

Zen Community of Oregon Board of Directors Meeting

Heart of Wisdom Zen Temple and Via Zoom

October 29, 2023 3:30-5:30 PM

Minutes prepared by Senkei

DRAFT UNAPPROVED 30JAN2024

Attendance

ZCO Director and Officers:

- Nancy Kodo Conover (President & Director)
- Chozen Bays, Roshi (Director)
- Harrison Shokan Martin (Director)
- Maureen Myosho Milton (Director)
- Adam Eisan Herr (Director) (via Zoom)
- Kassie Ko'un Fisk (Director) (via Zoom)
- Patrick Bansho Green (Administrator)
- Brad Senkei Biddle (Secretary)

Sangha:

- Jomon
- Scott
- Onkatsu
- Jim L
- Quinn
- Fuho
- Kosho
- Don
- Claire
- Myoyu
- Esme
- Kakushin
- Hogen
- Myo'On
- Others?

1. Call to Order

Kodo opened the meeting with a short meditation and a reading about the Paramitas. She called the meeting to order and noted that a quorum was present. She facilitated a round of introductions.

2. Housekeeping / administrative items

- The Directors approved the minutes from the special meeting of the Board of Directors held on August 18, 2023.
- The Directors approved the 2024 meeting dates that had been previously proposed by Bansho:
 - Sun Feb 4, 2024 2:00pm at Great Vow + Zoom
 - Sun April 7, 2024 3:30pm at Heart of Wisdom + Zoom
 - Sun May 5, 2024 3:30pm Annual Meeting at Heart of Wisdom + Zoom
 - Sat June 22, 2024 Board retreat (tentative) at Great Vow
 - Sun Sept 8, 2024 3:30pm at Heart of Wisdom + Zoom
 - Sun Nov 24, 2024 3:30pm at Heart of Wisdom + Zoom

3. Treasurer's report

Shonin (ZCO Treasurer) had circulated an updated P&L statement in advance of the meeting. Shonin was absent due to a family matter; Bansho presented the Treasurer's report. Highlights included:

- Net income (total income minus total expenses) increased \$91,000 compared to the same period last year (January through September)

- Various metrics such as membership dues, donations, and sesshin fees are up by significant percentages
- The increase in income (23%) is greater than the increase in expenses (7%)
- Events are full, with long waiting lists in some cases
- The Finance Committee is working on next year's budget
- The Treasurer and Administrator are working on establishing a higher interest rate savings account and investigating CDs

A question was raised about how to address the issue of long waiting lists, and an extended discussion followed but no decisions were made in this meeting. Some of the views expressed by individual Directors and other attendees included:

- 'Good news: interest! Bad news: interested people missing the Dharma. Do we expand?'
- 'Let's fill the Zendo to the max (80?) and see if there is still demand'
- 'Tent camping, etc.: go for it, GVM call; facility expansion is a Board call'
- '30 residents taking care of 50 guests is one thing; 15 residents taking care of 65 may be another'
- 'Bathrooms (etc.) are an issue'
- 'Can more be done via Zoom?'
- 'Provide prioritized access to past wait-listers?'
- 'Applications, not first-come-first-serve?'
- 'More extensive offerings at HoW?' (But: 'How to staff? Bathrooms?')
- 'Need appropriate data-gathering, timeline and criteria for deciding about expansion'

A question was raised about whether ZCO has a policy concerning socially responsible investments. Bansho stated that ZCO currently has no investments so has not yet addressed the issue but would need to if investments were to be made. An attendee commented that where we bank should be part of a similar analysis.

4. Annual fund campaign

Myo-On (Bee) reported on the Annual Fund Campaign in her role as Development Chair. She summarized the transition that ZCO has made from an annual fundraiser to an annual fund campaign. She noted that the AF goal has been raised to \$150,000 from \$100,000, taking into account the new mortgage for the Sirnio property. She stated that the fund was at about \$83K now, and she estimated that we'd be within \$20K of the goal soon in part due to two \$10K matching gifts that have been promised. She expressed cautious optimism about meeting the annual goal, noting that the new property was driving interest and support. She expressed appreciation to the team working on the AF campaign for their diligent, "amazing" work.

5. Working group reports

Kodo requested reports from the working groups that were formed in connection with the Board retreat meeting in August. WG leaders are listed in **bold**.

- Jizo Order exploration: **Kodo**, [Bansho]. Bansho explained the rationale for the investigation.
- Bylaws Committee: **Senkei**, Fuho, Bansho. Senkei decried the issues that have been identified by the team and explained planned next steps. Kodo requested that the team also work on a Conflict of Interest Policy.

- Paths of Practice: **Fuho**, Chozen, Bansho, Jomon, Ko'un, Eisan, Onkatsu. Fuho summarized work that had been done to date, and identified linkages with the Jizo Order effort.
- New Property/Priorities, Action Plans: **Myoyu**, Kodo. Bansho reported that an O&P discussion was held on Oct. 25.
- Green Burial: **Myo'on**, Eisan, Hogen, Kodo. See item [10].
- Long-term Support for Ordained: **Bansho**, Eisan, O&P Group. No report.
- Visioning Process/Groundwork: Bansho, Shokan, Myosho. No report.

6. Heart of Wisdom and Trillium House update.

Kodo reported on various HoW-related matters. Highlights included: evening attendance has been solid; Zazenkai was successful; Ango participation and the Ango process has been good; Jukai interest has been encouraging; Service to the Temple Day was successful; the HoW Zenworks store has been expanded; Kosho has been in her assistant temple manager role for two months and is doing a great job.

Kodo explained the history of Trillium House and Kosho described the current residents and the various activities supported by the residents.

7. Great Vow update.

Myoyu reported on various GVM-related matters. Highlights included: full residents and full retreats has been a good balance; 30+ residents pushes the boundaries of being a personal and loving space vs. needing to be more institutional; Bansho and Jomon have been in residence for four months; the new property is a joy; there is continued interest in ordination and postulancy. Shokan added that a Sangha member has volunteered to finance and perform a major bathroom renovation project.

8. Green burial.

Myo-On provided extensive background information and reported that she is researching and will be developing a proposed business plan for green burial on the Great Vow property.

9. Next Biofuels plant update.

Kosho provided an update on the Next facility and indicated that she would send additional information by email.

10. AOB.

Kodo opened the floor for any other business. Items discussed included:

- GVM Thanksgiving invitation (Chozen)
- The Buddhist Healthy Boundaries course, which is recommended for all teachers (Chozen)
- The steady growth of the asynchronous online offerings, such as podcasts (Shokan)
- ZCO's massive collection of historic recorded teachings, and related efforts to catalog it (Eisan)

11. Closure.

The meeting closed at 5:30pm with a chant and bows.