

Zen Community of Oregon  
Minutes of the Board of Directors Meeting  
August 4th, 2013  
Heart of Wisdom Zen Temple

**Board members present:** Ryushin Creedon, Judy Seiko Stamp, Darah Shonin Ashton, Julie Grant-Weiss, Jan Chozen Bays, Roshi.

**Absent:** Doug Onkatsu Kagel

**Also present:** Treasurer Patrick Bansho Green, Secretary Brad Shoki Cleary, Kari Kishin Lindahl, Larry Fuho Trussell, Nancy Kodo Conover, Laura Jomon Martin, Barry, Zen Teacher Hogen Bays.

Meeting called to order at 4:45 with 5 minutes of zazen.

Bansho led the meeting as proxy president, until a new president could be selected.

Seiko made motion to approve **previous meeting minutes**, Ryushin second: **approved**.

**Treasurer's report (Bansho)** - "On target for ZCO, Great Vow, and Heart of Wisdom."

Regarding work previously done by Daitetsu:

- Kisei is accounts payable.
- Our paid bookkeeper is accounts receivable.
- Bansho oversees expenses to make sure they are accounted for in the correct department.
- Kodo is working on fundraising and interacting with those offering large donations.

As of now, check signers can be added or removed by any check signer going to the bank and filling out the paperwork. Previously adding/removing required a copy of the meeting minutes to be signed by the secretary and submitted to the bank. Barry Sutton sees this new method of adding/removing signers as dangerous.

**Board Vacancies -**

Kishin is resigning as President of the Board ([see attached](#))

Rinsan is resigning as an appointed board member ([see attached](#))

Roshi explained that some members of the board are elected, some members of the board are appointed, for the purpose of preventing either the board, or the teachers, from being able to dominate the membership of the board.

Chozen Roshi appointed Brad Shoki Cleary to replace Rinsan as a board member. Shoki will also continue to act as Secretary, until such time as it may be determined that this is ineffectual.

The board considered election of Bansho as interim president, until a new president could be

selected. Many people were considered for nomination.

Roshi nominated Larry Fuho Trussel, Judy Seiko Stamp seconded. Bansho called for discussion and then a vote. Fuho was unanimously elected new president of ZCO. No abstentions.

**Exit interview process (Ryushin)** - Seitetsu proposed an exit interview process for outgoing ordained, specifically Daitetsu and Kojun. A third party would be brought in to interview, in person if possible, the teachers and senior members of the sangha.

The results of this study would be made available to board members, such that we have a response to the question, "Why have these people chosen to leave the sangha?" There is concern about a cascade effect of people leaving.

This study, regardless of outcome, would show the willingness of the community to learn from these departures.

Eimyo brought up whether this protocol would also apply to departing senior lay practitioners, in this case Rinsan.

A key aspect of this investigation is that it proceed quickly. A few months from now, memories will have faded, and results would be less relevant.

Chozen Roshi made motion to allow Bansho to continue to investigate this process with Seitetsu. A \$500 budget was proposed for expenses related to the third-party interviewer. Seiko seconded. **Approved.**

#### **Communications (Seiko) -**

Committee members: Seiko, Suzan, Jogen, Sara, Brett, Robert, Kodo

Seiko created a document which includes job descriptions for all communications positions.

Also noted items to be done, and items completed. An "effectiveness poll" was created which can be handed out at events so we know how they heard about us.

#### **Sangha Harmony (Jomon) -**

Add Nan Kyoko Whittaker-Emerich to Sangha Harmony

Add Allen Ryotetsu Whittaker-Emerich to Sangha Harmony

Remove Rinsan and Daitetsu

#### **Nominations Committee (Rinsan via writing)**

[See attached.](#)

These suggestions are received without vote.

#### **Action Items**

Bansho will report on the status of 3rd party exit interview within one week.

Bansho will give a Treasurer's report within one week.

Roshi made a suggestion that a "teacher" position be created for the board, which could be filled by **either** Hogen or Chozen.

What is Hogen's role on the board?

Next meeting: September 21st - 3 hour working meeting for board members only

Meeting adjourned 6:35 PM by chanting the Four Great Bodhisattva Vows.

Respectfully submitted by:

Brad Shoki Cleary, ZCO Secretary, board member

8/9/13