



GREAT HEARTLAND
BUDDHIST TEMPLE
of TOLEDO

Fourth Annual Sangha Survey 2017 Summary

Leadership Council conducted this survey to better understand the needs of the Sangha, and it is conducted annually to track our progress. The survey was first conducted in 2014. We greatly appreciate the 43 Sangha Members who participated this year. This summary of survey responses is for our Members to see an overview of the feedback we received so that we all have an understanding of our goals for the coming year.

Sincerely,

Leadership Council 2016-2017

Jenna Zusei Hirshman, Chair

Michael Hoshi Leizerman, Treasurer

Cheryl KinKo Baughman

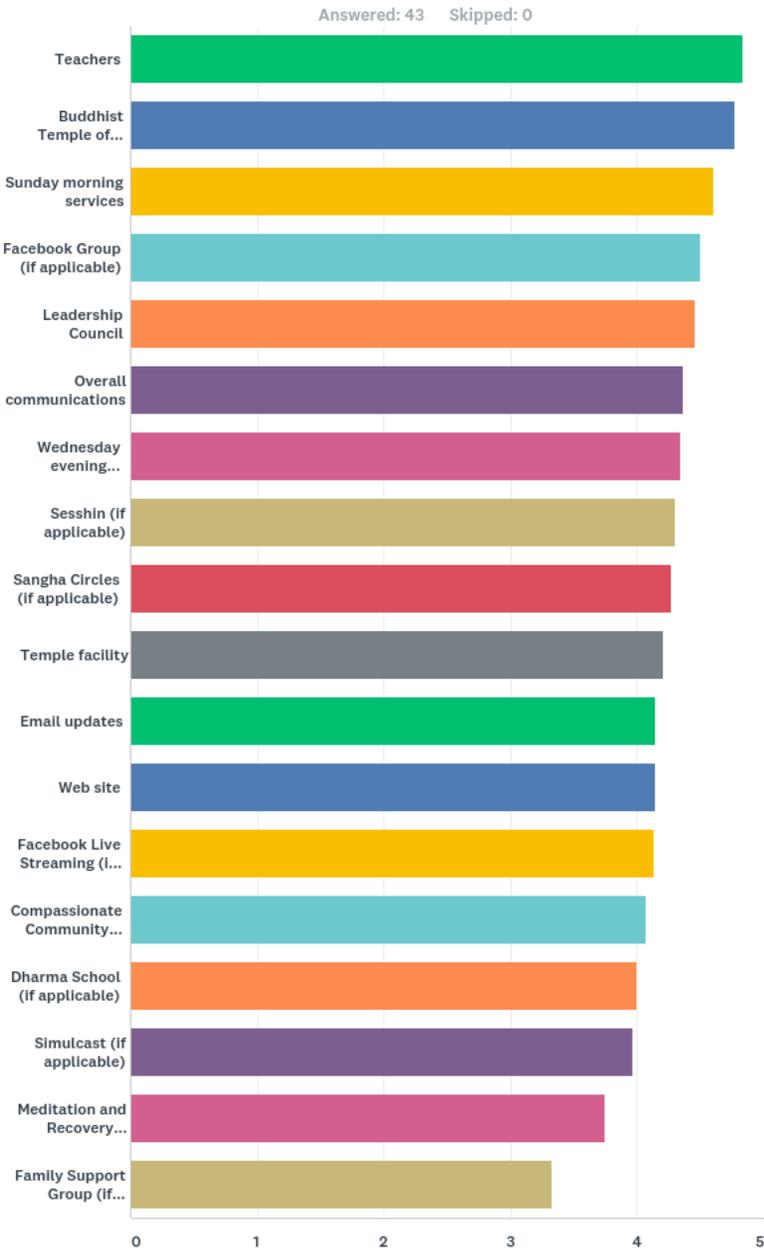
Channing Shogen Cecil

Heather Jigen Gallant

Geoffrey Jodon Rich

Madison Sho'On Roze

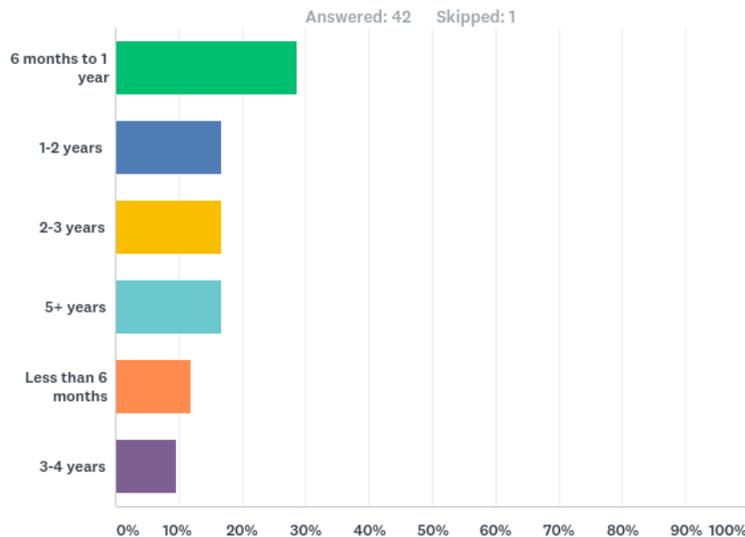
Q1 Please rate your level of overall satisfaction on each of the following areas:



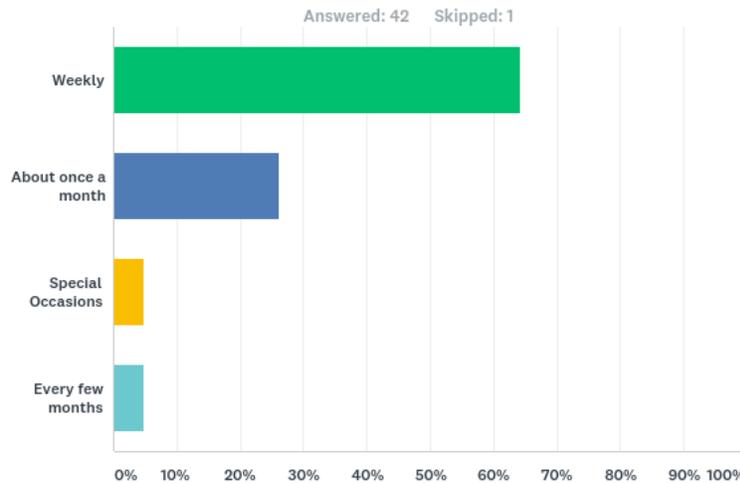
Please rate your level of overall satisfaction on each of the following areas:

	Very Unsatisfied	Unsatisfied	Neutral	Satisfied	Very Satisfied	Total	Weighted Average					
Teachers	0.0%	0	0.0%	0	4.8%	2	7.1%	3	88.1%	37	42	4.83
Buddhist Temple of Toledo	0.0%	0	0.0%	0	2.3%	1	18.6%	8	79.1%	34	43	4.77
Sunday morning services	0.0%	0	0.0%	0	5.0%	2	30.0%	12	65.0%	26	40	4.6
Facebook Group (if applicable)	0.0%	0	2.5%	1	2.5%	1	37.5%	15	57.5%	23	40	4.5
Leadership Council	0.0%	0	2.6%	1	10.3%	4	25.6%	10	61.5%	24	39	4.46
Overall communications	0.0%	0	0.0%	0	9.5%	4	45.2%	19	45.2%	19	42	4.36
Wednesday evening services	0.0%	0	0.0%	0	18.4%	7	29.0%	11	52.6%	20	38	4.34
Sesshin (if applicable)	0.0%	0	3.0%	1	9.1%	3	42.4%	14	45.5%	15	33	4.3
Sangha Circles (if applicable)	0.0%	0	0.0%	0	13.6%	3	45.5%	10	40.9%	9	22	4.27
Temple facility	0.0%	0	0.0%	0	12.2%	5	56.1%	23	31.7%	13	41	4.2
Email updates	0.0%	0	4.8%	2	11.9%	5	47.6%	20	35.7%	15	42	4.14
Web site	0.0%	0	4.7%	2	11.6%	5	48.8%	21	34.9%	15	43	4.14
Facebook Live Streaming (if applicable)	0.0%	0	3.3%	1	13.3%	4	50.0%	15	33.3%	10	30	4.13
Compassionate Community Service Affinity Group (if applicable)	0.0%	0	0.0%	0	35.7%	5	21.4%	3	42.9%	6	14	4.07
Dharma School (if applicable)	0.0%	0	13.3%	2	26.7%	4	6.7%	1	53.3%	8	15	4
Simulcast (if applicable)	0.0%	0	4.4%	1	26.1%	6	39.1%	9	30.4%	7	23	3.96
Meditation and Recovery Support Group (if applicable)	0.0%	0	0.0%	0	50.0%	4	25.0%	2	25.0%	2	8	3.75
Family Support Group (if applicable)	8.3%	1	16.7%	2	33.3%	4	16.7%	2	25.0%	3	12	3.33

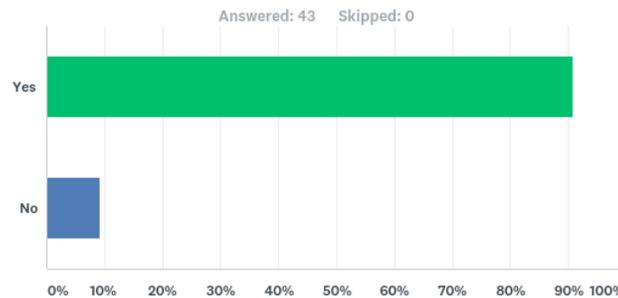
Q2 How long have you been visiting the Temple?



Q3 How frequently do you visit the Temple?



Q4 Are you currently a Member of the Temple (agreed to Sangha Covenant and donated)?



Q5 Do work and childcare situations make it difficult for you to register for events sometimes? Do you have any comments about how we could make this process easier?

- Ya i just work a lot, wish i had more time for my learning
- The process is super easy. The challenge is being a whole human being with other commitments. _^_ This is a priority, and a high one for me, but in order to participate, many folks are bucking against American cultural norms of overwork and overscheduled lives. Perhaps some coaching on how to do that would help?
- No. I just have commitment issues, which is something the temple will likely help with by osmosis over time. ??
- Only occasionally (childcare coupled with spouse's work), and there's not really anything that could be done from your end.
- Work makes it impossible for me to attend any event on a weekday held prior to 5:30PM. Perhaps focused mini Sesshin, for regular hour working individuals from 6PM-9PM on week days during normal Sesshin?
- Yes, I think Sesshin and Jukai should be geared more towards working adults...I am not going to take days off of work to attend.
- Work. I will miss the majority of every teaching retreat.
- this is a challenge however the accessibility online helps with this.
- Yes, but really no solution right now.

- Kind of. Work makes it difficult for me to attend Wednesday evening services. I wish there were additional weekend services, such as Saturday morning or evening.
- The temple does everything possible to make it as easy as possible
- I have not had any obstacles to participation
- Not difficult to register. The registration is set up well. Difficult to find time away from work and family to attend sesshin in Swanton.

Q6 If you have taken Jukai, please share any comments you may have about that process.

- When you are sliding with minding and/or fulfilling your vows, let mindfulness of that be an extension of your practice, rather than minimize the value of the practice to nothing and then disconnecting/divorce yourself from the practice in some permanent way. _^_
- Don't know what that is yet
- Transformational life experience. Valuable lessons. Enormously grateful for the opportunity.
- As a person in the process of taking Jukai, I am getting the impression that Jukai at the Buddhist Temple of Toledo is a rather unique process. I like that.
- It's amazing. I'd only make iterative improvements. It may be helpful to assign new initiates a "buddy" from the previous year or years. I know I'd like to know the current class better earlier on.
- Wonderful experience. Changed my life forever.
- [redacted to protect identity of respondent]
- Students need a longer gap between retreats to complete the rice field
- Very satisfied. I feel like there has been continuous improvement in the process
- wanted to express my gratitude for the members of the sangha in coordinating the efforts for Jukai. I was an initiate last year and the entire process was executed well.
- Great opportunity.
- Delighted to see so many new initiates each year.
- I am currently taking Jukai and the process is great so far. The only thing I would suggest is being more up front about prices. We were all told about the \$350 pledge for the class, but there were also costs for books, sewing supplies, temple gift, ect. that I didn't realize were going to be in addition to the \$350. The costs aren't a problem, but it would have been nice to know roughly what other costs were involved before I was already invested in the process.
- I highly recommend the process. I find it taught me life skills beyond sewing.
- Wonderful initiation process that opens the heart and builds community. I found the teachings foundational and direction-setting.
- Endless bows for the sangha and teachers. Easily the most important spiritual event of my life.
- I am in the process of Jukai. It has been a very helpful step in my spiritual growth and practice.

Q7 If you have taken Shoken, please share any comments you may have about that process.

- Don't know what that is yet
- Stronger vetting and greater emphasis on the responsibility of the student to learn positions and be there for the community. The new system, is only a start for this.
- Very satisfied
- Process does need review and that is happening.

- Shoken Facebook group seems dead; no ongoing connection with other Shoken students as such, no shared readings or special shared experiences. I have lots of connections with many individual Shoken students, but as a group there's nothing going on.

Q8 Please share any comments you may have about Ango.

- Great opportunity to crank up Zazen or to simply get the Zazen back on track!
- Still learning all the meanings of everthing
- I like the new set up with just a few teaching days on Saturdays, plus a few "extras" offered during that time to deepen practice. I like the themes we've had since I started, and that they change each time. Sometimes I wonder if we should have a theme for the entire year and dive into it in smaller chunks so we can go deeper into a topic.
- I struggle to connect with Ango, but am looking forward to trying to connect with it during the next one. I don't think my struggle has anything to do with how the Temple presents Ango, though.
- I loved the Ango activities, particularly the Sangha circles.
- I love Ango. I enjoy studying and learning with others.
- Great energy lately.
- Love
- I was disappointed by so many activities cancelled during Fall 2016 Ango at the last minute. Spring Ango was much better and Saturday afternoons are better times for me for workshops than Sunday mornings.
- Is it necessary to have a theme?
- I really loved the weekend teachings and the sangha circles. Great way to connect with the teachers, the community, and the dharma itself
- I would love to do more events, maybe including outreach into Toledo for work practice. I love being at the farm, but I'd like to see us take it into everyday life too.
- I find it very usefull to 'up' my practice.
- I very much enjoyed the spring Ango. I'm looking forward to being more involved this fall. There are a lot of opportunities for deepening practice and connection to the Sangha, that I did not take advantage of prior (ex. Sangha Circles).
- Please stress use of daily liturgy, home altar at beginning of Ango.. Having a workshop early would very helpful
- I know it can be difficult to work out the logistics, but it is worth continuing. It is nice to have a semi-formal way to connect and practice with others outside of the Temple setting. Additional orientation/training for the hosts would be helpful.

Q9 Please share any comments you may have about Sesshin. Please consider your practice, the facilities, the registration process and any other aspects of Sesshin.

- Come for a portion of a day if you can't do more than that. Better than not at all. Also, you will still loved and respected if you never make it to a session!
- Still learning what everything is. Im kinda still a newbie , but love the temple, and everyone there
- Sesshin is a wonderful time to deepen practice and be with sangha. It probably goes without saying that we've vastly outgrown the facilities. The space is lovely and cozy, but we are past capacity. The meals are always fantastic. I love that it gives people a chance to open their hearts to each other, even in silence.

- Look, those are the cleanest portable toilets I have ever seen in my life. That makes a difference when you're counting your breathes while staring at a wall for the better part of the day trying to figure out how zazen is actually supposed to work, so thank you for that. _^_ i think we are still a small enough Sangha that the methods we are using today work. As we grow this will change, but for now, it's good.
- Sesshin is phenomenal, and I think an absolutely crucial element to my development as a Buddhist. Obviously we are outgrowing the space--that's the only issue.
- I'm often very nervous about Oryoki. I either have to break the silence or risk an allergic reaction.
- I wish we would find a different way to close off the dorm room, other than the child proof gate. I tried to step over it in the dark of the night and caught my big toe on the top edge and went crashing through the hell room door. I think the door saved me from really injuring myself.
- If facilities are not expanded, we need clearer hard caps on attendance
- I love how much effort has been to stick to the schedule. It has been very inspiring.
- We spend WAY too much on extravagant food that is totally unnecessary. I get needing some variety for longer retreats, but there's no need for the pricy meat substitutes, fresh herbs and fancy teas that we just use to wash the bowls. Rice, vegetables and beans are all the fuel we need. And we often have as much food left over as we consume. A lot of improvement could be made here and those dollars could be used in ways much more beneficial to the whole Sangha. We need a retreat center with climate control and no bugs. I know this is in development and will take much time and effort, but want to be sure to voice this here.
- Facilities are what they are and greatly appreciate everyone's efforts.
- The facilities make it really challenging to participate due to my health condition. Otherwise the practice and process is good.
- I truly enjoy sesshin. While it can be a little intimidating to jump in for the first time, it is actually a very pleasant experience.
- For me, Sesshin, like zazen, is the center point of my life. It not only centers me and continuously open my heart and eyes, I feel and see the insignificant distractions of culture dwindle and what's really important emerge and slowly expand within me. [redacted to protect identity of respondent]
- Sesshin is excellent when the time is respected and the schedule kept. Sesshin falls apart when the time is not followed and the schedule is not kept.
- Have attended one morning. It was a huge boost to my practice... especially sitting. Oriokyi is amazing. Will be back.
- Someday...and actual practice center with showers and flush toilets....the dream.

Q10 Please share any comments you may have about the Teaching Retreats.

- I wish I could make it to these. I'm happy that they're offered, but the 9-5 crowd has a hard time getting out of day-to-day responsibilities.
- I wish that I could attend them, but work makes it impossible for me to attend any of the sessions. I think the temple does a pretty good job of having teaching events on the weekend that I can attend, though.
- LOVE, LOVE, LOVE, LOVE. Did I get my point across? _^_. Seriously--I had a profoundly deep experience in this last retreat that has changed my entire life. How ya gonna top that? :-)
Now that I think about it, I know that this would be difficult to do just because of the reverends' schedules, I think... But I know that some people can simply never attend teaching retreats because they are held during "normal" work hours. If there could be some evening sessions, or weekend sessions, I imagine that many more people could be involved.
- I also think the teaching retreats are fine.
- Hard for many to attend because they are focused during the work week.

- Great opportunity.
- I was not able to attend in person due to work. I am glad they were streamed and recorded and the mic was passed around so I could hear participants.
- Love them. Such a great way to learn. Relax. Practice formally and practice balance in a non rustic setting. Great for introverts who don't like camping
- Timing often does not work well for me.
- I thought the teaching retreats were a lot of fun and I love that you can go to bits and pieces as time allows. My work schedule can be crazy, so it's nice to not have to commit to the entire week if I can't. I love being able to go to the sections I am available for without feeling like I'm lost or I missed something.
- The teaching retreats are very informative to all from beginners to experienced students.
- Although I love love love the teachings, I find the structure of the day difficult. It's a long day with one big break. I have to find and pay dog sitters to attend for a full day. And by the time I get home, preparing my own dinner takes time, caring for my pooches takes time and leaves no time for me to prepare for the following day's potluck. Although I have contributed to these potlucks, I find these long days create stress. My own preference? Half-day teaching retreats.
- Absolutely wonderful! :)
- Amazing. A definite contribution to my practice.
- The teaching retreats are one of my favorite ways to connect with sangha. I love the deep work of parsing texts and relating them to our lives, mixed with lots of fellowship and nurturing sangha relationships. I love the week-long intensive format of these retreats.
- I have found the teaching retreats to be very helpful during. Both in learning about the practice, but also in becoming connected to the other members of the Sangha.
- Wish they were at night when I could attend
- Great experience
- Very much appreciate the teaching retreats. They are wonderful. Great way to learn, practice, and connect deeply with sangha.

Q11 Please share any comments you may have about Leadership Council.

- Thank you for your sacrifice, Leadership Council!!!! _^_
- LC continues to professionalize and "grow up" the temple's operations. I look forward to seeing that continue to happen.
- The Leadership Council seems earnestly intent upon the integrity and harmony of the Sangha. Beyond that, I do not know a great deal about how it works, so I cannot comment in detail.
- Bravo, all. _^_ Sangha is in good hands.
- As the temple is growing, it may now be possible to ask that each household in the community offer only one person for both leadership council and guardian council, so as to encourage less involved families to participate.
- I'd like to hear more often from a wider representation of the Council. It always seems like it's 1 or 2 people coordinating the community
- Keep up the good work. I appreciate your efforts to grow membership and provide financial stability. I appreciate your efforts at transparency.
- THANK YOU FOR YOUR SERVICE!!! _^_
- Great work.
- Don't know who's on it. What exactly do they do
- Great leadership sharing

- I think leadership council does a fantastic job of being transparent by sending out the e-mails from their meetings telling us what they have discussed and where the funds will be/have been going. It is nice to feel like I am in the loop.
- They've been very timely this year and thorough. They've also done a great job at keeping the energy alive with any events or growth or general temple updates.
- Don't know enough to say.
- The work you do is often not on display, but how hard you work is evident.
- I can only imagine that the amount of work would surprise those of us who are not familiar with all that you do. Let me take the opportunity to say many thanks.
- They have a lot on their plate, and they handle it well.

Q12 Please share any comments you may have about the Seminary / Postulants.

- Thank you for your practice!
- _^_ to those involved. If possible, it might be helpful for the sangha to get some regular reports on what's going on with that program. There was initial excitement about it, but since then it's gone a little quiet. It might be helpful for the sangha to know that things are rolling.
- We love you guys, and we appreciate your commitment to the Sangha, and to your practice! Many bows.
- I love them.
- love that it is happening and that there is a process
- A great group of people.
- They are very, very tired right now.
- They are an inspiration. I hope they are doing well.
- I think it is great that the temple now has a seminary. What a beautiful way to allow community members to spread the dharma and follow their calling in life.
- It's cool to see the ongoing process unfold. I'm excited for what's to come.
- They are courageous.
- Excited to see what they bring to the legacy of the Great Heartland Sangha
- All are so different, and some I have had more contact with than others. Both Zusei and Yugan were great in helping to train the Jukai initiates in the different service positions. Zusei especially makes herself available before and after service to make sure that everyone's last-minute questions are answered. I can tell that she has a dozen other things that she needs to attend to, but she is always kind and efficient. Setcho (sp?) is just funny and friendly. He is also very outgoing, supportive and kind. On my very first Temple "event" outside of Sunday (setting up the tent for sesshin) he made sure to talk to the newbies, which helped me to feel welcome. _^_ Thank you to each of them.
- I think it's cool that you have a seminary (in Toledo), as for the postulants? I dunno, I like 'em?

Q13 How do you see your pledge/donations to the Temple at work?

- Reports financial goals being met and community access to services increasing!
- I give in hopes that it helps you keep doing what you do. So i can learn to be a better , happier , more spiritual being.
- Huge increase in programming! So many more days of sesshin and people attending sesshin. That impacts the rest of the sangha and the community at large - when more people are training in that way, we all benefit. I also see the growth in members and a farther reach out into the community, and a larger number of people taking on formal and informal leadership roles within

the sangha, which is exciting. I give because I want to spread more wisdom and compassion in the world, and I believe my donations truly manifest that through the teachings and the practice that the sangha engages in. I recognize that without my donations, this practice and the teachings would not be nearly as widespread or powerful.

- The lights are on, rent is paid, we have a roof over our heads to practise under. The budget is well maintained, and quite frankly I am amazed it is even discussed in front of general temple members (I appreciate that it is). A degree of transparency helps go quite a ways toward me feeling like my support is being utilized well.
- Duh. _^_. (In everything we do.)
- Sesshin sesshin sesshin
Jukai jukai jukai
- I see them going to sesshin. Perhaps we should charge a small amount per day for sesshin to cover costs. Maybe \$10/day.
- availability of sesshin and keeping the temple open
- I see my pledge as contributing to the overall daily functioning at the temple.
- The teachers emphasize sesshin and the sunday/ wednesday services as the top priority. I see the donations mainly going towards teachers salaries and keeping services/ sesshin going.
- Yes.
- Holding the space for meticulous kindness to Awaken! (and serving lunch)
- Well used.
- I feel like the temple uses my donations to put on a lot of very valuable and interesting programming. I like being able to attend services, go to sesshin, enjoy a teaching retreat, or gather with sangha members and not have to worry about a fee besides my annual pledge.
- Through the expansion of the Sangha, the growth of resources, the organization of building and seeding Zen through the refinement of Shoken and now the postulants. In other words the "becoming" of a strong Zen center.
- Lights and space :) Delicious food and constant activity.
- Too early to tell.
- The diversity and abundance of our excellent programming
- Supporting the expenses of the Temple, providing sesshin, providing the many events that help to keep the temple alive and open, and to spread the Dharma.
- There's a temple, with bi-weekly services. I haven't participated in many retreats, or Jukai, but I think that it's great that they're available.
- In the way you keep your doors open several times a week as well as offering various workshops and training events
- Good question....don't really know....not being on LC, I don't really pay a lot of attention to the budget. Presumably it helps pay the rent and provides support for the revs.

Q14 What would inspire you to make a larger pledge/annual donation in support of the Temple?

- More income! ??
- I give the most I can each visit because I love you guys and appreciate your teaching
- I'm already extremely inspired and making a significant annual gift for my family's budget. We have changed our family's spending behavior to be able to support the sangha financially and to give ourselves and others the opportunity to hear the dharma, attend sesshin, get involved, etc.
- At this point, a better job, or a raise at my current one. Between medical bills, rent, and student loans, I just cannot afford to give as much as I want.

- Nothing. We just did. _^_
- I'm at or near the limit of my potential to pledge/donate. I would dig deeper and work harder to fund a true retreat space.
- If when donations are made through PayPal it was registered to me.
- having more say in what funds are used for. Perhaps allowing the sangha to vote on larger items.
- Earning more money.
- My annual pledge and donation is strictly limited by my means. It is not want of motivation to donate but solely what I am able to do.
- If I had more money, I would.
- larger income ??
- Perhaps even more financial transparency. A lot of churches publicize what came in during the past month, and what were the expenses.
Also, at some point, it would be nice to have an endowment fund set up that people could contribute to. . . that would help provide some stability. . .
- More specifics about what is needed and more frequent and detailed updates about how money is spent.
Much less spending on fancy meals at retreats.
- currently a student, thus once I have a job I can pledge more. Also would be willing to donate more to a long term legacy fund that supports the efforts of the temple for the long term future. similar to how colleges how endowments
- Would have to have a bigger paycheck.
- When I get my job I'll be putting more in to help others that can afford it
- I am already giving all I can afford, and sometimes a little more. If I had more, I would give more, but alas I do not have more.
- Not about inspiration right now. There is nothing more you could do
- Would consider donating an additional amount if there was a fund raiser for a particular goal.
- If I had the money to give without me going into severe financial hardship, I would. I honestly think that the temple does great things for this community and if it weren't for personal financial issues, I would love to give more.
- I'm on a fixed and limited income. Perhaps creating a line of products for the store. I believe A LOT could be done with the store and would be willing to help or even oversee its management and resource as a key source of income. I have a lot of ideas.
- Already I'm truly inspired, all I would need is a bigger paycheck to contribute what I think the temple truly deserves.
- Seeing/hearing g how my contribution is used
- Having a job _^_
- I have been gradually increasing the amounts that I give. I made my initial commitment a little like throwing a dart on a dart board. As I feel my connection to the Temple, my practice, and my affinity for the Sangha growing, I expect my giving to grow. Temple need would also drive my gift, like if there was a need for something specific. For example, I did read the LC minutes, and saw that there was a shortage from meals at sesshin, so gave a little extra (roughly 10%).
- More income.
- More podcasts
- We hope to do that soon!
- Getting a raise. Perhaps someday we can have a capital campaign for an actual retreat center.

Q15 What are the top three things you value about the Temple, beyond Buddha, Dharma and Sangha?

- Community.
- I love Jay's way of delivering his message to us, I love that he is a musician like myself. And I love that you have brought this to Toledo for us.
- I was reflecting the other day that the temple has become a one-stop shop for me in a lot of ways. It's my primary social outlet where I'm able to thrive in a loving environment. Most of my closest friends/mentors/confidants are there. The outpouring of love, connection and support for each other, especially in recent times of tragedy, is special and so needed in today's world.
 - 2) There's intellectual and spiritual stimulation, as well as refuge and rejuvenation, all of which carry over into the rest of my life.
 - 3) The opportunity to bring this to a wider audience throughout Northwest Ohio and beyond is exciting and humbling. I like that we're starting to do mindfulness for students in schools. I think that's important and would like to see more of that.
- The temple's willingness to adapt to changing circumstances, the library of books that serve as a wonderful starting point for intellectual study, and the warm atmosphere.
- The reverends, Dharma school, and the accessibility of Sunday services juxtaposed with the deepness of Wednesday services. Talk about making the Dharma accessible! If it weren't for Sunday and Dharma school, I could almost never attend, and if it weren't for Wednesday, my spouse could almost never attend. But we can, because of the current setup. Oh, two more things, sorry, breaking the law...arts night and teaching retreats are amazing.
- Nothing is beyond Buddha, dharma, and sangha.
- Friendliness of everyone
Genuine interest in each person
- transparency, honesty, compassion
- 1. The teachers and their dedication.
 2. The Leadership Council.
 3. The dedication of the new priests.
- I value the commitment that the teachers have to the temple - I love all the opportunities to learn more and be involved.
Secondly, I value the couches and meeting area. I love being able to hangout and talk before practice. The layout of the temple is very conducive to creating a friendly environment.
Lastly, I value having the ability to donate what I can afford. I'm in college and it's very nice to get amazing teaching for the price I pay. I am very thankful for that.
P.S. I also value the teachers' flexibility to talk on a moment's notice
- Access to the teachers for talks and interviews
- the teachers are incredibly accessible and helpful.
- Community support and guidance of awesome teachers
- the consistency of temple service and providing sesshin retreats is tremendous.
- Teachers, vibrant community, the vast organizational improvements.
- You said it don't know anything else to say
 1. Our Teachers, Rinsen and Do'on
 2. The opportunity to make a lasting difference in the lives of people we meet today and also people who come to practice in the distant future
 3. Life-long friendships with fellow practitioners
- Teachers and teisho
Silent meditation as a group
Seeing all of the levels of involvement

- Sesshin
Learning
Growth
- The teachers are both top-notch. There's two. I also love the hospitality that the sangha brings to the place. It always feels so warm and welcoming.
- I value having a supportive community, being able to have good communication via the facebook group for both temple related and personal things, and having not just one, but two amazing teachers to lead this practice.
- I value this temple for the compassion of the people, creativity (love arts night), and the traditions. I like seeing Buddhist holidays and the eye opening ceremony.
- How it's changing the world and providing the world with a different, deeper, kinder way of being.
 2. The beauty of the altar and the meaning of all of its parts.
 3. Dharma School
- Sesshin; 2) Food for Thought; 3) Jukai reunions
- It is a safe place for all types of people. Regardless of who you are you are accepted and welcomed by one and all. It's cleanliness also attributes to the peacefulness.
- The availability of the teachings. The friendliness of the folks. The vibe of the space.
- 1. An intentionally safe space where differences of opinion and questions are honored, while still holding up marginalized voices
 2. The many different ways to engage and connect with the practice. A temple that offers family programming AND sesshin every month AND teaching retreats AND community volunteering opportunities?? We are profoundly fortunate.
 3. Do'on and Rinsen work so hard and so obviously give everything to the temple. "Inspiring" doesn't begin to cover how I feel. They have a generosity I have never seen before - their willingness to connect, to share their expansive knowledge of the dharma, and their willingness to dig in and engage!
- Rev Rinsen's and Rev Do'On's teaching, authenticity, and knowledge
 - 2) The amazing commitment to the Temple of Rev. Rinsen and Rev. Do'on
 - 3) The intimacy of the environment of the temple. Comfortable, welcoming. Not formal or intimidating.
- The members, and the patience of the temple's teachers. I know things are getting a bit tight in the main hall, but it is a really pleasant, comforting space. I really enjoyed the teaching retreat and teachings lectures I attended.
- That it's a beacon out there
Connections and foundation laid
- Love the Teen Dharma class!
- 2 committed teachers + 4 committed postulants = 6 things I value most about the Temple!

Q16 What are three things we could improve upon?

- I had some ideas about getting a better live facebook feed together to help the temple. So we could run 3 cameras and better audio.
- Financial stability, a "nest egg," and clearer financial projections. As a component of that: better communicating the temple's needs for time, talent and treasure from all sangha members
 - 2) Physical space to accommodate our swelling membership (an excellent challenge to have!)
 - 3) More clear Dharma school curriculum and planning (and more adult helpers/leaders for that)
 - 4) If I may offer a fourth: continuing to spread out the leadership and volunteer responsibilities among sangha members, and more sangha members stepping up and delivering on responsibilities.

- The thing that comes first in my mind is a angle cam with better sound quality for remote viewership. It's probably not a super high priority at the moment, which is understandable. Audio/visual equipment can be very expensive! More liturgy books. I can't think of a third that is useful.
- Obviously space. It's a wonderful thing that we as a Sangha are outgrowing both the zendo and the sesshin spaces, but we are outgrowing both the zendo and the farm! Eventually kinhin will be "standing tightly packed meditation," like the Women's March in DC last January. A good challenge to have, but still a challenge.
 - 2) I've often wondered why we don't have a liturgy signup sheet online so that liturgical positions could be filled weeks in advance, eliminating the scrambling for people that occurs on Wednesday nights. Actually, though, the recent training has been so successful that I believe we have plenty of people. I also suspect that you don't want the same people doing the same things every service, so keeping things fresh is a good thing.
 - 3) As the sangha continues to grow, I know that it will be harder and harder to fit everyone in for Dokusan both during the limited Wednesday night time and during sesshin. Can't clone the reverends, though, so that's just a reality.
- 1: Better distribution of labor. I'd like to see temple growth managed by focused teams with autonomy to function.
 - 2: Website and online resources and collaboration could be improved. Facebook can be effective, but doesn't work well as an archive of information and discussion.
 - 3: Sustainable funding methods.
- Larger facility
- Please do a bit of testing with the audio quality of recorded events. Some are almost intelligible. Eventually we will need more space but I TOTALLY understand the financial issues at play here.
- I don't know how much the Temple and/or teachers and/or Leadership Council can do about it but something that sometimes prevents me from being as enthusiastic about attending service or Temple Events is there is a large revolving door of people who attend service and take part in Temple events. I am less than three years removed from my own Jukai experience and I now know less than 10% of people at a regular service because new people come in and old ones leave so frequently. Part of this is certainly I have to put myself out there more to meet new people but there seems to be something of a retention problem that, for me, cuts against establishing a community. We are constantly bringing in new people, which is good, but seem to be constantly letting others fall away. It makes it hard to connect to people, knowing they may never come back. As I said, I don't know how much the Temple and/or Teachers and/or Leadership Council can do about it, but better retention of members, initiates, etc. would make me more eager to practice and take part.
- Growth is great, but slow down. It seems like we add something every 2 months. Let's be constant and stable for a period of time
- It seems like liturgy has become a larger % of the time on both Sunday and Wednesday. Liturgy creep, with the Ango daily liturgy become part of every service. Personally, I liked the old days where there was one liturgy heavy service (Sunday) and one liturgy light (Wednesday). . .
- Facilities. Diversity. Community engagement.
- I like the little changes that happened
- Facilities for retreats
 2. Facilities at the temple (air conditioning!)
 3. Starting and ending events and segments of events on time
- Highlight other new people on facebook page like you have with postulants so we can find things we have in common and promote connections. Maybe start with two truths and a lie about new jukai initiates

- Air conditioning in the temple.
Better retreat facility.
Maybe more academic type instruction?
- More of the one-off programs, offered once or twice or for a few months at a time--like the Compassionate Advocacy group. It was really helpful for me.
- more sangha circles! need better audio quality on the facebook live feed, ((can't think of a third one!))
- Starting and ending services on time
2. Keeping members engaged and returning to services. Although some people will move or lose interest I feel like there is room to improve retention. Even many Jukai students disappear after completion of this program.
3.announcements of ango activities earlier.
- More space!
A more formalized structure for each of us to be responsible for cleaning. If the work is part of our responsibility/commitment as a member, the cleaning would be more consistent and each member would only have to clean perhaps one day every month or two.
- Time management; 2) make the temple self supporting now, not sometime in the future (i.e. just 20 more members); 3) right people, right positions
- We should definitely work on finding a more efficient kitchen system. Maybe some how creating more space for organizing. Then making it clear, when using it, what's to be done in that space and how.
The entry way is also a little cramped from time to time, but Im not sure it can be helped.
More liturgy books/ print outs always available. Sharing books can get awkward for new visitors and I think it would be a smoother process to have one per seat. When we increased the seating I don't think we increased the booklets. Then just making sure there's always extra literature of all the things the temple has to offer.
- Clarify what 'membership' entails.
Instructions how/where to view simulcast.
What community out reach are we involved in?
- Kitchen facilities could use more love. Just a few people (especially Kinko) do the vast majority of temple caretaking. More people feeling empowered to clean things!
2. Are there ways to keep FB livestreaming from going down? Fussing with that tech might be an inevitability, but the more seamless we can make that, the better.
3. This might just be me, but I find lots of miscellany on the Facebook group annoying, and it's hard to find relevant posts. Some kind of content guidelines ("must be relates to temple life and dharma practice") would be great...
- More Room for Kinhin
2) ???
3) ???
- I can see a need for a larger temple, but I think things run amazingly well.
- Its time to re-uphoster or replace some of the ratty couches. Looks bad.

Q17 What are services/other offerings we currently don't offer that you would like to see?

- Im still in my infant stage. So i dont know much. Just that i love the temple
- I'd like to see us go deeper and wider. In other words, continue to deepen the practice for everyone currently involved (more sesshin, more sangha members deepening their practice, etc.) and offer more intro services to different populations around the region (e.g. mindfulness for students, mindfulness for police, mindfulness for prisoners, mindfulness for moms, etc.)

- I cannot think of any for the immediate moment.
- More things that combine different aspects of art and practice. I'd like to see more workshops on different things that are in the wheelhouse of sangha members. Art practice - that's obvious (photography, writing, brushing, haiku, music). What about Zen and the art of time management? Other aspects of modern life that can combine practical advice and contemplative direction.
- Maybe opportunities to sit in the zendo other than Sun/Wed? I know there are the meditation/recovery groups sometimes but I won't want to intrude.
- marriage prep.
- I would love to have more visiting teachers come in as well. . . Once we have financial stability, I would be willing to contribute to a fund to help pay expenses for visiting teachers. . .
- We can barely support what we do now--don't add. If anything, subtract.
- Daily service would be nice if sufficient members were free to attend.
- A K-12 Montessori-style dharma school.
 2. More opportunities for academic study, like reading books and discussing together in a book club setting, like we used to do during Ango sometimes.
 3. Sutra and meditation services (with dokusan?) on Saturday mornings or evenings.
- saturday sesshins in the temple
- I wish the start time was earlier on Wednesdays. I wouldn't mind early start time on Sundays either. If I lived closer to the Temple I would love to see a daily early morning sitting period, but because I live too far I would rarely attend. Dokusan on Sunday? Or have both teachers doing dokusan at the same time on Wednesdays? Probably not practical, but would be interesting. Maybe some kind of venue for teaching and instruction other than only at teaching retreats - maybe an evening class or Sunday morning class.
- As I mentioned earlier, creating the store as a financial resource and marketing resource.
- consider scaling back instead of adding anything else.
- It would be cool to have a Bi-monthly (or so) support group for Sangha that have problems they're facing and could use someone to talk to. We could make sure there's always a senior member at every meeting but otherwise whoever needs can come when they need support as well as those who particularly want to give back support to our Sangha that's struggling.
- Healthy relationship one-time workshop :) how to be in loving, affirming, empowering romantic (or other!) kinds of relationships.
- I have no suggestion for this at this time.
- Some on line dokusan opportunity

Q18 What is your vision for the future of the Sangha? What do you hope it looks like in 5-10 years?

- That we keep going and growing to help others.
- In 5-10 years, I would envision a new Great Heartland Buddhist Temple of Toledo and Retreat Center. We would have financial stability and a national presence through the podcasts and simulcast. There would be a group of reverends (ie more than 2), and some sort of paid administrative leadership. We would no longer be one of Toledo's "best kept secrets" - everyone would know who we are and that we're available to them. Our sangha would continue to be supporting one another's practice by giving generously beyond the services and sesshin we are "paying for."
- I hope, in 5-10 years we have our first postulants receiving their ordination and starting new sanghas in their local communities that share our particular vision for the practice. I hope that we have grown so large that the tent-do cannot hold us any longer.

- The sangha is growing! I see many, many more jukai initiates, Shoken students, and, gradually, more postulants. We will need a bigger space soon. Perhaps in ten years, some of the current or future postulants will receive full transmission, and be able to split up the "work" with the reverends. I see, in a few years, us having a greater impact on the community.
- Building a permanent outdoor shelter at the farm and then finding a larger facility for the temple.
- In 5-10 years I envision a much larger sangha with many more jukai students, shoken students, and a larger staff of postulants, dharma holders, transmitted teachers, and a full calendar of activities centered around a core of practice rooted in zazen and sesshin.
I want The Great Heartland Buddhist Temple of Toledo to be a model of authentic Zen practice in the west outside of the monastic tradition.
I envision each person's practice flowing into one another building a community that becomes an example to other communities who come to see and learn how to build sustainable practice sanghas in their part of the world.
A boy can dream...
- Larger facility :)
- A new facility for worship and sesshin.
- I really don't have a vision for the sangha because I like that people can come and go as they please and that's why I think it is so successful right now.
But I personally would like to see it the same size. Maybe more people coming to sesshin or Wednesday night sitting?
But I think we have a super strong sangha.
I would like to see the same people attending 5-10 years from now
- our own building.
Residence opportunity
arts retreats
- growth to have one closer to Findlay
- Hard to say. . . I think the top priority is financial stability. More visibility in the Toledo area (the progress in the past year has been great), so that the temple is considered an essential part of Toledo's cultural fabric (similar to the role the Mosque plays). More leadership to take the load off of Rinsen and Do'on. . . (I don't know how they do it!), allowing them more time to focus on personal/professional development and training. (I love that they go to Zen Teacher's Association conference every year as part of professional development).
- Simple but nice retreat center not located on the Reverends' personally-owned property.
- a plan on how to sustainable start a retreat center which would allow for a space to better coordinate sesshin without being compromised by weather and other logistical problems that arise from not having a permanent indoor retreat center
- Spreading the dharma far and wide.
- To be Prashant
- A flourishing community large enough to be sustainable for generations, with a beautiful retreat center and temple that is richly appointed and also houses a k-12 school, a community garden, some kind of social services, etc. With a few more priests and Junior and/or Senior Dharma Teachers to keep up with the larger community.
- Bigger sitting area just as simple as now
More small interest groups
- If it was exactly the same I would be happy. Especially if we were all much wiser.
- I hope to see the sangha continue to increase in size. As I plan to move out of the area soon, I am excited to be able to stay connected to the temple through social media and the live feeds.

- I would like to see the sangha grow into an even larger vibrant community, engaged in the community. People in Toledo will have heard of the temple. I think the sangha will need a retreat center and a larger space.
- Bigger, with retreat center, featured in the Buddhist magazines...
- Self sufficiency
- I hope the reverands could own their own temple in the foreseeable future. It would definitely help with some of the space problems that come with our growing Sangha :)
- More members. This would require a larger space. Kind of an enhanced version of what is already.
- Retreat center!! Maybe that's a 15-year plan.
Air conditioning in temple to help with accessibility for heat-sensitive sangha members.
I hope for a continued flourishing of the dharma in Northwest Ohio and am excited for satellite sitting groups in the larger area.
- That we would grow, but somehow manage to maintain the intimacy that is present now. The closeness of the Sangha members is rare and genuine. Also to maintain the integrity that comes with being smaller. At some point a new location may be necessary (some services are crowded, which is a good thing).
- A facility with space to support a larger community.
- Hope it continues to grow!
- I hope to see membership increase and we will become even more recognized in the community - perhaps more outreach programs
- A real retreat center and/or a dedicated temple that is not in a carpet warehouse.

Q19 Do you have any other comments or concerns that you would like to share?

- Only that the temple is amazing and i feel very fortunate to be apart of it. [redacted to protect identity of respondent]
- I'm thrilled with the direction of things and look forward to continuing to see this thing fly. _^_
- Thank you to everyone who works hard to make this Sangha a living thing.
- Just THANK YOU to the reverends and everyone who helps the sangha exist. _^_
Spreading the Dharma, one person at a time. It's awesome.
- [redacted to protect identity of respondent] I come Wednesday evenings. I work Sundays. I appreciate who you are and what you do that I see. I am thankful that I can practice with you on Wednesdays.
- Thank you for your thoughtful efforts! _/|_
- #3 needed an option for more than monthly but less than weekly. I attend every other week.
- Thanks for existing
- Thanks for doing the survey and thanks for listening!
- Thanks so much for asking for feedback, and all you do to enrich our lives! _^_
- thank you for everyone's efforts in continuing the services and teachings of the temple. These require a lot of effort and time, thus I wanted to express my gratitude
- Deep bows. You guys are great.
- I would love to see more visiting teachers; since we do not have the benefit of living in a big coastal city with lots of Zen teachers, visiting teachers is one of the most practice ways to get exposure to other teachers like when Dosho Port, James Ford, and Ed Brown have visited. Would love to meet and practice with others as well.
- The growth and return of old members says it all.

- I wonder if there are limits to growth; if continually increasing the size of the sangha is an entirely good thing or if there may be drawbacks to being too large. I don't have complaints or answers, am just wondering. I also wonder who are all these people who show up on Sundays - the place is so full, but how many are first or second time visitors who never come back. Does having so many new people at every event somehow take away from the experience? Would it be preferable to have fewer, but more dedicated, people in attendance?
I also wonder about how friendly and welcoming we are to newcomers. Is this really effective? Are we drawing in too many people who do not take Zen seriously and are just coming for the friendliness and the novelty of Zen? Or for the spiritual materialism of it? It seems like before there were "welcoming / warmth" committees the sangha attracted students who were more serious about the practice and less concerned about being part of a supportive community. It seemed like there were invisible barriers and that it took a little more effort and commitment to move forward. Again, no complaints, just wondering if our friendliness and openness to visitors is not somehow diluting the important business of Zen. And if we are somehow not doing anyone any favors - both to the sangha and to prospective students - by being so overtly welcoming. I sometimes take for granted the dedication of the Teachers and the Leadership. Please know that every day I give thanks and offerings to you. _^_
- _^_
- I am really excited to see the development of the postulants and how that shows up in the community. It's so great to see the dharma being spread by such wonderful people. I'm really glad I found the temple, it has been a wonderful experience so far!
- I'm grateful for the temple and its teachers.
- Consider appointing a moderator to the Facebook pages and not allowing any political comments or posts. Politics is a poison.
- Leadership council is on point :) Deep bows to everyone working to keep the temple running, fantastic job all!
- Thank you for making this available. Thanks for all the work it must take. Thanks for asking for our feedback.
- I'm just extremely grateful that I'm a part of BTT. I'm grateful for the Reverends, for the Postulants, the Shoken students, the Jukai students and initiates, the Leadership Counsel, and all the Sangha members. As I practice and strive to wake up I feel encouraged by the "gathering of small fires" Thank you! _^_
- Thank you all for everything you do!
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