

**My report on RMIC Ethics Statement & Conflict Resolution Procedure, for June 3, 2018 board meeting.**

Would like to update you all ethics work I have been doing on a Jikoji Ethics Statement and CRP.

About three months ago I was asked by Mike to pick up the Jikoji ethics process, as a function of the RMIC. I organized a series of 4 meetings to which all residents were invited to participate. From the start I sought to keep the process open and transparent.

The first meeting was held March 18. The meetings were attended by a core group consisting of Hollis, Doug, Hogan, Michael P, and Jen, all of whom attended between 2 and 4 of those meetings. Hollis and Doug in particular contributed and were consulted throughout on all aspects of the document's content and eventual release to the RMIC. I shaped and assembled a draft that was given to the RMIC for comments and suggestions, just five weeks ago. All feedback was incorporated into a revised draft which was again given to the RMIC. An email vote was taken on that draft and after about a week, out of 12 residents, 8 voted yes, 2 no, 1 abstain, and one has not voted.

There is some uncertainty as to whether committee votes are decided by majority or consensus. The status of the package is thus uncertain as well.

The document borrows from the ethics statements of other Soto Zen Buddhist Centers, most prominently Santa Cruz Zen Center. It also meets the requirements of the Soto Zen Buddhist Association. The document is imperfect in many ways. But it exists.

Briefly, the RMIC Ethics Statement & CRP includes Kobun's statement of the precepts; the Harassment Free Workplace section from the Jikoji Policies and Procedures Manual, which the board adopted in December 2013; a Conflict Resolution

Procedure that differentiates between General Sangha, and Leadership and Clergy; and procedures for its own revision.

As a possible follow-on RMIC project, the document also references, but does not directly incorporate, a proposed set of expanded ethical guidelines, based on the precepts, that attempts to connect the precepts more directly to everyday life. That too is in keeping with the standards of the SZBA.

In principle, if approved by the RMIC, the document would be sent on to the Jikoji board for consideration and approval. That has not been done, nor is it being done now. But, in the interest of transparency and keeping you all informed, I will send out copies to you all. Your comments will be gratefully welcomed, just as I am grateful for the privilege of carrying forward this important work for Jikoji and our Sangha.