***Meeting of the Board of Directors of Zen Community of Oregon***//3-31-19

In Attendance (Directors\*): Larry Fuho Trusell\*(President), Hogen Bays Roshi, Haley Myoyu Vogal, Janet Shoko Ault, Chris Dokan Wilhite, Lori-Ann Jikai Lima, Adam Jogen Salzberg, Patrick Kennyo Dunn, Laura Jomon Martin\*, Amy Kisei Costenbader\*, Nan Kyoko Whitaker-Emrich\*, Ryan Knauber , Jan Chozen Bays Roshi\*, Nancy Kodo Conover, Patrick Bansho Green, Darah Shonin Ashton\*, Jim Shikaku Hornor\*, Janine Salsberry, Bill Dainen Kelley\*, Amy Renyo Vance (Secretary)

**Meeting Location:** Heart of Wisdom Zen Temple

**Zazen and Reading**: from *Pointing Out The Great Way* -reading on faith - Meeting start time 3:33pm

**Approval of Last Meeting Minutes**: Review of the minutes from Jan. 13, 2019 meeting. Minor changes were suggested.

*Decision: Kisei proposed an approval of the 1-13-19 minutes, Nan seconded, and the Board unanimously approved.*

**Proposals from Engaged Buddhism Committee-** Nan

1. A motion was made to adopt the new ZCO Inclusivity Statement.

*The Zen Community of Oregon welcomes everyone. We study together and practice for the benefit of all beings and this living earth. We recognize the suffering caused by biases, prejudice, systems of power, privilege and oppression based on race, sex, class, age ethnicity, religion, national origin, ability, sexual orientation and gender identity or expression. We aspire to do no harm, and to dismantle barriers that cause separation and suffering, recognizing that our liberation is interconnected with the liberation of all.*

*Decision: Approval of the ZCO Inclusivity Statement: Chozen formally endorsed the statement, Kisei seconded, and the Board unanimously approved.*

The inclusivity statement will go in the window at HOW.

1. A proposal was brought to the Board by the Engaged Buddhism Committee laying out the structure of the group, ZCO inclusivity statement, proposed events, and the priorities of the group in order to become an official Board Committee.

Note: Purpose of the committee was stated through the priorities of the group.

Discussion

Fuho said making it a board committee aligns it with the Board and provides focus. Nan said this is one of the fundamental intentions of the proposal as well as moving the committee work/function from something that a few people do to being an integrated part of the community.

Chozen asked where we would put “gun control and abolishing the death penalty”. The group discussed where it could fit into the priorities.

Fuho added that it must be staffed by a board member and the *One Cop* project in not in the document.

Fuho asked, “Are there concerns about the functioning of the committee?”

1. Bansho said, “One caution Lama Rod had was ‘focus’”. He added we should remember the strength that comes from many people working on one thing.
2. Chozen asked if this committee would respond to current issues “Like bombing of Mosques”. Nan said “yes”.
3. Fuho reminded the Board Members on the committee of the limitations on committee members making public statements while representing the organization.
4. Hogen recently met with a white male sangha member who feels alienated in the current culture and Hogen reminded everyone that we need to be able to talk with everyone. Jogen asked, “Can we be neutral about oppressive systems”? And Chozen added, “you are talking to individuals about their suffering”. Hogen said it is about “bringing understanding” to people’s suffering. Lori-Ann Jikai added the education in *White Awake* is more along the lines of educating people on “what is separating us”. It is about “Embodiment … that we are acting from a place (of embodiment) in our hearts”. When people do this level of work they are “completely shifting their understanding”. Nan added that, “if we really are engaged in saving all beings … we have to make space for him … in whatever way works for him”. Lori-Ann Jikai emphasized connecting everything the committee does back to our practice.

*Decision: Shonin made a motion to approve the Engaged Buddhism Committee as an official Board Committee, Jomon seconded, and the board unanimously approved.*

Updates

The Engaged Buddhism Committee interviewed a trainer but no contract has been signed. This is to set up Diversity, Equity, and Inclusion trainings for the Engaged Buddhism Board Committee, ZCO Board of Directors, and ZCO Leadership.

**Harmony Committee Update** -Nan

This discussion was teased out of the discussion about Engaged Buddhism. Chozen said that the White Plum training of the *Faith and Trust Institute* has been revised by herself and two of her Dharma sisters and it will be offered in May. “It should be completed by all ordained”.

The group discussed the Harmony Committee being in charge of formulating boundaries and consent practices in ZCO. Nan added that there was a specific ask from young women who want to do a “Me too” oriented educational focus on relationship boundaries and consent.

Fuho suggested the board hold a special meeting to look over the proposal from the Harmony Committee on ethics and boundaries. They have created a 30 pg. document for ZCO. The Board will review this document before that meeting. Chozen asked if we can do preliminary work online. Bansho suggested having the ordained come during the meeting when this is discussed and have a couple hours to do this particular work together. A group of 4 community members Linda (Chorin), Allen, Rowan, and Nan have worked on the document. Nan asked whether or not people felt big sections were left out. Chozen (who had previewed the document) thought it was “just right”.

**Treasurer’s report/Proposed Budget 2019**-Bansho and Shonin

Bansho and Shonin looked at patterns over the last five years. Bansho went to each department at the Monastery and worked on a budget. Bansho created an analysis of the income shortfall in 2018. In 2018 a finance committee was formed. Kisei said they looked at income for each event. Onshin, Janine, and Kodo were also a part of the team. It was a 2.5 month process.

Discussion

Chozen said “it looks like you found places to lessen expenses”.

Bansho added “on the income side … one place where we can see more money is in dues because people are joining every month”. “So we project a small uptick in membership dues”. There are less guest events planned but Sesshin attendance is up. Bansho also thinks Zenwork income will continue to increase. Shinei has added products, is pushing sales, and making colorful zafus. Also the way the store has been organized is inviting.

Chozen asked about line 8410, “Honorarium” under program expenses. She said the column doesn’t add up. Bansho said that line ends up being in the $79,000 range which included in the past Dan Brown, Keith Dowman, Lama Rod and other guest teachers. Bansho said this line will be “very modest this year”. It would be adjusted if circumstances change.

Bansho will let every department know what their yearly budget is.

*Decision: The New Budget for 2019 was Approved. Kisei made a motion to approve the 2019 budget, Chozen seconded, and the board approved the budget.*

Kudos given to the budget team.

Other Discussions about Finances

1-Bansho said if anyone from the Board or the community wants to talk about the budget they can approach Bansho.

2-Fuho would like some ongoing conversation about fees for residents/trainees.

3-Kisei is interested in scholarships for retreats and advertising for donating to scholarship funds. “We want the practice to be accessible”. Bansho want to track scholarships because we give thousands of $ to people attending events and it could bring clarity to this form of generosity in our community. At HOW it was already determined that people can come at no cost or by donation which is another form of generosity. Jogen said on Monday April 1st he will start a document of all scholarships. ZCO is considering People Of Color scholarships and scholarships for women, “like affirmative action in the Dharma”. Kisei added, “we can get grant money”.

Hogen talked about other forms of dana from ZCO to the larger community. “We gave away $9,000 last year”. *Keep* is a group we have donated to since 2002 to support Cambodian Monks. We supported 2 monks last year. We support a child in Nepal through Dan Brown’s organization.

Chozen made a point that if a retreat is canceled we need to replace it with something else (that brings in money).

Fuho suggested there could be a multi-year commitment with guest teachers so the budget can have stability. Kisei affirmed the Monastery can try this. Kisei said the Thich Nhat Hanh retreat was filled this year. Fred is Thich Nhat Hanh’s first dharma heir and he is trained in several schools of Buddhism. He may be someone to approach concerning a multi-year commitment. For now Hogen will see if he can give a talk at HOW Sunday night.

**Update on Trillium House**- Kodo

Trillium house is not an official committee but changes are being made at the house.

1. A resident manager position is being created. Seicho is taking on these responsibilities currently. Her room is paid.
2. There is going to be a two year limit on residency.
3. Kodo put together a pamphlet including guidelines, understandings, commitments, and applications. Six Harmonies are included as the guiding principles.
4. Trillium House provides the majority of the janitorial work at HOW. This has offset rent for mainly one resident but they want to spread that work out because there is no budget for this.
5. ZCO pays $250 a month in order to use the space for meetings/classes.
6. The intention is to become a practice space and a place of training. Deepening practice, service to HOW, deepening community, and connection to the neighborhood.
7. There are 4 plus spots. Room and Utilities are $750/month.
8. It is advertised within the community currently.
9. Priorities are: someone coming from GV, members, and people practicing at HOW.
10. Kodo and Allen have been the team managing the house, facility, and the comings and goings of the community.
11. Consider having a spot for a practitioner who is homeless. Many youth from the LGBTQ community are becoming homeless and we could consider offering housing at Trillium.

**Review of agenda for the Annual Meeting-** Fuho

Fuho asked for commitments from members of the Board to create presentations for the Annual Meeting.

1. Hogen said “yes” to a presentation for the Roshis.
2. Jogen will do the presentation for GV.
3. Fuho will talk with Onkatsu about presenting for HOW. The Temple Council will also be approached.
4. Membership committee will be asked to make a presentation.
5. Shokaku volunteered to present a preview of the new web site for Communications Committee.
6. Engaged Buddhism will make a presentation (Nan or Chorin).
7. Harmony Committee will talk about their work (Allen or the committee will present together).
8. There will be a potluck after the meeting.

**Misc. Discussions**

1. Board Retreat: Bansho said the Board Retreat is June 1st and suggested it start the evening before. People agreed. There was a discussion about potential topics including Harmony Committee, “How do we maintain an ethical sangha”. Board training will take place concerning roles and rules of the board. Also, “Paths of Practice” is an upcoming priority for the community which Bansho would like as one of the focuses of the meeting which will be held at Great Vow. The meeting will include teachers and ordained during specific agenda items.
2. Other Updates: Satellite Sitting Group in Vancouver, WA. Claire is looking for a space. At some point a proposal will need to be brought to the board for approval.

ZCO Annual Meeting set for May 5th 3:30-5:30pm at HOW

Meeting Concluded at 5:08pm

*Minutes submitted by Amy Renyo Vance (Secretary)*