Women Leaders in Buddhism Reports, 2024 - 2025

Did the Program Meet Its Goals?

Barre Center for Buddhist Studies Inc - Women in the Buddha's Life project has been successful so far and is still unfolding. The website features rich, interactive stories about key female figures throughout the Buddha's life. It was created with the help of the Lenz grant and ten additional stories are scheduled to be added in January and a month-long online program on the content will be held in March.

BE Meditation Group - We're excited to report that we've exceeded our program goals! So far we have been successful in supporting BIPOC women working in nonprofit and social justice organizations within the Twin Cities of Minnesota, and the demand for our program has outpaced what we initially anticipated. Even more, by the end of the program we will have served over 3 BIPOC women-only cohorts, approximately 12 organizations, and extended our programming to young adults and youth leaders in local BIPOC-led organizations. By the end of our programming period and as a result of Lenz grant support, we will have had the opportunity to partner with organizations like: Northside Achievement Zone, Community Junction, Project for Pride in Living, Voices for Racial Justice and the Boys & Girls Club. The fall cohorts are wrapping up in mid-December and we have already exceeded expectations for the amount of confirmed winter cohorts. In addition, we feel strongly that the anticipated amount of partnerships for the spring cohorts will be just as robust. We were also able to receive fully funded program support from the Minnesota Department of Health, and we could not have reached that goal without the early support of the Lenz Foundation's generosity. With Minnesota state support, Black Zen was able to retain the skills of a local, community organizer to help bolster the participant list and assist in advertising, outreach and cultivation of new business partnerships with other organizations to help support the long-term sustainability of our meditation programing. So far, our new organizer has delivered a 30% increase in the success rate of our previous outreach efforts, and the skills they've brought to the team have been invaluable in terms of setting up our organization for additional long-term growth with upcoming clients, organizational partnerships and networking opportunities within the Twin Cities.

Brooklyn Zen Center - Although we were not able to offer an in-person retreat for our female leadership (the first retreat proposed in the grant application), we still feel we met our goals, as this season truly felt suffused with the theme of women in Buddhism. We were able to bring to light our female ancestors, Buddhist and otherwise, and help practitioners connect to the divine feminine. Dr. Arai's teachings in our sangha were received with such enthusiasm that our Practice Council has discussed brining her to Brooklyn Zen Center annually over the next couple years. Her focus on Buddhist women both lay and ordained is clearly something that has been missing in our sangha.

Buddhist Prison Ministry - Our programs have exceeded our expectations of success! Our original proposal and our outcomes: -Create a course on the qualities of the Divine Feminine: Our course was created from January to May of 2024. It was completed early May. To date (11/27) in just seven months, we've had over 2000 women (some men!) take the course! That breaks down to 1981 have completed the course on tablets, with another 40 receiving the course hard copy.

-Created a Sangha of Belonging for Incarcerated Women: This idea became "Tara's Sisters, A National Sangha of Belonging." Tara's Sisters was officially launched late July. People who want to become a Tara's Sister must complete ALL our programs, which adds up to approx. 60 hours of work. Along with their responses to the integration questions in our workbooks, they write an essay on what they have learned from all the programs we offer. At that point we send them a Certificate of Completion, and two copies of the Tara's Sisters pledge. They sign them both, send one back for us. We've been amazed at how many men want to take this course. This has led to the goal of creating a Sacred Masculine course in 2025. We've also been surprised at the number of trans people who have expressed such joy at "belonging" to a Sangha of women. One woman, in solitary at Rikers, wrote to us, excited to hear about the Tara's Sisters program, saying she's attempted suicide three times, but after taking our Divine Feminine Course, she's come to value the innate qualities she has within her, and has vowed to spend the rest of her life nurturing those qualities. Since this is a very large commitment and just launched in July, our numbers are just now gaining momentum. We've had 20 women totally complete the Tara's Sisters requirements, with 783 in the process (according to our Edovo (tablet) dashboard. -Two Newsletters a Year for incarcerated women Buddhists: We are just about to release our first newsletter, and will do another newsletter in February. To keep our agreement with Lenz (we're a bit late on our 2nd newsletter)we have added 3 episodes of our Awake in Prison podcast that are dedicated to the Divine Feminine.

-Created a Course for Women on Reactivity from the Buddhist Perspective: This course was created in video form from January to June and uploaded to Edovo in July. Since then

to date we've had 2108 people take this course. Because Edovo can't specify "only women" we are not certain how many of those are women, but all those wanting to become a Tara's Sister have completed it.

-Offered General Support: The Course Creators have been paid, and I have sent in my first ever invoice for admin support. Our course was created from January to May of 2024. It was completed early May. To date (11/27)

Creating Freedom Movements - Since February 2024, Creating Freedom Movements held the final series of workshops for its fourth cohort, supported cohort members with their Justice & Joy Projects, and celebrated the cohort graduation. Workshops during this time period included Facilitation Skills with Shilpa Jain, Fundraising with Joa Jin, Self and Community Defense with Soo Hyun Han, Non-Violent Direct Action with Nichola Torbett, Digital Security with JC Sanchez, Caste and Colorism with Equality Labs, and Creative Writing with Kenji Lockett. Throughout, bringing a mindfulness perspective to these activities, discussions, and skill-building processes was emphasized and practiced. Over 90% rated the workshops as very impactful or impactful. Cohort members embarked on their Justice and Joy projects either within groups or individually. These projects are meant to help cohort members pull forth the ideas they learned in the cohort into actionable ideas for the greater good of the communities in which they live. Some of the projects led by our cohort this year include a safe water accessibility project for inner city residents, grief circles to promote healing, culturally nuanced mediation training, curriculum development related to creating accessible social media, becoming a death doula, and a developing a podcast about life at the intersection of various marginalized identities. We also held a two hour graduation ceremony where cohort members shared their Justice and Joy projects. This graduation had live ASL interpretation to assist with accessibility. Over 95% of our participants identified as women or gender nonbinary. Of these folks, over 90% identified as BIPOC, again emphasizing CFM's diversity. Overall, we had 12 individuals graduate from our 18 month 2023-2024 cohort, and 25 cohort participants in total. Due to the intensive and long nature of the program, some people were not able to complete it due to changes in work schedule, unexpected family responsibilities, and general overwhelm during these stressful times. This has led us to create a new offering in 2025: a cohort specifically for our alumni (including those who completed their cohorts and those who had to drop out for various reasons) that is focused specifically on resourcing these grassroots change-makers so that they can continue the important work they are doing during these deeply challenging and increasingly overwhelming times. Our Alumni Cohort will center healing-focused workshops to fortify people (for example, self-compassion, grief work, ancestor work, nervous system regulation, mindfulness and meditation,

embodiment practices, conflict resolution, and more) and will also be a support group and mutual aid space.

Daihonzan Chozen-ji / International Zen Dojo - Using the funds from the grant we were able to successfully execute two programs , one in Hawaii at Chozen-ji and one at Gopa Boxing Club in Oakland California. The weeklong intensive program in Hawaii was attended by 16 people and the Introductory Zen & Boxing workshop in Oakland was attended by 40 people. As a result of the success of these two programs we will be offering follow up programs this year in both locations.

Dhammadharini - The Dhammadharini Sangha continued and refined its education of the public with teachings and writings in Bhikkhuna« HerStory. Bhikkhuna-Theris lead research, collation & dhamma publication of Ancient Bhikkhuna« Leaders Commemorative Dates (together with offering their associated commemorative programs).

Leading in Higher Ordination. Dual Higher Ordination of Bhikkhunas in Theravada Buddhism in America per Canonical Pali-texts in USA (Dhammadharini was first in the US, and continues for the next generation).

Leading in Teaching. Leading Senior Bhikkhuna- (Thera)-led Online and In-person Dhamma & Meditation Teachings & Retreats in USA

Leading in Sangha. Post-Higher Ordination In-residence Vassa-time Vinaya Study & Bhikkhuna« Sanghika Vassaâ.

Dharma Bum Temple - In the eyes of the Dharma Bum Temple, program leaders, participants and guest speakers, we believe the Women's Buddhist Leadership Program was a great success! Any time we implement a new program, we have an idea of how well it will work for all involved, but you never know until it all unfolds. In many ways it is like art, where you begin to paint/create and then observe the end result. There are of course aspects to the program we believe could improve as well as areas that exceeded what we would have expected. We were able to lead three cohorts through this program and each one had its own unique flavor, based on the individual participants. We feel very fortunate to have included some really amazing guest speakers to add to the heart of this program. Feedback from those who visited with our participants was very positive. Each guest speaker that gave their time to share wisdom with the cohorts also provided us with heartfelt gratitude for a program like this existing. Each guest speaker was very unique in their own way, creating an excellent opportunity for the participants to learn about meditation, Buddhism and leadership in a different manner. This for us was one of the joys of the program, allowing the participants to learn directly from some wonderful women who are leaders in Buddhist organizations, Temples, Zen Centers, etc. We see many of the

women who went through this program already leading and giving back to the community in beautiful ways. Some examples are listed below to give you an idea of the immediate impact happening from this program. There is one woman who now leads a weekly class every Thursday at 7pm titled "The Way of the Bodhisattva" using the book by Pema Chodron. This class is a meditation and deep exploration into the book. There are other women who are leaders now in the weekly Food Redistribution Program feeding the homeless every Thursday. One woman is now leading the Zen Buddhism class on Monday evenings as well as our Day of Silence Retreats. Many of the women began a rotation to lead our Thursday night class throughout the year, which was a meditation and discussion using basic Buddhist teachings. One woman has started to be a Dharma Bum Host, welcoming everyone to the Temple, while being responsible for opening and closing the Temple safely. One woman is now leading meditation and discussion for our weekly Recovery Dharma classes. One woman leads our college outreach program as well as working with young adults sharing meditation and Buddhist teachings. One woman is involved in many areas of the Temple from leading classes to Food Redistribution to being a Dharma Bum Host and we believe this program strengthened her practice to give back on a deeper level. Probably the greatest success is the program was eventually led by women and not the man who started the program. The second cohort was co-led by Jeffrey Zlotnik (Temple Co-Founder) and one woman was in the first cohort. The third cohort was led by a woman from the first cohort and another woman from the second cohort. So, by the end of the year, we had the Women's Buddhist Leadership Program being led by women who participated in this program.

Dharma Gates - The retreat went beautifully. It took place at Samadhi Retreat Center (https://www.samadhiyogaretreat.com/) from April 11th to April 15th of 2024. 32 young adults attended from all over the United States. The venue was very beautiful, the staff were helpful and accommodating, and there were no major issues in the execution of the retreat. Beth's teachings focused on mindfulness of breathing as a default technique with a gentle, spacious schedule with several long sits during the day, a morning reading of a Pali Sutta, and an evening period of Q&A. The question and answer periods with Beth were a highlight for many participants. Beth shares openly about her time as a nun in Burma, meditating in caves in Spain, and the deeper aspects of Vipassana meditation.

Friends of Zen - There were 19 attendees - 16 women and 3 men, all with meditative practices. There were a number from the Hollow Bones Sangha but also from other lineages, as well as locations, including Wisconsin, Texas, Colorado, New York and Europe. Holy Wisdom Monastery in Madison, WI was very supportive and accommodating. Attendees appreciated having their own rooms and a silent retreat for reflection. (Please see the testimonials.) We cannot be what we cannot see and being at a retreat, where

women are empowered to teach and lead, offers much encouragement to both men and women as the testimonies show. We sent a survey for feedback after the end of the retreat, and I've included some of the Takeaways from the retreat :Discipline is the key to feeling comfortable with letting my leader within shine.

Garrison Institute - Through the generous support of our donors, our retreat center has expanded access to mindfulness and meditation practices across traditionally underserved communities and in particular for women of color. This year's scholarship initiative specifically focused on creating opportunities for BIPOC participants, advancing our commitment to diversity, equity, and inclusion in contemplative practices. Honpa Hongwanji Hawai`i Betsuin - The project to date has involved in-depth interviews with three primary women,four who provided context for the research, one who we are still trying to arrange an interview with, two scholars in Hawaiian history and religion, and the director of a non-profit. Some interviews still need to be transcribed and themes need to be collated. Interviews often ran for several hours -- much longer than anticipated. Everyone we contacted agreed to be interviewed (except one person). The project also involved in-depth archival research and interviews with descendants of prominent Hawaiian women leaders who have passed.

Jemez Bodhi Mandala AKA Bodhi Manda Zen Center -We were able to bring together a group of seven dedicated women teachers from several different traditions. This program attracted 13 Full-Time Participants and an additional 9 Part-Time Participants, some of them men! We were able to electronically capture the dharma words from these wise women’s talks to be later shared via our website and social media presence. This will extend the program's reach far into the future and over geographical distances, and we are so excited to see the results. Private accommodations for this program sold out the very first day it was announced! The program was so successful, we plan on hosting another similar interfaith program for women next fall.

Lineage Project, The - This summer for the first time ever we collaborated with 4 teenage girls who served as Lineage first-ever and, sadly, only fellows in our Mindful Design + Community Education Fellowship. The MDCEF was designed to be an advanced mentorship program open only to alumni of our Community Program teens who have practiced with us for several years. Two of our female fellows went off to college this fall, and one of them will be working with our program evaluation consultant, a neuropsychologist at the Nathan Kline Institute, as a research assistant! Lineage's brilliant Mindful Design Fellows delved into the neurobiology of mindfulness and why it works in order to expand their understanding of what contemplative practice does inside of them, apart ! m all the somatic and emotional benefits they already articulated so clearly. As a

cohort, our Fellows were asked to develop a project that would bring mindfulness to their communities and Lineage's site partners through a psychoeducational infographic style piece of work. Over the course of the summer, the Fellows gained a host of transferable skills teamwork, research, presentation skills, negotiation, and public service. As was the case with our Community Program, Fellows were paid stipends to ensure they were well-supported in their commitment to doing this important work.

Lions Roar Foundation - Yes, the program was successful thanks to the generous support of The Lenz Foundation The summit was held over the course of five days. During that time, it was offered free of charge to anyone ”of any gender” who wished to engage with the material, and we are happy to report that 20,000 people participated. We received positive feedback from both the participants and the presenters. Each of the five days of the summit focused on a different theme that was either of concern to women practitioners in particular or presented in a way that centered the experience of women. The presenters were diverse and covered a wide range of topics. Some presenters explored the richher-story• of Buddhist women, shining a light on hidden figures. Other presenters explored the significance of the divine feminine, or bringing spirituality into everyday life, or the art of creating inclusive communities. The talks were by times profound, delving into deep philosophical issues, such as gender and emptiness, and at other times highly applicable with a focus on straightforward practices for cultivating well-being, healing trauma, and developing leadership skills. As promised, in addition to the summit, we also produced four podcast episodes focusing on female Buddhist teachers. Each episode featured a different woman: Rosamaria Segura, Melissa Opel, Karma Yeshe Chodron, and Arisika Razak. Each of these episodes has had between 4,531 and 5,961 downloads, with a total of approximately 21,000 downloads to date

Long Beach Meditation Center - All of our classes were well attended. Three BIPOC women teachers were involved, plus three white women teachers. We were able to offer a five-week course using solely teachings from women, two Youth Meditation classes for moms and children, a morning Women's Retreat, and two dharma talks from guest women teachers. All class offerings were positively received, and we had several women request to attend similar retreats in the future. We are scheduling these events. We feel this program brought women to the forefront of our offerings as both teachers and students. Our two Youth/Teen Meditation classes provided opportunities for family-oriented together time. We noticed that moms were not only interested in supporting their children, they found the meditations themselves helpful. The children responded well and were engaged. Additionally, some women who attended the Youth Meditation class also attended the Women's Retreat and Beginner's Class which were held later. Our Saturday morning Women's Retreat received very positive feedback. Women appreciated practicing with

other women and asked for more retreats like this one. Attendees said they felt safe and embraced. Our 5-week Beginner's Class based on Women Teachings was another well-attended program. The five men who attended showed interest in learning about women teachers, their histories, and their struggles. Participants welcomed various women voices (BIPOC) and appreciated dharma talks around race and diversity. The two dharma talks by guest women teachers highlighted different traditions; Zen and Vipassana. One teacher, Wendy Block, has already been scheduled for a future talk. We plan on inviting back the second teacher, Ann Pepper, as well. Focusing on promoting women in Buddhism has extended beyond the scope of the grant and has become a general focus on the Board of Directors and our Guiding Teacher.

Lotus Institute, The - The program successfully offered an inclusive approach to spiritual direction and mentorship, with Buddhism at the root of most teachings. Participants often cited the knowledgeable, engaging and wise faculty, which included Drs. Peggy Rowe Ward and Larry Ward, Chenxing Han, Tamara Cress and Mona Abutaleb, as a key part of what made the program meaningful. Together, their diverse and unique offerings helped to enhance the teachings throughout the course. Anam Cara participants completed a pre- and post-assessment that explored their expectations, experience and skill-level related to mentorship. The results indicate that many participants felt that their skills were elevated by the course and were able to see themselves in a different light. Initially, most participants scored their skill between sometimes and often•, in the middle range on a Likert scale ranging from never• to very often.• After the course, the majority of participants scored themselves The most significant changes were in their ability to demonstrate:- Active listening from 84% to 95%.- Embodied presence from 77% to 94%- Employing strategies to improve communication from 70% to 90%- Clear expectations for mentor relationship from 48% to 76%- Aligning expectations with mentees from 50% to 81%- Motivating mentee from 61% to 81% - Building mentee's capacity for safety and exploration from 54% to 95% - Expanding mentee's sense of creativity from 61% to 67% - Considering biases and prejudices you bring into the relationship from 66% to 90% - Offering thoughtful reflections and feedback from 77% to 100% These statistics, along with the feedback we received from the participants, are strong evidence that the program was successful, and suggest that there is a need for more in-depth teachings. Based on our feedback form, our program participants were excited for opportunities to go deeper within the topics of the spiritual journey and holding sacred space in particular, and as a whole were interested to expand on what they learned throughout the mentoring program.

Loyola Marymount University - We successfully amplified women's voices within the current landscape of academic Yoga Studies, and encouraged innovators as we explored the relationship between the Dharmic traditions, emphasizing Buddhist philosophies and

the pursuit of justice. BCL Yoga Studies' 16-year tradition of developing a community dedicated to the pursuit of justice challenges us to stay abreast of Yoga, Buddhist, and mindfulness professionals, scholars, and teachers dedicated to developing, investigating, and educating others about how dharmic practice and philosophy situates the traditions as agents of worldly change. Aware of all invited panelists' work, we curated powerful groupings that traversed diverse topics of social change and social justice. Speakers and facilitators expertly returned to the underlining theme of social justice throughout the program. Panel topics Yoga vs. Power - Colonization, Decolonization, Recolonization - Yoga and Its proximity to Power self, Self, and No Self - Looking Under the Umbrella of Liberation Roundtable discussions: Trouble in YogaLand Discussion 1 The Dharma of Climate Change Discussion 2 Liberation - Who/What/How? Discussion 3 Solo YOLO - Accessibility vs. Elite practice Participants Keynote Speaker - Nisha Devi Rodrigo Judith Carlisle Moderator Yoga vs. Power Iyanna Newborn - Moderator Tria Blu Wakpa Susanna Barkataki Amara Miller self, Self, and No Self Tracy Tiemeier - Moderator Serenity Tedesco Veena Howard Judith Simmer-Brown Kim Harris Trouble in YogaLand The Dharma of Climate Change Veena Howard Gayatri Sehgal Liberation - Who/What/How? Judith Simmer-Brown Nirinjan Khalsa Alona Gibson Solo YOLO Susanna Barkataki Tria Blu Wakpa Marley Ralph Opening asana practice - Amanda GoeOpening meditation - Maureen Shannon-Chapple Closing practice - De Jur Jones Anti Yogi performance - Mayuri Bhandari, Neel Agrawal Anti-Yogi Q&A - Samyuta Maradani Attendance and Engagement Post-pandemic, in-person attendance for Yoga Day has steadily grown. The theme prompted a significant response in RSVPs - 279 unique people plus guests (700 total). Of that total, 200+ people attended the think tank. During the roundtable discussions, facilitators guided participants in open forum discussions, sharing scholarship and lived experiences relevant to each topic. Community members then had an opportunity to engage in discussion through thought-provoking questions, share their unique experiences, and formulate action items and resolutions as takeaways. Our facilitator’s statement of purpose: Through exploration of these topics, we'd like our audience to leave feeling empowered to extend these conversations beyond the think tank and support growth in their communities.

New York University - The Women in Mindfulness Fellowship, hosted by the NYU Changemaker Center, was an 8-week co-curricular program that empowered fifteen women and non-binary NYU students to develop a meditation practice while exploring the historical and contemporary contributions of women and non-binary individuals to Buddhism. Led by NYU professor and Buddhist teacher Yael Shy, the Fellowship focused on three core areas:

The Lenz Foundation—Did the Program Meet Its Goals?

1. Connecting students to Buddhist women and non-binary teachers 2. reducing suffering among students by connecting them to a meditation practice, and 3. fostering connection and reducing loneliness by connecting students to one another. The curriculum featured essential texts and teachings from Buddhist women from the time of the Buddha until the present day, including Pajapati, Subha, and Khema, featured in Susan Marcott's book, The First Buddhist Women, Liz Lewinson, angel Kyodo Williams, La Sarmiento, Sebene Selassie, Tara Brach, and others. The NYU Changemaker Center advertised on its social media and its newsletter for the Fellowship, yielding 52 applications for a total of 15 Fellowship spots. Fellows were a mixture of graduate (6) and undergraduate (9) across multiple schools within NYU, including the College of Arts and Sciences, Tandon School of Engineering, Stern School of Business, and Wagner School of Public Service. All of the Fellows boosted the regularity of their meditation practice, felt connected to one another, and all were able to name at least one women Buddhist teachers, with 13/14 able to name several. Key learnings from the Fellowship encompassed mindfulness and emotional awareness, self-compassion and acceptance, expansion and openness, learning and growth, interconnectedness and community, and present moment awareness. All participants reported significant positive impacts on various aspects of their lives, including stress reduction, increased community connection, integration of mindfulness into daily life, enhanced self-awareness and self-compassion, and improved stress management and conflict resolution skills. The Fellowship's most impactful elements included the RAIN practice for emotional regulation, a deepened sense of community and accountability, discussions of texts, mindfulness practices, and in person sessions. Participants particularly valued the facilitator's leadership and commitment to diversity, as well as the opportunity to engage with diverse perspectives and experiences within the group. Overall, participants expressed deep gratitude for the fellowship experience and recommended its continuation and expansion in future semesters, highlighting its potential to continue changing lives for the better. Additionally, on October 30, 2024, Yael led a two-hour Women in Mindfulness mini-retreat, drawing from Buddhist and mindfulness teachings through a lens of women's wisdom. Designed as a check-in for the Fellows and an opportunity to open these teachings to the wider NYU community, the retreat offered participants practices to understand and transform anxiety. Of the 85 students who registered, 26 attended, engaging in meditation, teachings, interactive activities, and reflective exercises rooted in insights from women Buddhist teachers. Participants shared powerful takeaways. Through these practices, students gained tools to view anxiety in a new light, deepen their connections with peers, and reflect on their inner lives, all framed within the unique perspective of women's Buddhist and mindfulness teachings.

One River Zen - We've had far more interest online than originally anticipated, over 300 views and 100 people expressing interest in the program. We're actively working to enhance the online experience (vs. classroom) to match interest - but the overall impact remains strong. Pacific Zen Institute - The series of programs developed with the help of this grant proved wildly successful this Fall. We were able to explore the gifts of the feminine in great depth, both within and beyond the bounds of the Zen tradition. The grant supported four retreats,

Pratt Institute, The - The Enlightened Women's Leadership Training curriculum development project has successfully achieved its primary goal of creating a comprehensive, Buddhist-inspired curriculum specifically designed for leaders who are women of color. This development phase aligned perfectly with the Women Leaders in Buddhism theme by: 1) Creating a curriculum framework that translates Buddhist principles into accessible leadership tools for women. We developed three integrated modules (Mindful and Contemplative Lens, Mindful Leadership, and Practical Tools) that bridge traditional Buddhist teachings with contemporary leadership challenges faced by women. 2) Designing a train-the-trainer model that, once implemented, will foster a new generation of women mindfulness leaders. The curriculum includes a Reflection Workbook and Reflection Card Deck to serve as guides to enable future trainers more effectively share these practices within their respective communities. 3) Centering women's experiences throughout the curriculum development process. We conducted focus groups with 10 women of color to gain an understanding of their specific leadership challenges and incorporated their feedback into the curriculum design. 4) Testing curriculum components with the 60 participants in the Mindfulness Collaboratory cohort--and an additional small pilot group of 10 women of color--to refine content and delivery methods. These testing sessions confirmed that the curriculum effectively translates Buddhist principles into practical leadership tools that resonate with women's lived experiences.

The curriculum development process included extensive research into Buddhist leadership principles, consultation with mindfulness participants, and collaboration with community partners to ensure cultural relevance. Focus group participants provided invaluable feedback that shaped the final curriculum, confirming that the content addresses the specific stressors and barriers women of color face in leadership positions. The completed curriculum represents a significant contribution to the need for a field of women's leadership development grounded in Buddhist philosophy, with testing participants reporting that the content resonated deeply with their experiences and provided valuable new perspectives on leadership.

Prison Mindfulness Institute - The program's journey took longer than expected, but the outcome is shaping to be even more successful than we initially imagined! The course is now live on Edovo, and we're eagerly anticipating feedback once their updated reporting system is ready (hopefully very soon). We've made great progress in connecting with chaplains at U.S. women's prisons and are actively sending out workbook samples. This spring, we're on track to distribute thousands of books, making these resources widely accessible. The combination of the workbook and online course seems to be a perfect fit for many facilities, especially as more are transitioning from volunteer-led classes to correspondence and tablet-based programs. The response so far has been incredibly promising, and we're excited about this approach's impact! Also, due to requests from chaplains working in women's prisons, we created a complementary 'yoga practice' video and have received hundreds of positive reviews for this course series in the short time it's been posted.

Profound Treasury Dharma Foundation - This program has been largely successful so far. The primary goal of this program is to engage and grow developing new dharma teachers (student-teachers), in particular women and people of color. There are several aspects to this project including developing student-teachers, training meditation instructors, and creating curriculum. Below is a description of the activities completed so far. The primary goal of this program is to engage and grow developing new dharma teachers (student-teachers), in particular women and people of color. There are several aspects to this project including developing student-teachers, training meditation instructors, and creating curriculum. Teacher training A group of 6 student-teachers met together with 3 senior students who served as mentors. Additionally, all teachers in this group, elective course teachers, and core staff of the retreat participated in an anti-racism training prior to the retreat. One overall goal was to foster a spirit of teaching together as a team" to offer participants a coherent program rather than a series of loosely connected presentations. . Curriculum Development Judy Lief is developing a curriculum for dharma teacher training in the tradition of Trungpa Rinpoche - this is an ongoing process. Currently, we are exploring how other organizations provide teacher training and how to use this wisdom or partner with them to continue developing teachers. For this upcoming year we had three student-teachers agree to return to the teaching team and we have invited two new student-teachers to join. This group was asked to develop a topic, title, and course description within a set deadline. As we look ahead to the next phase, we are committed to refining our approach based on feedback, enhancing one-on-one mentorship opportunities, and exploring partnerships with other training programs. Teacher training-- A group of 6 student-teachers met together with 3 senior students who served as mentors. We met 12 times between mid-January 2024 and late May 2024 in preparation for the

eleventh annual Profound Treasury Retreat (PTR) (June 7-16, Ferry Beach Retreat and Conference Center, Saco, ME). We held each zoom meeting for approximately two hours, followed a similar format each time, described below. During the June retreat, each of the six student "teachers gave talks and led Q&A, joining Judy Lief and one of the mentors as the faculty for the main class. Additionally, all teachers in this group, elective course teachers, and core staff of the retreat participated in an anti-racism training prior to the retreat. This training is vital to teaching and leading dharma in the West. Methodology The three mentors were all practitioners, teachers, and meditation instructors, each with five decades of experience. One overall goal was to foster a spirit of teaching together as a team to offer participants a coherent program rather than a series of loosely connected presentations. Meditation Instructor Training At the 2024 Profound Treasury Retreat experienced meditation instructors (MI) and teachers taught an elective course. In this course they used MI curriculum adapted from the Vajradhatu manual, a document produced by Trungpa Rinpoche and his senior students in the 1980s to help educate and standardize instruction. They grounded the course in core teachings such as the four foundations of mindfulness. Students had the opportunity to play out scenarios and practice the skills being taught. At the end 11 new MIs were trained and are now offering meditation instruction in their communities. Curriculum Development Judy Lief is developing a curriculum for dharma teacher training in the tradition of Trungpa Rinpoche - this is an ongoing process. As we continue to develop new teachers we are looking at how we do this. As we are starting to plan for the 2025 Profound Treasury Retreat in Maine we have empowered the student-teachers further. In conclusion, the program has demonstrated significant success in developing a new generation of dharma teachers and meditation instructors, particularly women and people of color.

Rubin Museum of Art - Our goals for this grant were threefold, and we achieved success on all fronts. First, we aimed to engage a representative sample of our Mindfulness Meditation teachings in a conversation regarding women's leadership in Buddhism, and that conversation took place on September 26, 2024. Second, we set out to host 3 author events for and by women; to that end, we held a February 15 book talk featuring Dharma teacher Rebecca Li, a May 10 book talk with Helen Tworkov, and a third program featuring dharma teacher Kaira Jewel Lingo on May 30. Our final, broader goal with this grant was to support up-and-coming women instructors for our weekly Mindfulness Meditation series. The program on women's leadership was particular expansive and meaningful, as it was the final program held in our NYC theater space before the museum's building closed in early October to embark on its new life as a museum without walls. As a culminating Mindfulness Meditation event, three longstanding teachers from that program came together in conversation. Interestingly, the journey taken by each, and the contrasting

perspectives they brought, made for a rich, multifaceted examination of the topic of women's leadership in American Buddhist practice. A Mindfulness Meditation session closed the discussion, with Lama Aria Drolma leading a meditation, Kimberly Brown offering a meta meditation (statements you repeat to yourself in your language of origin) and Tracy Cochran closing out the program with a dedication of merit. It was a fitting and forward-looking moment for the Museum and its audience. For each book program, sessions began with a 45-minute Mindfulness Meditation practice led by the program's guest author/teacher, followed by a book talk. A short break between the two program segments allowed participants interested in meditation practice only to take advantage of the opportunity, then go about their day, while others who were curious to hear more about a teacher's background and perspective were invited to stay, learn, and ask questions in order to deepen their knowledge and understanding of that teacher's interest and approach. Regardless of the different program formats and focus points described above, a distinguishing feature of the Rubin's Mindfulness Meditation sessions is that they are inspired by a work of art from the museum collection. In the case of the book talks, authors/teachers would select the work they wished to focus on from a range of options. Teachers participating in the Women's Leadership in Buddhism session collectively selected an artwork that featured the Green Tara. Considered the most revered female deity in Buddhism, this piece offered an especially fitting context for the day's discussion on women leaders. With respect to our more general goal of raising the visibility and profile of up-and-coming women teachers through our Mindfulness Meditation programs, attuned to the fact that this has historically been one of our most popular ongoing programs, we wanted to find a way to continue sustainably serving both practitioners and women teachers. A newly-established partnership with the NY Insight Meditation Center is allowing us to do just that, offering weekly sessions that will, as before, integrate an artwork from the collection into each program as a way of deepening the meditation experience by linking with to a living, breathing artistic expression. An associated podcast is then released, making these sessions available to a broader audience free of charge. Of our ten regular Mindfulness Meditation teachers, eight are women. They are: Elaine Retholtz, Kaira Jewel Lingo, Kimbery Brown, Lama Aria Drolma, Lavina Shamdasani, Rebecca Li, Sharon Salzberg, and Tracy Cochran. We are proud to lift up their good work and make it regularly accessible to New York audiences. With the help of the Lenz Foundation, the Rubin Museum is acting directly on its commitment to women within the community of meditation and Buddhism practitioners.

San Francisco Zen Center - The True Dharma Eye program met its goals of offering a safe space for attendants to learn about the lives of female ancestors in Tibetan, Mahayana, and Theravada Buddhist traditions. The teachers made wonderful presentations that

provided context to how radical the Buddha's teachings were in accepting women into the male-dominated sangha. Jan Willis, a black Buddhist scholar and practitioner, gave a presentation about Green Tara and guided the group through a meditation that invokes the power of Green Tara.

Sati Center for Buddhist Studies - The program was indeed very successful, and in no small part due to the grant we received from the Lenz Foundation. In July of this year, 12 women graduated from our online Buddhist Chaplaincy Training program. Two of them were already enrolled in professional Chaplaincy Training programs in ACPE qualified hospitals by the end of the academic year, which was a wonderful result.

Secular Dharma Foundation - We successfully launched a podcast with over 20 episodes to reach an audience of Buddhist women and mothers, who are unable to attend live dharma and recovery based events due to familial or household obligations. We have created a lecture and dialogue series and will be following up with our in-person women in recovery events in 2025. We are participating in a Buddhist chaplaincy training program to further the impact to women we might be able to reach in a variety of capacities. All of our content creation was developed for the audience of mothers who occupy various Buddhist communities. The topics and themes explored were also relevant to other demographics as many of the themes could be understood as universal while maintaining a focus on mothers. In addition, we created a Mindfulness for Everyone course series that is available for free for women and mothers both in and out recovery.

Shambhala USA - This program was undoubtedly successful. In Nov. 2024, at Karma Choling in Vermont, 35 women and female identifying leaders in Shambhala from the U.S., Canada, Chile and Mexico gathered together for a historic retreat - the first gathering of its kind in decades. Karm was the perfect, uplifted place for our gathering, filled with ikebana, calligraphies from the Vidhyara, kind and hospitable staff, and blessed with the magic of our lineage. It felt as if a giant DOT of feminine energy from the retreat was infused into individual lives, Centers and Sangha. The WIL retreat was a fruition of a series of 3 online community conversations, in which 30-40 women participated, that deepened our exploration of the themes of gender dynamics, masculine and feminine energies, skills and resources needed to be a leader now, conflict and collaboration, encouraging community in local sanghas, and more. We explored healing from past harms on an individual and community level through embodied awareness, and it was a chance to build and strengthen relationships, share resources and inspiration, and clarify what we want for the future of Shambhala. We modeled a new way of gathering, being, and leading. "Open space technology" was used to create an environment designed to honor our wisdom and the surprises that arose in the natural unfolding of co-creation. As the retreat was

specifically intended to advance the understandings gained through Shambhala's unique history and lineage, we had the opportunity to hear and discuss teachings on 'A' as the Feminine Principle and explore the nature of the Dakini with Judith Simmer Brown. Judith Simmer Brown also led us in a White Tara practice that was a first opportunity for many of us to practice in person. Many of us were also privileged to receive and practice the Yeshe Tsogyal Transmission with Sean Price and Holly Galey. We left eager to continue being in community and learning together; in fact, we are already exploring the possibility of a second Women in Leadership in Shambhala retreat, possibly at Drala Mountain Center in 2025.

Soto Zen Buddhist Association - The SZBA's Frederick P. Lenz Foundation funded speaker series, Celebrating Women Voices in Buddhism: Yesterday, Today, and Tomorrow, was an unequivocal success. The series had a total of 1,119 registrants over a 12-month period. The program's impact was truly global. Participants included individuals residing in 15 countries across four continents while the majority of participants resided in the US and Canada. Our twenty-two speakers included some of the most celebrated and venerated practitioners in the Soto Zen tradition including published authors, academics, social activists, and guiding teachers from several Soto Zen practice communities. Speakers included: Dr. Paula Arai Buddhism. Zenju Earthlyn Manuel, Joan Halifax, Buddhist teacher Chimyo Atkinson, Soto Zen priest and teacher. Venerable Karma Lekshe Tsomo, Linda Ruth Cutts, Soto Zen priest and teacher, former Abbot of San Francisco Zen Center. Byakuren Judith Ragi Pamela Weiss Grace Schireson, Zen Abbess, president of Shogaku Zen Institute, and Clinical Psychologist. Setsuan Konjin Gaelyn Godwin, Joan Halifax, Ph.D., a revered Buddhist teacher, acclaimed author, and influential social activist. Blythe King, an accomplished artist and educator, and President of Richmond Zen. Shijun Heather Martin, a Soto Zen practitioner and lay Zen teacher, blogger, registered dietitian and a Candy Corn Science Correspondent for the Today Show's Food section, with contributions to other platforms. Zenki Kathleen Batson, Kaishin Victory Matsui, Genko Rainwater, Buddhist teacher, Zen sewing master, Tenzo and coordinator of Dharma Rain Zen Center's Prison Program. Chozen Bays, Zen teacher, writer and co-founder of Great Vow Zen Monastery and Heart of Wisdom Zen Temple in Portland. Gyokuden Steph Blank, Zen priest, sewing teacher and mother. Grace Dammann, a physician who was honored by the Dalai Lama for her extraordinary work with AIDS patients and resident of Green Gulch Farm for many decades. Karen DeCotis, Susan Moon For close to twenty years, she was the editor of Turning Wheel, the award-winning journal of the Buddhist Peace Fellowship. Tova Green, Each event proved to be a valuable opportunity to highlight the many ways women have impacted Buddhism, be it through a historical lens or contemporary context. Sessions spotlighted important or emerging women leaders in Buddhism today. Equally important, it

was vital that women leaders from our community shaped and guided programming throughout the year. The end result was an exciting and new avenue for some of our tradition's most compelling women leaders to be heard in public-facing settings. Many of our tradition's most influential Buddhist leaders were in attendance, which allowed the learnings and ideas gained from each event to spread to sanghas across North America and abroad. Feedback from participants was overwhelmingly positive. Of those surveyed, participates rated the contact as ˜satisfactory' or ˜very satisfactory' the vast majority of the time. Our surveys also indicated that, across the board, the topics covered were considered relevant and beneficial. Our speakers received glowing reviews for their engaging delivery and expertise. We were also encouraged to hear that participants found the virtual setting for online-only events to be highly accessible.

Sukhasiddhi Foundation - The two main purposes of our grant proposal were: 1 to generate broader visibility for our female lineage and teachers through additional print and digital ads and targeted emails, and 2 to increase our fundraising capacity through a fundraising training for our Board of Directors. Both of these goals were successfully achieved through the Lenz Foundation grant support. The grant helped us pay for a sponsored programs ad/full page article about Sukhasiddhi Foundation was included in the front page of the January 2nd print issue of Lion's Roar magazine with 80,000 printed copies and several hundred thousand readers. Here is a link to that article: https://www.lionsroar.com/bridging-ancient-wisdom-with modern-awareness-through-feminine-leadership/ Funds from the grant also supported digital ads in the January and February issues of Lion's Roar's monthly Top Stories newsletter on the first Tuesday of the month and their monthly Friday Weekly Reader. The results of those digital ads were: Jan. 5, 2024 - sent to 196,861 readers with 143,986 opens and 247 clicks on the ad; Jan 30 (Feb issue) sent to 199,718 readers with 127,825 opens and 153 clicks on the ad. The Friday Weekly reader distribution was to 55,000 with a 44% open rate. Of the 400 clicks on the ads we received 30 applications for our Dharma Training Program of study, 1 applicant for the Bodhi program of study and 7 applicants for the Vajrayana program of study during the year. For us, although the numbers appear small, this was a significant increase in those actually following through in applying to our depth practice programs of study. In addition to direct follow through in applying for our programs, the ads in Lions Roar led to driving more people to our Sukhasiddhi Foundation website, which resulted in a 38% increase in the number of people signing up for our emails and quarterly newsletter (over 600 individuals).The Fundraising Training for our Board of Directors was very successful. We contracted with Dr. Tom Hayashi, the Chief Capacity Building Officer for the Center for Volunteer & Nonprofit Leadership located in San Rafael, CA, where our organization is located. He conducted a 3-hour training for our 10 Board members and

finance manager on Saturday, January 27th from 9 am to noon. His training was critical in having the board members realize the importance of their role in fundraising, but more importantly, strategies for carrying out more complex campaigns over an entire year. They worked on cases for giving language, established a working fundraising committee, and set monthly timelines for activities. Although the contract with Tom and CVNL was for one training of 3 hours, Tom continued to host 2 more check in and training meetings with the Board members on Feb. 24th and March 23rd, and met additional times with the chair of the committee. They also made their own pledges of financial support in writing for the first time. The results were that the group, which first set a fundraising goal of $50,000 for the year (compared to a typical $20 to $30,000 year goal), then increased the goal to $60,000 for the 2024 fiscal year. Finally, the $4000 in the grant award directed to supporting an additional 83 hours of time for our marketing specialist were very successful in supporting additional efforts to establish marketing relationships with the Lion's Roar staff and create more opportunities to promote our Lamas. For example, Lama Dondrup was invited to write an article for the March 2024 issue of Lions Roar on teaching a Chenrezig practice titled, "You Are the Embodiment of Compassion" as well as a new article coming out in the 2025 January issue on Buddha Nature and Vajra Confidence. She and Lama Palden also had articles in Buddhadharma online magazine this year. And Lama Dondrup was invited as one of the key presenters at the Women of Leadership Summit sponsored by Lion's Roar in March 21-25, 2024.

Sweetwater Zen Center - We set out to use this grant to center and empower female leadership at our Zen center through the following programs:1) dharma talks by female and non-binary dharma teachers; 2) Arts workshop by Diana Kosei Hartel; 3) Communication workshop by Anne Se; 2) Arts workshop by Diana Kosei Hartel; 3) Communication workshop by Anne Seisen Saunders, Roshi; 4) Boundary training by Joan Hogetsu Roshi; 5) micro-aggressions workshop by Fresh Lev White ; 6) Publish Book of talks from Seisen Saunders Roshi (in progress); 7) Increase stipend and compensation for female and nonbinary staff members.

Tara Mandala - The grant helped us propel Tara Mandala toward a future where women-centric initiatives can thrive, and where the spiritual and organizational development of women is celebrated and supported. The funds were allocated to support programmatic developments that have enhanced outreach, established additional group practice offerings, community discussion forums, and other gatherings including: 1) The Mandala Method - Based on the development of the Wisdom Rising course work that was first introduced in 2019. The new Mandala Method Certification Program guides individuals through deep work and practice with the mandala and certify them to be able to use mandala work one-on-one with clients. 2) Magyu: The Mother Lineage - This path is open

to all people and women in particular find inspiration and support in these teachings. Emphasizing the sacred feminine, Magyu practices empower practitioners to connect with the strength of the feminine within their lives. The program is thoughtfully crafted to be both challenging and adaptable, allowing individuals to persist on their spiritual journey amid life's fluctuations, including the transitions of motherhood, health challenges, work adjustments, and more.3) Skymind - This course of study and practice is based on the direct texts and teachings of Machig Labdron. As a seminal Tibetan female teacher, Machig's life and teachings are a powerful example and inspiration to female practitioners today. Skymind brings to light Machig's nature of mind teachings in ways that are accessible to a modern audience with direct applicability to everyday life and the cultivation of embodied, awakened compassion.4) Equity, Diversity, Inclusion and Buddhism - Embodying equity, this pilot program has integrated Vajrayana Buddhist philosophy and practices to stimulate transformative change in thoughts and unconscious biases. The holistic anti racism and cultural literacy training offers a cognitive and effective learning process, equipping participants with tools to confront and dissolve biases and understand cultural nuances.

Tashi Gatsel Ling - Tashi Gatsel Ling's (TGL) Year 1 program, funded by the Lenz Foundation, has been markedly successful in achieving its primary objectives of empowering Tibetan Buddhist female monastics, fostering intercultural learning, and enhancing women's leadership within Buddhism in the United States. The program's success is evidenced by the seamless execution of planned activities, significant positive impacts on both local and international communities, and the alignment of outcomes with the foundational goals set forth by both Dr. Frederick Lenz and the Dalai Lama.
Key Indicators of Success Achievement of Program Objectives: 1) Empowerment of Female Monastics: Successfully facilitated the visit of Geshe Ma Dawa Dolma and another leading nun, enabling them to share their extensive knowledge and leadership within the American Buddhist community. 2) Intercultural Exchange: Promoted meaningful cultural exchanges between Tibetan nunneries in India and diverse Dharma communities in the United States, fostering mutual understanding and respect. 3) Leadership Development: Elevated the status of Geshe Mas as role models, inspiring female practitioners to assume leadership roles within their own communities. Completion of Planned Activities: 1) Wisdom & Compassion Tour (April 2024): Conducted comprehensive tours across prominent institutions including Boston College, Bates College, Yarmouth High School, and various Dharma centers, successfully delivering Dharma talks, meditation sessions, and interfaith dialogues.2) Medicine Buddha's Mandala for World Peace: Organized and executed this significant event, which promoted global harmony and compassion, receiving positive engagement from participants.3) Jangchub Choeling Tour at Bates

College: Facilitated in-depth exploration of Tibetan Buddhist practices, enhancing academic and spiritual discourse.4) Online Teachings: Expanded the program's reach through high-quality online sessions led by Geshe teachers with doctorates in Buddhist philosophy and tantric studies, attracting a broader audience beyond physical venues. Positive Community Impact:1) Local Community Engagement: Increased participation in meditation sessions, study groups, and retreats, leading to a more vibrant and engaged Buddhist community in Maine.2) Educational Outreach: Introduced Buddhist philosophical concepts to academic institutions, enriching the educational landscape and fostering intellectual curiosity among students and faculty.3) Media and Public Awareness: Enhanced visibility through effective marketing strategies, resulting in greater public awareness and support for the program.

TLC Transitional Life Care - Utilized the Lenz Foundation grant as planned with a very successful outcome. During this year, TLC has extended its reach to the national and international community and our newsletter mailing list is now approaching 2,500 subscribers. Our members and participants continue to be predominantly women, evidenced by the numbers and testimonials included below. Over the past year, 78% of our program participants were women. Regarding this year's guest speakers, we've hosted twice as many women as men. These include the esteemed Buddhist teachers Venerable Robina Courtin and Lama Tsering Everest, educators Gelongma Lozang & Leigh Miller, PhD of Maitripa College, Reverend Rosemary Lloyd of The Conversation Project, and our December speaker, Lama Choyang, Vajrayana teacher and grief counselor. This may partially be due to highlighting the topics of communicationwithin the family, bereavement, and caregiving, which women are customarily involved in more than men. As well, primarily women continue to volunteer for TLC's staff. Our program addressed both esoteric and practical preparation for the end of life transition from communication and preparing documentation, to working with and overcoming fear. We've hosted eight educational events in 2024 with another scheduled for February (before we begin the new lunar year) and have produced ten educational videos and accompanying trailers: https://www.tlcserves.org/tlc-program-videos. Please refer to Past Events via this link to view the programing we've been able to offer in 2024: https://www.tlcserves.org/present. In October we were able to host our first in-person/hybrid event which was attended by people worldwide. The Buddhist master, Chakung Jigme Wangdrak Rinpoche who led our hybrid event, has indicated that in 2025 he will continue the teaching he began then. This continuing education is enriching many lives. Due to the Lenz grant and the proceeds of that particular event, our director, the author of our end-of-life manual, will be able to focus on the manual's revision for eventual republication during the coming year and TLC will be able to afford this investment, which

has been a long-term goal. In October we also launched an audio archive on Soundcloud and thus far have created two podcast recordings of important teachings by renown Buddhist masters: https://www.tlcserves.org/about-5-1. We are currently working on our first documentary video about the program, we have built up a following on our YouTube channel (667), and have established a new social media platform In February 2025 we will host renown palliative and hospice physician, author, and talk show host Dr. Dawn Gross, PhD (Dying to Talk Radio on KALW) for the final event of this lunar year. TLC follows the Tibetan calendar annually. For the first time, TLC will have the financial ability to promote this event via newspapers and by way of other costly secular promotional opportunities. Also, due to the Lenz Foundation grant we were able to raise the stipends of both our director and our video editor. TLC has received a great deal of acknowledgement and appreciation from both our community and our guest speakers during 2024. The support we have felt and received from the Lenz Foundation this year has made a real difference for our non-profit program and we are very grateful. In summary, the program was very successful as described above although we have spent only $9,618 of the $10,000 grant to date. The remaining grant funds will be expended in early 2025.

Treasure Caretaker Training – Ann Shaftel, working with the Treasure Caretaker Training team, is training upcoming generations of women curators, conservators, scholars, Buddhist nuns and former nuns, dharma center and other community leaders who live in North America and are responsible for the longevity of Buddhist treasures.

The Treasury of Lives – We are **c**ommitted to increasing the number of biographies of women on its website. Before undertaking this commitment, women were severely underrepresented on the Treasury of Lives. This was due in part to historical bias in the historical record and scholarship, but also due to a failure of Treasury staff to prioritize women. Our Women Initiative changed that, and with funding from Lenz we were able to considerably decrease the gender imbalance in the biographies that were published in 2024: of the 47 new biographies this year to date, 10 were of women, or 21%. Compared to the overall percentage of women on the site, 6.7%, we consider this to be a success. Two additional biographies of women are in process and expected to be published by the end of 2024.

Triratna Ordination Training, Inc. - Working within the framework of ordination training resources, we now have several public-facing recorded programs that are now available online in multiple places. We have nearly completed our Spiritual Friendship resource booklet with the transcriptions of nine talks given on two retreats in October 2024. T1. Living Creatively in The World As It Is, a series for women offered in Portsmouth NH. About 30 women participated in these programs, some brand new to Buddhism (not everyone

came to all three sessions). Here is a link to program description: https://thebuddhistcentre.com/portsmouth/living-creatively-world-it"-series-practice-days-exploring-buddhas-ennobling-truthsHere is a link to the recorded keynote talks and led meditations: https://www.freebuddhistaudio.com/series/details?num=X343. 2. Brahma Viharas as Insight Practice, a series of weekend retreats offered online by experienced Buddhist women integral to our ordination training process. A series of five talks given by women preceptors exploring how spiritual friendship is distinguished from our other relationships and why it is emphasized so strongly in our Triratna Buddhist Community and Order. Free Buddhist Audio: What is Spiritual Friendship? by Amala Why Practice Spiritual Friendship? by Ashokashri Intentionality in Spiritual Friendship by Viriyalila Fearless Friendship by Aryadrishti The Significance of Spiritual Friendship by Sunada Alokasetu website: https://www.alokasetu.com/retreat-recordings/spiritual-friendship-2024-gfr Soundcloud: https://soundcloud.com/user 552818138/sets/awakening-together-spiritual 4. Our Spiritual Friendship resource booklet for ordination training has been compiled, with the final aspect still being completed - the bibliography and index. The content for this resource booklet is the transcripts of nine talks given on two retreats in the Fall of 2024 by senior Buddhist women, preceptors and teachers, in our tradition. The first set explores how spiritual friendship is distinguished from our other relationships and why it is emphasized so strongly in our Triratna Buddhist Community and Order. The second set looks at Spiritual Friendship through the lens of the Four Ordination Vows, given in on an Order retreat where three women were ordained into the Triratna Buddhist Order. We are still working on our special project of developing new ordination training resources on the theme of Spiritual Friendship as a basis for attaining Enlightenment, a core principle of our community. We have recorded nine talks on this theme given by seven women practitioners (varying backgrounds across two generations of practice) during our 2024 Fall retreats. These talks have been lightly edited and have a draft transcription produced with an automated software program. This material will be fully transcribed for accuracy, edited and then collated and organized with citations to become a resource in our training program.

Upaya Zen Center, Inc - The program, The Inner Practice of Medicine, was enormously successful. The Lenz Foundation Grant enabled us to offer scholarships to 15 BIPOC women clinicians who ordinarily would not have been to participate. The 'Inner Practice of Medicine' program created a safe and regenerative space for 30 physicians to be in deep conversation and contemplation about the unique joys and challenges of their profession. Rich healing emerged from the diversity of the community that included physicians from a wide range of medical specialties; clinical year medical students to

physicians with decades of experience, and almost half the participants were BIPOC physicians, supported by a generous grant from The Frederick P. Lenz Foundation.

Veterans Yoga Project - Thanks to the Lenz Foundation Women in Buddhism Grant, we were able to support 5 female veterans by way of a partial scholarship to participate in this training. These women have taken their training into their communities.

Zen Peacemakers, Inc – We are very pleased. We have completed nine meetings with women leaders with two more scheduled in the next month and our last meeting being scheduled for January. We will have engaged over 500 attendees synchronously and multiples of that asynchronously. We have begun making both short video clips and half hour podcasts of our sessions.