

# DHARMA COUNCIL MEETING

3/13/25 7-8:45 PM

## Minutes

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

In Attendance: Jiko, Jyōshin, Ko'in, Brian, Konen

Absent: Reiju, Daikō, M'yo

Facilitator: Ko'in

Location: Uji

Recorder: Konen

## Agenda

1. Tiny Meditation
2. 60-Second Check-in
3. [Approved Minutes](#) from prior meeting
4. Next Meeting Date: 4/10/25
5. Member Concerns, if any:
6. Updates on action Items from previous meeting(s):

***Per Dharma Cloud Day: Teachers are coming together next month—on March 1st from 2-5—so Dharma Cloud Day can be brought up at that meeting. Jiko and Jyoshin can ask about it and report back.***

- i. People said they wanted it to happen; gave no direction about when/how. Asked that Brian start over again asking about dates. Domyo sent an email today suggesting a fall date; might not be possible. Brian will need to try again. Tentative April date will not fly.
- ii. Brian: looks like next year after Jukai. Will get with Genko about the calendar. Brian will go to Brightway on the 23rd.
- iii. ***Planning has already begun.***

## 7. Questions/Topics for Today's Meeting:

Question/Topic: Ways to further integrate children and families into the larger sangha.

- i. ***Both the Dharma Council and the Dharma Garden Council have expressed a desire for more integration of children and families into the***

*larger sangha. Shin'yu, Thomas, and Mae are attending this meeting to brainstorm ideas about how to do that.*

- ii. *Summary of main discussion points:*
- iii. *Decided:* (review [Equity Lens](#) for significant decisions)
- iv. **Action Item(s):**

8. Question/Topic: Sangha Forum 4/13/25

- i. *Background:* Daikō confirmed with Daigai that the Sangha Council would do a presentation about volunteer opportunities. The Board originally only wanted a few minutes, but Jiko thought we should allocate time for someone to present on the Strategic Plan planning process. How much? Does the Dharma Garden Council want time to present in addition to us reporting on our increased integration endeavors. Is Jiko still planning to do a quiz? Anything Dharma Council members would like to highlight in our presentation?
- ii. *Summary of main discussion points*
- iii. Lindsey is going to talk about Strategic Planning from the board's POV at the sangha forum.
- iv. Maybe a three question all group quiz
- v. Noticing the attention around all the things we want to do and the limitations on calendar and space.
  - 1. Tension between honoring diversity of cohorts and diffusion of the sangha. How do you avoid breaking into a whole lot of related affinity groups; remain a whole sangha. This couples with practical concern of finding spaces and time.
- vi. Should the Dharma Council create a priority list for use of space? Should we bring this up at the sangha forum? People have interest in how we're growing. It's helpful to know that there are processes in place to look at and steward how we're growing.
- vii. At what point do cohort groups begin to dilute our core purpose? How do we make sure that depth of dharma is always our core focus, always being addressed? Challenging with cohort groups.
- viii. Resource limits also include teacher time. Teachers can add dharmic credibility but they are a very limited resource.
- ix. *Decided:* (review [Equity Lens](#) for significant decisions)

9. Agenda Items for Sangha Forum:

- a. 10 min. Strategic Plan–Board,
- b. 10 for Dharma garden,
- c. 10 for sangha forum,
- d. 3 minutes for Open Gate,
- e. 5 minutes Dharma Council.

- f. Can ask for feedback from the sangha for Weds evening classes in the late spring. Possible Keizan study but it will be over a year before we can think about it.

### C. Strategic Planning

- i. Jiko: we're developing a bare bones template of major goals and objectives to be available in June.
- ii. Focal groups in the fall every week, encouraging each member of the sangha to come to at least one of them.
- iii. From there a more final strategic plan will be developed
- iv. 5-7 years, not longer
- v. Financial resilience
- vi. Integration of people across demographics
- vii. Working within changing climate
- viii. Objectives will be assigned to specific groups with a timeline
- ix. Open Gate—wants someone to participate
  - 1. Right now there are 8 people; adding someone might be unwieldy.
  - 2. Maybe invite Open Gate to come review the plan
  - 3. Let's make sure that Kakumyo gets in touch with Open Gate right away
    - a. Daio is interested in being involved.
- x. Lindsey is going to talk about Strategic Planning from the board's POV at the sangha forum.

Question/Topic: fill in prior to the meeting

- xi. *Background:*
- xii. *Summary of main discussion points:*
- xiii. *Decided:* (review [Equity Lens](#) for significant decisions)
- xiv. **Action Item(s):**

Health of the Sangha - any observations? (standing agenda item)

- xv. *Summary of main discussion points:*
- xvi. *Decided:* (review [Equity Lens](#) for significant decisions)
- xvii. **Action Item(s):**

### 10. Recurring Monitoring Reports and Announcements

- a. Temple Officers: Sutra Book reprinting still in progress. Building of the Little Library is still in progress. Scheduling and space assignments are increasingly

challenging. In the future we may find it necessary to set up prioritization criteria for scheduling. If so, that would most likely be a joint project for the Dharma Council and the Temple Officers. Tenzo duties are being divided among several people in Reiju's absence. Considering adding a second hot water station for tea on Wednesday nights.

- b. Dharma Rain Active Transmitted Teachers: had teachers meeting; excellent personal catching up and knocking about a few questions about students. Open Gate: Still working on police resources list and a forum specific to DEI. Had a long talk about the strategic plan.

Affiliated Groups:

Other Reports/Announcements

Large print sutra books are slowly making their way through the hopper.

#### 11. Action Item Assignments

- a. **Per Dharma Cloud Day: People said they wanted it to happen; gave no direction about when/how. Asked that Brian start over again asking about dates. Domyo sent an email today suggesting a fall date; might not be possible. Brian will need to try again. Tentative April date will not fly.**
- b. **Brian to check in with Sokuchu about the newsletter—experience going to Zen West.**
- c. **Daiko will check with Dharma Garden about how much time they need at the Sangha Forum.**
- d. **Per announcing graduates of the seminary program: This process went away years ago. Maybe we should announce everyone who has graduated in the last three years. Ko'in to give Jiko a list of current graduates. Ko'in will look into how to announce the graduates once Reiju is back.**
- e. **Per Sangha Forum**
  - i. **At next meeting we'll get clear about who is doing what.**
  - ii. **Lindsay can talk to Dharma Garden.**
  - iii. **Ko'in can talk to Open Gate**
  - iv. **Jiko to send out an email mapping out a plan to each of these groups.**