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Subject: **troubling developments**
Date: June 22, 2011 4:28:29 PM EDT
To: <grace@schireson.com>
Cc: Kobutsu Malone <kobutsu.malone@gmail.com>

Dear Grace,

It's been some time since our meeting in March and I wanted to update you on some recent developments which are troubling.

First of all (as you may know) there has been a concerted effort to bring Shimano back in a "limited teaching" arrangement. He is manipulating his most loyal students who are pressuring the board. Most of the Board seem to be for not allowing Shimano back at all. However Roko seems to be on the fence about it and wavering on both sides. Her life would be easier if he came back for sure. This is exactly the scenario which we all feared would be happening. The Board has called a sangha meeting at DBZ (a terrible decision for a neutral meeting) and also asked one of Shimano's Dharma students to lead the mediation. (This later decision was nixed in outrage from the sangha). So, now we are left with a meeting with Shimano soon regarding his teaching status from the Board and a meeting to address the Sangha. In light of this, I wrote a letter to Genjo who forwarded it the other Board members explaining how I feel about this. I am copying it below for you.

"June 12, 2011

Dear Genjo,

It was good to see you last week; I was relieved at the progress that has been made so far by the ZSS in dealing with Shimano. It was also heartening to hear of your idealism and optimism (and of other Board members) given what has transpired. At the same time however, I am concerned about the continued dysfunction in the society, lack of transparency, and the attachment to Shimano that some members still seem to hold. Most disturbing of all is the discussion that Shimano return to teaching in a limited capacity.

In my opinion, under no circumstance should he be asked to return to the Society, this would be disastrous. He is a liability. The damage and pain that he has caused far out shadow whatever "good" people say he has engendered in their lives. As I told you when we met last week, it is not "HE" that changed or saved your life –it is "YOU" that did it, your own Dharma Nature.

A meeting between the Board and Shimano was held recently to discuss a new retirement agreement. Machiavellian that he is, Shimano hijacked the meeting agenda to his own direction. After a seven-hour mediation that day it should be very evident to the Board that he is remorseless and plotting to come back. I'm afraid that the next step he will propose is to attempt to link his retirement package with teaching in a "very limited" arrangement. The pretense no doubt will be couched in Dharmic hyperbole - he will want to "complete" his training with his Dharma heirs and senior students. He is going to propose that the only way he will accept the change in the new retirement package (with a reduced lump sum) is if he were allowed to return to teaching in a limited way. The limited way would just be the beginning. I am worried that the Board in even bargaining with him may be backsliding and this is dangerous. Be aware.

It is obvious that he is manipulating behind the scenes, and using his remaining students (perhaps even Board members) to get his way. This is something that he is very adept at. I have seen him do this many times in the past. Do not underestimate his abilities. You should not be negotiating with him or bargaining in any such way. Communication should be done strictly between his lawyer and yours. The time for compromise and deals has long since ended. He has proved himself untrustworthy with his lies, unrepentant for his actions, and is undermining his

very own Dharma Heirs and the lineage, which he claims to uphold.

Shimano has publicly retired; his teaching is now over (whether he has completed the training of his students or not - in Zen, fundamentally there is no "completion"). The ZSS should now look forward to the future and to a new and more democratic society without him.

Repudium means, "to divorce or cast off". After twenty-five years of studying with Shimano I have repudiated him. It was absolutely necessary and a healing thing to do. The ZSS Board may invariably be heading in this direction. You may inevitably have to consider disassociating with Shimano for the necessary healing of the Society. I hope that you are strong.

You may share this letter with other members of the Board. Best regards,

Seigan Ed Glassing"

I received a quote that I heard from a Board member today that Shimano was reported as saying:
"If I were [to] turn the advances of these women down, I would be committing a worse error than if I accepted them."

This man must not teach again.

Hope that you are well,

Seigan