Zen Community of Oregon Board Meeting

September 8, 2019 4-6pm

Minutes prepared by Ko’un Kassie Fisk

**Attendees:** Hogen Bays, Roshi, Chozen Bays, Roshi, Kisei Costenbader (President/Board Director), Zen Teacher Fuho Larry Trussel, Cho-on Lind Frischmeyer, Kodo Nancy Conover, Bansho Patrick Green (Administrator), Jomon Laura Martin (Board Director), Jogen Salzberg Sensei, Kyoko Nancy Whitaker-Emerich (Board Director), Chorin Linda Vick, Onkatsu Doug Kagel, Claire Johnston, Gina, Myoyu Haley Voekel , Shikahu Jim Horner (Board Director), Jikai Lori-Ann Lima, Dokan Chris Wilhite, Kennyo Patrick Dunn (Board Director), Shonin Darah Ashton (Treasurer), Katie, Kassie Koun Fisk (Secretary)

Yee Won Chang – guest

Meeting started 4:15pm

1.      Engaged Buddhism EDI Facilitation Proposal (Kyoko, Chorin & Yee Won) - 45min

* Kyoko shared a proposal for Equity Diversity and Inclusion (EDI) work with Yee Won Chong Consulting (in partnership with Roberta Hunte).
* Propose to begin in February 2020 with May 16, 2020 for proposed daylong session.
* Purpose to gather information and come up with a plan to integrate EDI within ZCO.

**Discussion with Yee Won:**

* Organizational strategies (practices) will guide principles and framework and fit into programs within ZCO. This includes operations of the community, including hiring, personnel and space.
* We would like to welcome people with the passion for the nature of mind.  Teachers are looking from them, but are they looking for us?  Could this work allow us to better understand how to allow our community to be inviting to all identities through EDI?
* Through research from the Engaged Buddhism Committee, there doesn’t appear to be plans or models with Buddhist organization.  Hoping to find out how to create a plan and strategies to get there.

**Discussion of Proposal:**

* Yee Won is local and currently has a practice, including participating with ZCO.  His proposal is giving pro bono hours.
* There is an expectation that ZCO leaders will participate in Awakening to Whiteness by June 2020.

**Decision:** Committee voted to move forward with this proposal.

2.      Elect a Secretary - (Kisei & Kassie)

**Decision:** Motion was accepted and seconded. Board voted to elect Ko’un Kassie.

3.      Financial Report - (Bansho)

* We are on target for both expenses and income.  Through July 31 is 58% of the year and we are at 59% of budget for expenses.
* Capital expenses are raised for big things outside of membership dues, and programs.
	+ Primarily raised at the dinner and year end appeal.
	+ Renovation $90k about $100 square foot.
	+ Next mortgage payment $50k September 2020. Each year $50k payment and last payment of $17k in 2022.
* Bansho reviewed the Profit and Loss Budget vs. Actual
	+ Bansho will check with Onshin about the cost of utilities and if the cost is higher, or are we using more than in past years.
	+ Communications expenses were higher this year to Website and upgrading equipment at the monastery.
	+ Bank and merchant fees are higher due to credit card fees.  Bansho would like to find a merchant service with lower rates.
	+ The EDI program would be budgeted in Professional Fee category.

4.      Fundraising Committee Update/Annual Dinner Announcement (Kisei)

* Annual dinner is coming up October 12, 2019 5-8pm. Theme is The Hungry Ghost.
* Fundraising goal is to raise enough to fund the monastery mortgage for 2020.

5.      Great Vow Update (Hogen/Chozen)

* Had an open house for new teacher’s quarters which is beautiful!
* We have our biggest Ango yet!  Great Vow population will double for Ango – approx. 34 people.
* Kisei suggested to promote residency for a month, which is on the Internet, but not promoted specifically.
* Chozen shared that she would like to survey people that move from residency to lay life and how best to help that transition.

6.      Heart of Wisdom/Trillium House Update (Kodo)

* Services are attended well.
* Morning sessions have transitioned from Gensho to being shared by leadership and are now 7-8am.
* Jogen will be spending more time in Portland and living part time at the monastery.
* Refuge Recovery has changed their name and who they align with, it is now called Recovery Dharma.
* LGBTQ Dharma group is going well, with approximately 12 people in attendance consistently.
* Trillium House – Has 4 woman currently who committed to servicing the temple, including all the janitorial work.