

Zen Community of Oregon Board Meeting 11/5/2017

In attendance: Larry Fuho Trussell, Hogen Bays Roshi, Chozen Bays Roshi, Nan Kyoko Whitaker-Emrich, Allen Ryotetsu Whitaker-Emrich, Linda Vick, Patrick Bansho Green, Bill Dainen Kelley, Darah Shonin Ashton, Doug Onkatsu Kagel, Patrick Kenryo Dunn, Nancy Kodo Conover, Amy Kisei Costenbarder, Arlene Holmes, Amy Renyo Vance

Board members absent: Laura Jomon Martin

Opened 3:39 with zazen Fuho reads from Dogen's *Fukanzazengi*.

Approval of Minutes from Annual Meeting:

- Changed spelling errors; struck line from treasury report; approved

Summary of Strategic Plan (Bansho):

- Review of board retreat: Bansho distributed draft of big-picture document "Securing the Legacy, Passing the Torch" which outlines ZCO vision through 2022; discussion of how to go forward with 5 goals outlined in document; intention to develop action-steps and timeline at the January board meeting; need for leadership transition plan at HOW

Financial Report (Bansho):

Budget document reviewed; capital funds data not included in document; budget on track; numbers very close to ¾ mark (3/4 through the year)

Sangha Harmony Committee Report (Fuho and SHC): SHC has been passed on from Jomon and Nan to Allen, Linda Vick, and Shonin; Distributed letter to board from Jomon suggesting future directions for SHC; Allen and Linda are refining ethical guidelines for ZCO membership; looking into expanding SHC to include new and more diverse members; need for training of SHC members in leadership development, mediation, and other skills; SHC members continue to draw on professional and personal backgrounds (therapy, counseling, healing work, interpersonal experience, etc.)

Draft of Emergency Plan (Bansho): draft of document outlining emergency transition plans for Co-Abbots of Great Vow, ZCO Administrator, and Temple Manager at HOW; some discussion of ZCO by-laws, which address the role of Spiritual Leader

Call for development of ZCO Board job description (Bansho): need to clarify, “What is the role of the Board?”; Fuho, Kyoko, and Bansho agree to work on this; input from those with experience as board members in other organizations would be helpful

Temple Council (Kodo): completed audio system and chair lift at HOW, participation in HOW events growing (25 people for Basics of Buddhism, 60 for Full Moon Metta); questions about how to maintain, care for HOW given this surge of activity; kitchen needs work; keeping track of new people who show up at HOW may help to cultivate new ZCO members; plan for 2018 to keep a tally of how many people show up for events at HOW and GV

Minutes submitted by Kenryo, filling in for Jim Hornor, Secretary