

**BOARD MEETING MINUTES
JIKOJI ZEN CENTER
December 3, 2017**

**Final Minutes as approved at the June 3, 2018 board meeting
Prepared by Nico Detourn, Secretary**

Note: Timestamps in the text refer to the approximate location in the recording of the meeting, which can be found here: <http://www.admin.jikoji.org/board/2017-12/board-meeting-2017-12-03.mp3>

(1) Call to order and introduction

The meeting was called to order shortly after 2 pm.

Michael Newhall opened the meeting with an invocation:

All you Buddha's and bodhisattvas and mahasattvas, all you elephants and dragons, all you venerable ones, we open the board meeting in remembering our respect and appreciation for Kobun Chino Otagawa Roshi, the founder of this temple, and in deep appreciation for this continuing sangha and our shared existence with all beings.

Board members present included Judy Cosgrove, Yingzhao Liu, Doug Jacobson, Lance Hilt, Jim Mills, Hollis DeLancy, Hogan Martin. Also present were Mike Newhall, Bryan Gaynor, Michael Petersen (Treasurer), Nico Detourn (Secretary), Joe Hall, Jerry Halpern, Jennifer Homan, Andy Acker, and Leela Solomon.

An agenda for the meeting, prepared by Nico, was handed out. Bryan Gaynor volunteered to be facilitator and was approved by all.

(2) Minutes approval

Jim moved to approve the minutes from the previous board meeting, of June 11, 2017. The motion was seconded by Lance. The minutes were unanimously approved, and can be found here:

[JZC-2017-06-11-Board-Minutes-Final.pdf](#)

(3) Reports (e.g., Treasurer, Resident Teacher and Committees)

Publications Committee

Judy had previously submitted her report, as follows.

JUDY: A new book, “Kobun’s Teaching on Platform Sutra” was completed. Printing cost: \$9.23 per copy for 60 copies, covered by donation to Publications budget. Another project is the attempt to translate enough of Kobun’s thesis from Kyoto University to understand the main theme and also interpret the meaning of the diagram on page 64. It appears to have been drawn by Kobun, to represent mind activity both within and without the vow of the bodhisattva. This is an ongoing project, with the help of Saeko Ginestet. A new project is being undertaken by Nico Detourn to edit Kobun’s teaching on Dogen’s Tenzokyokan, Instructions for the Cook.

Additionally, Judy said that Ellen Richter will transcribe some of the remaining audio we have of Kobun's talks. Saeko and Judy have been working on translating Kobun's Masters thesis from Kyoto University. Ellen knows Shohaku Okumura, at Kyoto University, and will reach out to him for help with the translation. Also, through Martin Mosko, David Gitlen, in Boulder, will also be enlisted for translation assistance.

Ellen Richter will be added to the Publications Committee, which will now be Judy Cosgrove, Joe Hall, Saeko Ginestet, Nico Detourn, and Ellen Richter.

Joe had previously submitted his report, as follows.

JOE: Embracing Mind has sold 886 copies with revenues of \$3,146.00 and a profit of 1,943.04. The Book was the subject of two classes taught at Sonoma Mountain and Chapel Hill Zen Centers this year, was featured on the Hardcore Zen website, and is currently on sale in a number of Zen center bookstores, including the SFZC Bookstore, which has recently added the Remembering Kobun hardcover book. Anecdotally, there seems to be an increasing awareness of Kobun and his value as resource for teachers and students in the study of Zen.

6:07 Additionally, Joe reported that in sitting with various groups he is quite surprised that people know who Kobun is, they like the book, and are reading it because there is not another book on sesshin. So the book has really done its job. A royalty check will be sent to Vanja.

Joe's sales chart for Embracing Mind can be found here in pdf format. [Embracing Mind Sales Chart](#)

7:55 Mike Newhall asked about the status of Kobun's archival material, being handled by Hollis and Michael Petersen. Michael said he is working on digitizing documents, correlating those with audio, and building a platform where the material can be shared, searched, downloaded, streamed, etc. He is working on securing the safety of the materials.

10:12 Hollis said that all the Kobun tapes from Jikoji have been digitized and are in a safe deposit box. She has transcribed Kobun's 1986 Denko-e sesshin talks, to eventually be turned into a book, as a companion volume to the Precious Mirror book to be published by White Pine Press next Fall. Precious Mirror will have Kobun's calligraphy on one page, with the translation on the facing page. Hollis also discussed different techniques for improving transcription reliability, by cross referencing different versions of the same recording.

18:00 Shika & Treasurer's Report.

Michael Petersen folded a Shika Report and a Treasurer Report into one, starting with a few shika and guest management items he wanted to run by board, to get thoughts on and a possible course of action.

Continuing from six months ago, revenues from individual retreats are growing rapidly and, depending on how it's counted, may have surpassed external group retreats over the last year. This indicates a shift in trajectory toward our being a self-sustaining Zen center, and away from being a for-hire retreat center. This means we have access to all of our facilities more often, with less accommodation of and inconvenience from outside groups. "For me this is very exciting." This is largely the result of the online booking system, which Joe spun up, we unleashed it on the world, and is working out very well.

We've also been shifting how we work with other Soto Zen sister sanghas, with new contracts that help them integrate their retreats with our Sunday program. This offsets the need for building additional capacity for our needs when we have outside groups. All this points to our being a more independent and self-sufficient Zen Center. "Something I'm super excited about."

22:55 Another class of retreat -- single day group retreat, when an outside, non-Zen group comes and books out facilities, e.g., from 9am to 5pm. It is disruptive and pushes us out of our facilities. Results in negligible revenue. Michael said we should consider removing it from menu of offerings. We can make exceptions where it makes sense, e.g., to members of Phoenix Cloud community. But the opportunity costs can be significant, as these bookings can preempt our ability to schedule our own events.

A motion was put together, offered by Hollis, seconded by Judy, and unanimously passed:

Jikoji will no longer offer single-day day group rentals, though we can at our discretion offer them to members of the Phoenix Cloud community up to 6 weeks in advance.

21:28 Michael said there has been no overt promotion yet, but after some tuning we can begin subtle promotion. He has secured a grant from Google for free targeted advertising. He would like to spend a small amount of money on "tidying," paint, fixtures, and subtle operational improvements on the Guest building. No need to lay out funds for that; can be done in ad hoc manner. Then later after current larger projects have been completed, we can look at capital investments that would help improve the situation for individual retreatants.

32:56 The budget as prepared by Michael was reviewed and discussed.

38:40 Lance offered a motion to approve the budget, Jim seconded, and it was unanimously approved.

39:45 Resident Teacher's Report

Mike Newhall thanked the whole sangha and tending residents during a difficult time of "caring for someone who was in the last stages of her life." Complimented all for taking care of that situation in a very true bodhisattva way. It was done well.

Mike reported that since last June we have had the Kobun memorial, which was "very nice," Vanja was here for Denko-e sesshin, and "that was also a very nice sesshin." Vanja will not be here for Denko-e 2018 due to his sabbatical. Daily practice and Sunday program are all healthy and going well. Residents are maintaining daily practice, "it could be better, but good." Practice is well supported by those who cook for the Sunday program, the jikido who takes care of the zendo, and the tanto who takes care of practice and meditation instruction. Since Jikoji is evolving into a multi-teacher place, Doug has particularly in the last year taken on more teaching, doing Zazenkaï every month and leading sesshins. Joe, beside teaching outside Jikoji, is also giving meditation instruction here. Cliff is also teaching a Science & Buddhism workshop. We are just about to jump into Rohatsu. And so it goes.

43:36 Facilities Report

Bryan Gaynor gave a rundown on the Facilities Committee and what's planned for facilities. The projects described below for fire safety, earthquake retro-fit and deck improvements will commence last Sunday in April and extend into May as needed. Workers will be here for a week or longer. Residents with rooms in the Residents and Zendo buildings may be affected, in particular, Joe's room and Michael P's room will be directly impacted and should be unoccupied during the period of construction

First project: Handicapped access at Jikoji.

The existing path of travel from the road in proximity to the propane tank does not meet the current standard for handicap access. The lack of safe wheelchair access creates problems for Angie and other members of the alter-abled community, who cannot safely access Jikoji's facilities. Bryan's brother was also wheelchair bound and for this reason he expressed feeling both a personal responsibility and responsibility as a member of the Facilities Committee to take steps to improve access at Jikoji. Joe Hall, Hogan, and Bryan have been working on bringing the existing path of travel up to current ADA standards and will continue until Jikoji is accessible for those with wheelchairs and other alter-abled persons.

Second project: Earthquake retrofit for the Residents' and Zendo buildings.

To meet current earthquake standards, it will be necessary at some time in the future to install concrete footings in the two high corners of both the Zendo and the Residents' buildings, that will be connected by means of sheer panels to the structural components of each building.

Third project: Funding for an important project is needed to address a critical health and safety issue at Jikoji—that is the need to upgrade the existing deck systems on all four buildings.

47:20 **Fourth project:** Improved Fire Protection:

Given the high fire risk associated with current California drought conditions, the existing fire prevention system will be improved to better protect the buildings based on the following two sub-projects:

1. Doug Jacobson is working on raising funds to replace the existing 20,000 gallon water tank that receives water from the pump located at the well head. This tank is old and decrepit and at risk of failing.
2. Mark Schaeffer has designed a two-part plan to improve fire protection at Jikoji.
 - a. The first part of the plan would be to put in shallow located 5-6 feet from the edge of the pond. The new well would include a submersible pump, powered by Jikoji's electrical system. There would need to be a buried power line to the pump and a buried water line from the pump to the existing fire line that is part of the existing fire system. The existing fire line is connected to the fire hydrants located on the property. The well and pump system would, if we have the funds to install it, give Jikoji access to nearly unlimited quantities of water for fire protection purposes.
 - b. The second part of the plan is to install four sprinklers in the roofs of each of the four buildings. The system would be capable of being turned on in the event of a wildfire and will keep the roofs and the areas around each of the buildings wet thus reducing fire risk. The sprinkler system will be designed to be turned on at an accessible location at each building in the event of wildfire.
 - c. The first part of this plan is tentative, but the second part we hope to complete in the near future.

55:20 Doug gave update on improvements to Ward Road and our driveway. Bob Whelan and his crew have been selected, with a \$14,000 quote for that scope of work. Plus a lime-treated surface base that will get hard like concrete. Should last a decade. This work is scheduled to begin after Rohatsu. There should not be significant accessibility issues while work is under way. Culverts will also be replaced and upgraded.

58:20 Ying questioned the need for a second water tank given we have a lake and that water filtering technology is very easy now. Bryan, Doug, and Hogan noted that the current tank is compromised, and that CDF would also have access to the water in the primary tank.

1:00:45 Resident Monks' and Initiates Committee

Hogan reported that right now one resident room is unoccupied. Unsure how many folks are what we call "guest residents" and how many "permanent residents." He asked Mike Newhall for the split on that. Mike said it is called "Term practitioners," we are trying to retire the term "residents." So we have 4 people that are "Term Practitioners" and the rest are staff. Mike has met with 3 of the 4 about renewing their term, one is pending, but all 4 have been approved for the next term.

Hogan said that there is a real need for a bit more intentional practice and tools and skills we can work on together to live in community with one another, that is is an interesting challenge. We can rub each other the wrong way at times, things sometimes are not flowing very well. Can stand some improvement. Grateful for Lance proposing that we have a mediation workshop. Perhaps consider a bit more commitment of scheduled time to be together as a sangha of people living together.

1:03:30 Mike N said there needs to be a better understanding of responsibilities and duties -- need to refine how those responsibilities are divided, parceled out equally. He noted that in business they have a self review, a peer review, and the manager's review. We can possibly work with a system like that. Mike also noted, in regard to harmonious relationships, a desire for the projects/facilities people to attend to improve the sound, light, and heat transfers in the Resident's building, and that should be a priority because the residents are here 24/7 and they need to be healthy, "so please keep that on the agenda."

(4) Consent items

There were no consent items.

(5) Action items

Resolutions to be considered:

1:09:00 Resolution: Reduce board size to 6 [Judy, by email, 11/13/17]

Judy submitted by email (11/13) a resolution to reduce the board size to 6 members: Lance, Doug, Ying, Hollis, Jim, Hogan, following Judy's resignation from the board effective at the end of this Dec 3, 2017 meeting.

Hollis noted that this means there will be 4 male members, and 2 female members.

Judy moved that the board size be reduced to 6, Lance seconded, and it was unanimously passed.

1:13:30 Resolution: Bylaws amendment, Article 4, Section 20, Board eligibility [Judy, by email, 11/23/17]

Judy submitted by email a resolution that the Bylaws be amended as follows:

Article 4, Section 20, Board eligibility:

Eligibility for the board needs to be expanded such that the following persons may be considered:

- a) Persons who have been ordained as priest in the lineage of Kobun Chino Otagawa,
- b) Persons who, in the opinion of the Board, would make an especially valuable contribution to Jikoji as a member of the Board.

Discussion took place:

Different hypothetical candidates were discussed to see how this would work.

Hollis noted that at a certain time in his existence, Kobun would give priest ordination to men, and nun ordination to women, so the language should reflect this:

"I don't necessarily think that whether someone has priest or nun ordination indicates the level of recognition Kobun gave to different people. For example, Ellen Richter was extremely close to Kobun and she carries a great deal of his spirit. But because she had a child, and Kobun was going according to Japanese protocol, he gave her a lay ordination, and the same I think was true of I think Carolyn Atkinson for many years and probably Angie too. So I'm not sure making this distinction about priests or nuns, vs. long-term students, I don't think it makes much difference."

"I think what Kobun was expressing was, a young woman, he would very much shy away from giving her nun ordination because he wanted to leave open the possibility of her getting married and having children. And in the Japanese mind, if someone takes a nun ordination it's kind of like a Catholic nun who vows to be married to Jesus or whatever it is."

1:19:57 Bryan noted: This could be very easily resolved by removing the word "priest." These revisions will be circulated, for comment, revision, and then ratification at the annual board meeting in June 2018.

All changes to Section 20 will be circulated for the board to approve, by email.

11:23:00 Resolution: Diversity Statement and the Ethics Guideline Statement [Lance, by email, 11/21/17]

[Secretary's note 1: This Resolution concerns the ethics package of the Ethics Committee comprised of Joe Hall, Andy Acker, and Lance Hilt, which was an offshoot of a previous "Everything Is Workable" committee.]

[Secretary's note 2: Ying has inserted the following into the minutes: The Everything is Workable committee is a working committee which Edith suggested after the Joe and Jana conflict, and was chaired and named by Ying. It originally included Edith and Ying, Doug, Lance, Joe, and Andy. Edith later dropped off and Ying eventually due to severe sickness in her pregnancy. Doug, Lance, Joe and Andy continued to work, eventually creating the Ethics and CRP package that was presented in December 2017.]

[Secretary's note 3: Because I actively participated in this portion of the meeting by commenting on and advocating for a particular position on this Resolution, I am including in full all substantive statements on the resolution, rather than attempting to condense or summarize the positions of the several attendees who spoke to the issue.]

Resolution: The Diversity Statement and the Ethics Guideline Statement submitted to the sangha at large be adopted, subject to revisions having been suggested through this sangha discussion, and subject to further revisions via future proposals.

Lance read a "precaution upon this subject":

"Feelings are apt to run high over this proposal. Most, if not all of us, have experienced injustice in some way whether we've been abused, bullied, discounted, ridiculed or humiliated. Because our identity has such a strong social component, we feel diminished from these injustices. We come to Zen, and practice dropping off a narrow view of our identity, but unfortunately even in our practice group we still encounter people or policies that cause us to revisit those earlier wounds. The initial reaction is to strike out at those that have diminished us, and attempt to diminish them in an effort to provide more opportunity for our own growth. All too often, however, this only results in a downward spiral of counter attacks in which everyone's power and growth shrinks even further. If we are willing to make the effort to treat even our adversaries with dignity, they can find it easier to do the same, and we can all lift each other up.

"This is a highly divided and factionalized sangha. I have heard many stories that are shocking and dispiriting. There is no magical process that can cure all ills, and we are not pretending this is such a panacea. It will take time and sincere effort. It will also takes some experience and understanding that interdependence is not simply an intellectual doctrine, but that a sincere intention to 'honor all forms of life' is to honor ourselves, and to 'save all sentient beings' is to save ourselves."

There were over 60 comments on the anonymous comments pages, that (Lance said):

"...really came flooding in over the weekend. I thought there were some brilliant ones. And it was for the most part conducted very well. It was beautiful. The first week I thought, this was not going to work, nobody wants to do it. I've wasted all my time. And then it kept snowballing. The hope was that we could debate there and come to a conclusion already so that we wouldn't have to revisit every argument. I know people are still going to want to say some things. But we don't need to read the proposal, we've all read it, we know what it is, right? So I guess in the interests of time, I'll make a motion to adopt the diversity and ethics guidelines statement.

1:27:10 Nico sought clarification that when Lance referred to the "ethics statement" it refers to both the precepts part and the conflict resolution part. Lance said that was indeed the case. Nico said that they seem to be two very different types of document.

Lance said that they seem that way but that

"they're packaged together. That's how we've done it. Most Zen groups that we looked at, have the precepts as a foundation, and they'll have an ethics statement that begins with the precepts, and then they go into conflict resolution. Some might just reference the precepts and have the precepts on a different page. But all of the Zen ones that I can recall have the precepts as part of their ethics statement. I know there are people who are afraid that if we adopt this then that's the end of the whole thing. I don't feel that's the case. When I started this I thought it would be best if the residents would come up with their own specific guidelines. As I said in one of the posts [on the anonymous comment thread] we are all white heterosexual males 40 and up, and someone coming hence could be a young Polynesian bisexual woman, who would I be to make guidelines for her? I can't do that and I won't, so that's why we did not make specific guidelines. We just used the precepts and had a conflict policy. And then I would like, and I hope, if there is interest among the residents, if they feel there needs to be more specific ones, then... yeah."

1:29:39 Doug then seconded the motion.

1:30 Nico: "I recognize that the ethics statements at most zen centers do come as a pair and are indeed paired together. But we don't know the process through which they became an adopted pair. I think that the conflict resolution process is sufficiently different from what the pdf refers to as the 'bodhisattva precepts' that they can be and should be considered separately. I can see an argument made that we need to have both in place, but I don't believe that is the same argument that would say they need to be adopted as a whole, as presented. I think the fact that they are in the same pdf file is really just a function of packaging and doesn't get to how they function. You also refer to the people who don't believe that it will be developed beyond what is adopted, and I don't believe it is quite that simple. I think that the process that the committee has

envisioned in the overview that was sent out, it refers to the process that led to this package, and basically describes a process going forward that seems a continuation -- polling people, and so on. And I have to say in all candor that doesn't inspire a lot of confidence because the year or the year and half that this package took to be produced, this doesn't seem like a year and half worth of work, to be quite honest."

1:32:33 Lance: "But I will say to that, what Suzuki Roshi said: Our effort is to get rid of something extra. And often times just getting rid of that extra takes a long time. Because it takes a lot of evaluating what the extra is, debating with many people. We didn't sit down at one meeting and just say this is how it's going to be."

1:33:03 Nico: "I do appreciate that but I haven't seen any transparency in how the process was done. How the package itself was produced. It seems to me, as someone who has experienced something here relatively recently earlier on, and over the course as well, this can be more specific, and I think it needs to be more specific."

1:33:49 Judy: "I want to ask a question which might have bearing on what you're talking about. I see that the Ethics Subcommittee is listed as Doug, Lance, Joe and Andy. Is that going to continue as an active committee?"

Lance: "I hope not."

(Laughter)

Doug: "I was not part of this endeavor."

Judy: "So there is not going to be any ethics committee?"

There was some brief discussion of the status of the ethics committee and its relationship to the Personnel and/or Resident Monks Committee.

1:36:13 Doug: "I seconded this motion. I am going to vote against it. Because of the three elements that are tied together. I see that conflict resolution process -- I really appreciate that. The diversity statement, I can approve. The ethics statement I cannot at this time. There are elements in it that are unworkable for Jikoji. And I think it needs to be reviewed again, the whole ethics statement. The comments page that you developed -- thank you so much Lance for that and adjudicating it and you've got you said 60 comments. And it seems like that process would be incorporated into what happens with the ethics statement. The conflict resolution process is something that we need as an institution. The diversity statement is something that we need posted that tells the world where we stand. The ethics statement we need to work on more in my view. I've come up with my own ethics statement that I can pass out here but that's a whole different deal.

1:37:50 I would like to see the ethics statement reviewed again. I was on the list with Lance, Andy, and Joe, initially that group included [Ying] and Edith. And I did not have a hand in this resolution and I have objections to it that I posted online, twice. I would like to propose an additional resolution to approve the Diversity Statement by the board and the Conflict Resolution [Statement].

1:38:35 Bryan: "Since they are all merged, usually what we would do is table the motion and put it off so...."

1:38:50 Lance "We could just amend.... But before I do that, I would like to say that, we thought we would at least have agreement, in a Zen Buddhist group, on the precepts That's all that is. And the precepts as interpreted and translated by Kobun. A lot of people here have rakasus or are ordained. We've all said those precepts three times. Do we have a problem with them?"

There was some brief discussion of the "No drinking wine" language, and how to interpret that. Then the discussion returned the separation of the different components of the package.

Lance: "But I just wanted to say, it's just the precepts. That's all that's there."

1:40:16 Joe: "When working with precepts we all come to our own relationship as a basis of zen training. So yes, there are varied challenges. No drinking wine, no being angry. So the precepts are the basis and starting point, they're not absolute rules."

Doug: "No drinking wine is pretty absolute."

Lance: (Reads that specific precept and guideline as presented by the committee.) "That can't be taken out of context."

Judy: "I don't feel this is an appropriate discussion for a board meeting. I think the subcommittee needs to be expanded and its work needs to go on."

Hollis: "I agree and I'm glad Judy has not yet resigned."

1:41:30 Hollis: "So there was an ethics committee that was appointed by the board. And this [holding up large folder of papers] is the files of it. I have a lot of notes taken at meetings of it."

Hollis briefly reviewed the history of previous ethics committees and proposed processes.

1:43:00 Hollis: "Another thing that come up is that women had experienced a hostile and alienated environment here. I have notes from all other place, not just one meeting or one person said this, in a lot of different contexts."

Hollis: "The third thing that was said a lot is that what Kobun meant by the precepts, is much deeper... and very subtle. and lot of people who were making comments were older student of Kobun and were bringing up insights that rung true to me and rang in my heart. I agree with Judy that this is a big dialog. If this was an ethics statement that was formed by a committee of residents who are here, is it only something that governs the people who were living here. Because there are a of us who are not living here who have things that are very disturbing....."

1:47:43 An amended motion was made by Lance to adopt only the Diversity Statement and the Conflict Resolution Procedure from the package, excluding the Ethical Guidelines. There was some brief discussion aimed at clarifying just what was being considered. The motion was restated. Then a motion was made by Bryan, seconded by Doug, to table the motion pending distribution of new documents to Hollis and others, allowing further clarification and consideration by email.

1:48:49 Hollis: "If there's a group of people who feel that they have had an ongoing problem at Jikoji, say, women, or people with gender experiences, that have made them feel that they were at times in a hostile environment at Jikoji, I don't understand where it falls into this process."

It was reiterated that this could be considered in the email discussion to follow.

1:49:50 There was a unanimous vote on the motion to table the adoption of only the Diversity Statement and the Conflict Resolution Procedure portion of the original package.

[Secretary's note 3: The following transcription and summary is by Lance Hilt, inserted here at his request.]

1:47:49 A motion was made by Lance to adopt the diversity statement and CRP and drop the precepts part of the resolution. The following discussion ensued:

Hollis said, " I cannot even read it, I have not seen it..."

Lance : I sent it a month ago.

Hollis: I know you did, and then I go back and say, "try to click on it and see what it is again, Hollis", and instead I go to the comments page and I can't even read it again. I have no idea...

Bryan then states that what we sometimes do in these situations where we have widespread agreement but there is a need on the part of Hollis to have a better understanding of what it is that is addressed to be approved, we would table this and respond by email, within a reasonable period of time. He then suggests we provide her

with a word doc or PDF doc that Hollis would have a chance to review. He then asked Lance if that would work for him. He answers, "Yes."

Bryan: OK, you got that Hollis, does that work for you."

Hollis: Yeah. As I recall there was involved hiring some mediator and one person from one person from one...

Bryan: That's another motion

Lance: That is the Conflict Resolution Procedure

Hollis: And that is what you are asking us to vote on now?

Lance and Bryan in unison: We are not voting on anything now.

Bryan: We are tabling the motion.

The proposal was then restated, a motion was made to table it, approved and then voted on and passed unanimously.

1:49:56 Resolution: Post Diversity Statement and Ethics Guidelines Statement on the Jikoji.org website. [Lance, by email, 11/21/17]

This resolution was withdrawn and/or tabled following the decision to table the ethics package.

1:50:09 Resolution: Conflict Resolution Funding [Lance, by email 11/06/17]

This resolution was also withdrawn and/or tabled following the vote to table the ethics package.

Text of original proposal can be downloaded here:

[Lance - Conflict Resolution Funding Proposal](#)

1:50:18 Resolution: Mediation Workshop Funding [Lance, by email 11/12/17]

"This is a proposal for funds so that Jikoji can contract with the Santa Cruz Conflict Resolution Center for a 3 hour workshop on mediation to be held at Jikoji at a time to be determined by the residents. The number of participants is limited to 15, residents having first priority, board members and EAR committee members second. Cost is \$200. Information about these workshops can be found here:

<http://www.crcsantacruz.org/services/workshop>

A motion to consider this resolution was made by Lance, seconded by Ying.

1:51:27 In the discussion period, Jen asked if this can be done before new ethics guidelines are developed and passed. Bryan agreed that was the way it should be done and suggested that the person leading the conflict resolution workshop be prepped on that process.

1:52:19 The motion was unanimously approved.

Lance agreed to work on scheduling this to accommodate all term practitioners and staff.

Doug handed out a copies of his person ethics statement.

**1:53:36 Resolution: The Guiding Teacher's salary will be paid by the Treasurer, monthly.
[Judy, by email, 10/26/17]**

"In the event that funds in the Teacher's Fund are insufficient when a monthly payment is due to the Teacher, the Treasurer will transfer funds from the General Fund to cover the shortfall."

This was determined to have been covered in a previous resolution.

(6) Discussion Items

1:56:50 Nico commented referring back to the discussion of the use of the precepts as ethical guidelines: "I'd like to clarify that the issue, at least speaking only for myself, is not whether or not the precepts are acceptable -- the precepts are obviously fine in any given translation, they are all translating the same thing. The issue is the suitability of the precepts as guidelines. I think that it's important to keep the notion of the precepts as an informing component of the guidelines very much in place, but to keep equally in place that guidelines are a very different thing. And it feels not quite right to frame an issue with the guidelines, or what is being presented as the guidelines, as being an issue with the precepts."

1:58:40 Judy formally resigned from the board. She said she would be happy to participate in anything she could do online from home. Bryan expressed appreciation of Judy's contributions to Jikoji, which was unanimously seconded with gasshos all around.

MATTERS PREVIOUSLY APPROVED, BY EMAIL, PRIOR TO THE MEETING

Hogan's approval as resident rep

This matter has been resolved.

Judy Cosgrove - YES
Lance Hilt - YES
Yingzhao Liu - YES
Hollis deLancey - YES
James Mills - YES
Bryan Gaynor - YES
Doug Jacobson - YES

Mills Loan Resolution

This matter has been resolved.

Hogan Martin - YES
Lance Hilt - YES
Yingzhao Liu - YES
Hollis deLancey - YES
Judy Cosgrove - YES
Doug Jacobson - ABSTAIN
James Mills - ABSTAIN

(Bryan) Jikoji Loan Resolution (see [Loan Resol.10.23.17.docx](#))

This matter has been resolved.

Hogan Martin - YES
Yingzhao Liu - YES
Doug Jacobson - YES
Lance Hilt - YES
Hollis deLancey - YES
Judy Cosgrove - YES
James Mills - ABSTAIN

(6) Discussion items

Judy submitted this agenda item by email, 10/25 and 10/29.

Updating Committee titles and membership [Email 10/25, 10/29]

Judy: Knowing the names of committees and their current members will help to clarify who is involved in carrying out the governing activities of Jikoji. If anyone has a question about one of the committees, they can send an email to a member of that committee. Hopefully this will reduce the necessity of extraneous discussion in the Board meeting. The names of any committees not listed below should be included in writing, by a member, as part of this proposal.

STANDING COMMITTEES

This is as per Bryan email Oct 31, 2017, updated as necessary.

a. The Practice Committee:

all of Jikoji's brown robes:
Doug , Cliff, Joe, Michael N.

b. The Facilities Committee:

Bryan , Doug, Hogan, Jim Mills

c. The Finance Committee:

Michael P, Bryan, Ying, Hollis

d. The Publications Committee:

Judy, Joe, Saeko Ginestet, Nico Detourn

e. The Resident Monks' and Initiates' Committee:

According to Mike, since the residents now meet and make decisions collectively every Monday, the functions of this committee are now carried out by the residents themselves, acting collectively.

SUBCOMMITTEES

Ethics Subcommittee

Doug, Lance, Joe, Andy
