of DR to phase out space rental to groups such as Refuge Recovery simply due to scheduling priorities for other events. This is not in any way to diminish the value of the work these groups do and DR would assist in helping these groups find other meeting venues.
9. Action Item Assignments