

Zen Community of Oregon  
Minutes of the Board of Directors Meeting  
October 13th, 2013  
Heart of Wisdom Zen Temple

**Board members present:** President Larry Fuho Trussell, Treasurer Patrick Bansho Green, Secretary Brad Shoki Cleary, Ryushin Creedon, Judy Seiko Stamp, Julie Weiss-Grant, Darah Shonin Ashton, Chozen Bays, Roshi

**Absent from Board:** Doug Onkatsu Kagel

**Also attending:** Adam Jogen Salzberg, Amy Kisei Costenbader, Nancy Kodo Conover, Nina Eimyo Meledandri, Allen Ryotetsu Whitaker-Emrich, Nan Kyoko Whitaker-Emrich, Thomas Kotetsu Westin, Birdie Daimei Marmaduke, Rebecca Shafer, Josh Mann, Brett Bender, Stan Hoffman, Hogen Bays

Meeting called to order at 3:33 PM, with 5 minutes of zazen.

Motion to approve minutes from previous meeting made by Seiko, seconded by Ryushin, approved.

**Bansho - Treasurer's report**

DT's bookkeeping knowledge left with him, but, Kisei taking over.

Unusual expenses:

- 1) \$5000 to both Kojun and DT.
- 2) Medical expense of a resident.

Gary Morgan, CPA, currently in residence at Great Vow, will review finances.

Mortgage payment Sept 1st - \$20,000 from surplus in operating fund, raised \$10,000, \$20,000 from savings. Usually we raise most of the money, but, DT and Kojun usually did this. Plus sanzen hut fund-raising didn't cover the costs of the hut.

\$32,000 raised at fund raising dinner. More than ever before.

Note there are outstanding loans to the Bays.

Currently:

Savings \$126,000

Checking \$107,000

**New spending policy:**

Any purchase over \$1000 needs to be approved by the treasurer.

Any project over \$5000 needs a proposal, scope, and needs board approval to proceed.

Financial operations at GV and HOW are on target.

New changes in healthcare may affect costs of insurance for ordained.

Zenworks is making good income. Do we want to augment this somehow? New markets?

Money for DT/Kojun departures from the "priest fund" which is from dana given to the ordained. From Jogen's work at Reed, for example.

**Temple Council - Kodo**

Kotetsu new head of zendo at Heart of Wisdom

6 AM zazen Monday-Friday available due to Ryushin plus Trillium House folks

\$2000 rentals from KCC, Tergar, Sonia.

Fuho: do we want to do more rentals? Kodo says we are maxed out.

\$1,500 expenses for fund raising dinner.

Fall practice period (previously known as “ango”) began, the first at HOW.

Gensho taking over setting agendas and handling temple council meetings.

**Sangha Harmony - Bansho, Nan, Allen, Daimei, Fuho (Jomon not present)**

Last meeting Bansho was tasked with exit interviews for Kojun, DT.

S.H. was initially established to deal with conflict.

Formal resolution process is available online and by brochure.

Timeline:

DT announced his departure in June/July. August 9th said he wanted to meeting S.H.

September 8th DT had his Change of place of practice ceremony. On October 9th he met with S.H.

The following facts were compiled by Sangha Harmony committee:

- Initially said his departure was "needing to leave the nest."
- DT is distributing materials from a website and a book to residents and others as a way to bolster his negative characterization of Chozen and Hogen.
- He then began having one-on-one conversations with members of the community where he talked about leaving because of interactions with Chozen and Hogen.
- He has not talked to the teachers directly about his grievances.
- The catalyst for him leaving was an interaction with Hogen where Hogen was initially invalidating of DT's feelings, then attempted validation and repair. At a later date, DT was told he had work to do. DT felt like this undid the repair and determined to leave.
- In his one-on-one conversations he characterizes the teachers in very negative terms. He has at times overtly suggested or insinuated that they are personality disordered and “dangerous.”
- Students who talked to him report being confused.
- Some residents may leave GV.
- Instead of directly confronting the teachers with his grievances, he has sought support from residents who relate to him as his students. These residents report feelings of helplessness, confusion, negativity toward the teachers and the training. Some may leave Great Vow as a result.
- He and Kojun are contacting residents at Great Vow and encouraging them to leave.
- Kojun said she wasn't interested in being interviewed.

Sangha harmony has nothing to hide, but do value privacy.

Julie suggests anyone who becomes a priest be required to do some form of exit interview.

We are not here to address DT's opinions, but to address what can be done.

Our approach is a healing model, not a justice model.

Important that we work towards having less of a feeling of secrecy in the community - who knows what?

There will be ongoing meetings of SH, resulting in recommendations to teachers/ZCO.

Issues of young ordained; people with little experience. Should ordained be forced out of the nest? Should they have a required sabbatical of some period? There is also a generational gap.

Request to SH to expand this discussion. Official announcement on DT's departure?

Anonymous discussions aren't helpful. Transparency is.

In this process, it is our hope to remain open to him, such that we are available should he care to communicate with us again. It is easy for isolation to occur.

We should not feel we need to pursue them, and heal and fix them.

SH is available to anyone who wants to talk to them, but, they do not have the mission to go out and find people who are struggling.

Meeting concluded at 4:58 with 5 minutes of zazen, chanting of Enmei Juku Kannon Gyo, and 4 Great Bodhisattva Vows.

Respectfully submitted by,

Brad Shoki Cleary, ZCO Secretary, ZCO board member

10/29/13