

**Bright Way Zen Policy for
Mutual Support Between Bright Way Zen and Domyo Burk's Zen Studies Podcast**
Adopted by Board of Directors at 10/18/2023 Meeting

Introduction and Explanation

For clarity and transparency, Domyo wants to describe for the record her activities around the Zen Studies Podcast, and ask for the board to approve a certain amount of support from Bright Way Zen for those activities although they are legally and financially separate from the Zen center.

Domyo has established and runs the Zen Studies Podcast (ZSP) as a sole proprietorship. (A sole proprietorship is "an unincorporated business owned and run by one individual with no distinction between the business and you, the owner. You are entitled to all profits and are responsible for all your business's debts, losses and liabilities. You do not have to take any formal action to form a sole proprietorship.") Currently, people voluntarily become members of the Zen Studies Podcast in order to support it, but the podcast content is free.

Because Bright Way Zen is a nonprofit corporation, it cannot use its resources to enrich any particular individual. Therefore, the Zen Studies Podcast has and pays for its own resources, including a web host, website, Zoom account, etc.

However, there are a number of ways Bright Way Zen benefits from Domyo's efforts on the Zen Studies Podcast, and therefore it seems reasonable that Bright Way Zen can indirectly support the podcast to some extent:

- 1) Members can avail themselves of the podcast material for free and often do;
- 2) People who connect first with podcast may end up attending Bright Way Zen; in Domyo's bio on the Zen Studies Podcast website, it clearly identifies her relationship with Bright Way and its location. (Accordingly, there are a number of Bright Way Zen members who also support the Zen Studies Podcast.)
- 3) The podcast raises Domyo's profile in the Buddhist world, and therefore Bright Way Zen's.

It may happen, at some point, that someone decides to support the ZSP instead of Bright Way or donates less to Bright Way because they also belong to the ZSP, but presumably this will be relatively rare. The vast majority of ZSP members are not also Bright Way Zen participants.

Because of the sensitive nature of the relationship between Bright Way Zen and the Zen Studies Podcast & Sangha given Bright Way's nonprofit status, it seems valuable to be clear about what board-approved ways Bright Way Zen is willing to support the Zen Studies Podcast. Domyo suggests the board discuss and adopt the following policy:

Policy for Bright Way Zen Support of the Zen Studies Podcast

Bright Way Zen is a nonprofit corporation and cannot use its resources to enrich any individual. However, Domyo's Zen Studies Podcast benefits Bright Way in a number of ways, and the material on the Zen Studies Podcast is free. Therefore:

- Domyo may post and share materials promoting the Zen Studies Podcast on the Bright Way Zen premises and at the Zen center's presence at publicity events such as the annual Buddhist Festival, subject to board approval
- Domyo may put links and references to the Zen Studies Podcast on the Bright Way Zen website and in the email newsletter and will also link to Bright Way from the Zen Studies Podcast website.

It is understood that once people listen to the Zen Studies Podcast or visit the podcast website they may be invited to support the podcast with membership. However, such membership will not be specifically mentioned or endorsed at Bright Way Zen or through any of its means of publicity.