

ZCO Board Final Minutes November 15, 2015 2pm-4pm

In attendance (*Directors): Nancy Kodo Conover; Darah Shonin Ashton*; Arlene Holmes; Bill Dainen Kelly*; Hogen Bays, Roshi; Amy Kisei Costenbader*; Patrick Bansho Green (Treasurer); Janine Salisbury; Linda Cho-on Frischmeyer; Adam Jogen Salzberg; Jan Chozen Bays, Roshi*; Judy Seiko Stamp*; Jemma Wolcott-Green; Sharon De Vida; Ian Turner; Patrick Dunn; Haley Vokel. Quorum present.

Meeting location: Great Vow Zen Monastery

1. Zazen

2. Report on Heart of Wisdom, Trillium – Kodo - 15 min

- 125-150 people attend regularly for sitting times & Refuge Recovery every week. This is great, and does increase the janitorial needs (running dishwasher, etc)
 - Building issues: maintenance/cleaning (Zazenkai & IZP help with that). Mia also pays lower rent at Trillium and she helps with janitorial work
 - Kodo is looking into keeping building cooler in Summer and warmer in Winter (through planting trees and so on)
 - Shonin & Onkatsu are now co-Heads of Zendo
 - New offerings: Mindfulness on the Go Sunday morning group; Men's group meeting; Work-a-day sesshin went great; also in the midst of Ango - Climate Change class grew out of that. Hogen is offering sanzen on Thursdays & Sunday evening, and Jogen is offering talks on Thursday evenings. We're also offering lots of workshops and talks.
- Frequent rentals
- Trillium House - great group of 4 people there now (everyone in the current group has lived at the monastery - the group is emphasizing practice & deep connection with the Temple). 2 people are going to stay there December through February (bikes would be helpful - the monastery can help with this!)
 - Emphasizing Climate issues - will especially focus on this at both HoW & the Monastery in January (fits well with the month of vows)

3. Report on Great Vow - Jogen - 15 min

- Increasing interest in Summer residency - lots of young people interested
- In the midst of Ango. Just concluded the Gratitude sesshin with 24 guests - very positive, great feel of community
- Ordination discernment group includes 10 or 12 (of 20) residents that are seriously considering ordination

- Grounds/property: overflow resident dorms have been rebuilt (quite inexpensively) to make the dorms much more livable. Planning to do this with more of the resident dorms. Gym renewal and update is underway. Vegetable garden & greenhouse are flourishing, largely thanks to head gardener Shinei & other folks that are able to devote significant time to the garden. Abbot's Garden is nearly completed and growing.
- Increasing shared leadership - Hoben and Jogen are taking on increasing leadership roles, carefully and intentionally

4. Eyes on the Future: a discussion - 40 mins Do all board members have a solid understanding of their roles/responsibilities - individually and as a collective body? How does the board function; what is its purview; what's the relationship with committees and other leadership groups? There have been a lot of changes over the last couple of years - there are groups such as the Ordained Group at the monastery, the teaching circle, etc. Could be important to review what decisions/work these groups cover and how they can communicate that work and those decisions with the board. See "Areas of Exploration" below for further detail.

Chozen motioned for a board retreat (after many again expressed interest in this): All board members present voted in favor of holding a retreat. Date TBD. Board retreat planning workgroup volunteers: Chozen, Seiko, Bansho, Cho-on

5. Dharma Rain Zen Center contribution - 5 mins Work party from the monastery is going down soon to help with construction. Dharma Rain has a large donor that's offering a matching grant (they raised the funds to have the match). They're now trying to raise an additional \$150k by the end of the year. Should ZCO contribute to their campaign, and if so, how much? We typically have around \$6000 for charitable donations; we currently have \$2300 left in that line item for this fiscal year (it's also possible to pull money from other areas). We have already given this year to the other causes/orgs that we typically give to.

Some considerations:

- There will be additional asks related to this project coming down the road
- We have occasionally gone beyond the allotted charitable contribution budget line, in special circumstances. If we gave \$5000 (for example), that would be within the range of contributions we've given before.
- How would this feel for sangha members that have just pledged for the recent fundraiser? Could be helpful for them to know that this contribution would come from a different income stream (but would that be clear to donors?). Should the budget for this line item be larger? How does this decision relate to community accountability?
- One suggestion: Give the \$2300 which is left in the line item now; and consider

increasing the line item for the coming fiscal year. Kakumyo could be invited to present at the Annual Meeting so that the decision is shared with more of the community. Motion: Donate \$5000 to the Dharma Rain project campaign. Passed with 4 of 5 directors present voting yes.

6. Old business or reports - 15 mins none

7. Additional topics/discussions - Question about the different levels now offered for membership dues - suggestion to wait until after the end-of-year campaign to more broadly announce this. Another suggestion is to bring this to the Annual Meeting in March.

8. Adjourn - 3:47pm

minutes submitted by Heather Dorfman, Secretary

Areas of Exploration

All of these are related and interconnected, inter-influencing areas. Some are areas where the board has influence or can direct, for example, approving building something. Other areas the board may need information to make decisions, but has little influence, for example whether someone chooses to ordain or what Chozen and Hogen's long-term plans. Below are some areas to serve as a jumping off point for continuing to look ahead.

Human Resources

- Chozen and Hogen teaching plans
- Administration of ZCO
- Managing of Great Vow
- Managing of Heart of Wisdom
- Vision for more ordained, what is needed?
- Paid staff need?
- Benefits, retirement, ongoing training

ZenWorks

- Management and Modernization
- Product expansion? Cathy Silva has offered to assist with re-organizing ZenWorks

Great Vow training/formation matrix

- Short and long-term residents/staff
- Expectations and understanding of purpose
- What do people learn? What support do they need?
- Pre-postulancy, Postulancy, Ordained 1-5yrs, Ordained 5+
- Discerning Life's Purpose/Vow

Buildings and Grounds

- Repairs - "The monastery plumbing is quite old..."
- Efficiencies and environmental upgrades
- Re-purpose old buildings
- New buildings
- New kitchens
- What do people appreciate about the place(s)?

Public service

- Climate change