



Earth Holder Community Care-Taking Council Membership

Introduction

The Earth Holder Community (EHC) seeks to:

- Build a community of "Plum Village Earth Holders" by bringing like-minded sangha members together for support and inspiration, and developing "Earth Holding" practices inspired by Ven. Thích Nhất Hạnh's teachings;
- Engage in mindful Right Action, locally, nationally, and internationally;
- Support [Earth-Holding practices and practitioners](#) - within [the framework of Earth Justice](#) - in our local sanghas, lay practice centers, and Plum Village (PV) monasteries

The EHC Care-Taking Council (CTC) is the group of [Order of Interbeing](#) (OI), OI Aspirants and long-term PV practitioners who collectively guide the organic development and mindful action of the EHC.

The purpose of this document is to clarify responsibilities of EHC CTC membership, term of membership, process of CTC recruitment, and steps to hold CTC members accountable to their CTC commitment.

CTC Specifics

CTC Membership Size: 7-15

Eligibility:

- is a PV OI member; OI Aspirant with formal process in place, with guidance of a PV mentor and Dharma teacher; or a long-term practitioner who has received the 5 MT transmission in the PV tradition;
- grounded in diligent mindfulness practice;
- committed to actively participate in EHC CTC meetings and efforts;
- has inclusivity leadership and voice; and
- has needed skills for EHC

Desired Skill Sets include:

- EHC organizational, committee, or network development
- Policy development
- Technology and communications
- Fund-raising, accounting
- Networking with partner organizations and activists
- Community engagement via online platforms



We welcome any additional skills not listed that contribute to the realization of Earth-Holding practice. We also recognize that CTC members will grow into responsibilities and skills as they take root in the CTC.

We are committed to inclusive and diverse membership, including but not limited to:

- Black, Indigenous, Latinx, and other People of Color (BIPOC); members of the LGBTQIA+ communities; and youth; and
- at least one lay and one monastic OI Dharma Teacher in order to support coordination with the Dharma Teachers Sangha

Term: 3-year terms, staggered to ensure continuity: e.g., ~1/3 CTC members rotating off and ~1/3 new members joining CTC each year.

Terms of Active Participation: participating in:

- A majority of monthly CTC meetings* (approximately 9 per year);
- Ongoing EHC efforts (i.e., EHC committees* and/or EHC projects) between CTC meetings;
- The annual EHC General Member meeting (via videoconference, phone);
- Clear and timely communication with the CTC in the event that one needs to be absent from a CTC meeting.

* (Participation in meetings can be via videoconference or phone.)

Renewal: Renewal of one 3-year term if a CTC member requests it, and if CTC concurs. If after two years off the CTC, a former member requests or is requested to rejoin, that option may be considered by the CTC then.

Process of Recruiting New EHC CTC Members:

- They must meet all Eligibility criteria above, unless there is a specific skill-set that the CTC members are seeking and cannot fill by people who meet all of the eligibility requirements. In that case, all current CTC members need to approve the new member.
- When the CTC decides that causes and conditions are manifesting for recruitment of CTC members, a one-page inquiry will be sent to people meeting the eligibility criteria above with a response deadline.
- Special efforts will be made to find folks meeting the eligibility criteria who have the time and commitment to be active CTC participants, have specific skills needed at the time, and actively support inclusivity in the EHC.
- CTC as a whole will review the one page inquiry responses received for interest in CTC membership by the response deadline; and, what is known about fit of the practitioner w EHC CTC current needs, at a regularly scheduled EHC CTC meeting.
- CTC will then decide which prospective members to invite for an informal interview with the EHC Chair or Co-Chair and at least two additional CTC members jointly for



recommendation to CTC as whole. CTC will consider these new CTC member recommendations at a regularly scheduled CTC meeting.

In the event that a member is not able to fulfill the Terms of Active Participation above, the CTC as a whole will review the situation. If it is no longer tenable for a member to remain on the CTC, then the CTC will ask them to step off of CTC. This is in order to keep CTC fully engaged in active leadership of EHC, maintain breadth of skills and inclusivity needed for CTC, make room for new CTC members, and to not burn out remaining CTC members.

Sabbatical: CTC members may request and be granted sabbatical from CTC for up to a maximum of 6 months for significant extenuating circumstances, during which time they may continue to be on the EHC CTC email list serve.

Rev. 8-13-21

Rev. 7-22-19

Adopted 3-14-17



Earth Holder Community (EHC) CTC Member Inquiry

1) In a few sentences, describe your interest and reasons at this time for wishing to become an EHC CTC member and what skills, commitment, and support for inclusiveness you feel you may bring to the Caretaking Council (CTC):

2) Please describe your personal understanding of how earth and racial justice inter-are, and how this aligns with EHC's [Earth & Racial Justice Framework](#):

3) Can you commit to the Terms of Active Participation below? Specifically, participating in

- A majority of monthly CTC meetings* (approximately 9 per year);
- Ongoing EHC efforts (i.e., EHC committees* and/or EHC projects) between CTC meetings
- The annual EHC General Member meeting
- Clear and timely communication with the CTC in the event that one needs to be absent from a CTC meeting.

* (Participation in meetings can be via videoconference or phone.)

4) Do you have any specific interests or experiences in Earth Holding or environmental actions in other spheres?

Thank you. We will consider your inquiry at an upcoming EHC CTC meeting.

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