Zen Community of Oregon Board Meeting

Zoom

May 17, 2020 Online

Minutes prepared by Ko’un Kassie Fisk

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| **ZCO board members attendance** | **Sangha attendance** |
| * Chozen Bays,Roshi
 | * Hogen Bays Roshi
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| * Kisei Constenbader (President)
 | * Jogen Salzberg
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| * Bansho Patrick Green (Administrator)
 | * Onshin Tim Landry
 |
| * Dainen Bill Kelley
 | * Kodo Nancy Conover
 |
| * Kyoko Nancy Whitaker-Emerich
 | * Fuho Larry Trussell
 |
| * Shikaku Jim Hornor
 | * Soren Janine Salisbury
 |
| * Kennyo Patrick Dunn
 | * Lekshe (Julia) King Tamang
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| * Shonin Darah Ashton (Treasurer)
 | * Soten
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| * Jomon Laura Martin
 | * Shinei
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| * Ko’un Kassie Fisk (Secretary)
 | * Chorin Linda Vick
* Cho’on Linda Frishmeyer
* Myo’on Bea Sloane
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1. Zazen

1. Dharma Reading

1. Meeting minutes from April 5, 2020 were approved with corrections to attendance.
2. Financials (Shonin/Bansho)
* Shonin reviewed the financial document of profits January – April 2020 compared to the same time in 2019.
* The numbers are mixed pre and post COVID-19.  Still unclear how to predict what may happen as people go back to work and things open back up.
* We began this shift in a very strong financial position, coupled with the Zen training and creativity, has allowed ZCO to respond quickly.
* General donations and dues from members have increased. Zenworks sales are up and online training options are robust and well attended. With additional donations there has been an increase in bank fees.
* Personnel expenses are slightly up as a result of some ordained changing to salary in order to qualify for benefits.
* Building maintenance includes updates to the retreat house and maintenance of the sewer.  Additional expenses are due in part to the septic tank and a new pump, as well as audio expenses.
* The final net income is higher now compared to the same time in 2019.

1. Fundraising (Bea Myo-on)
* The campaign name has been changed to In the Darkness, Shine Your Light Brighter
* Friends and family members of the residents and monastics were sent a letter asking them to Adopt A Monk, which includes the cost of housing and/or feeding.
* Friends: is a program to contact people who have attended an event and are not members. Consideration has been made to suppress members and donors.
* Alumni: Outreaching to request either one-time donation or to become Friends or join membership with a regular monthly donation.
* Calls are being made to all members who were not asked in another way, and asking them to increase their dues. There are five people making calls and attempting to recruit 4-5 more volunteers. The goal is to finish by mid-June.
* We have a donor who will match all new gifts in May and June, up to $16,000.
1. Programming (Hogen/Kisei)
* March sesshin was live streamed.
* April Inner Critic – 75 people registered and sesshin had about 65 people
* The May sesshin will begin Monday May 18th with 45 attendees registered to date.
* The plan is keep sesshin on-line as long as closed. We will continue to offer online retreats and workshops.
* Special thanks to Shokan for his technical assistance.
* Heart of Wisdom offerings are planned to be offered online, such as precept classes and teaching beginning meditation.
1. End with 4 Great Bodhisattva Vows

**Revised meeting schedule for 2020**

July 26 - Board Meeting at online 2P-4P

\*Sept 13 - Board Meeting at HoW 3:30P-5:30P

\*Nov 22 - Board Meeting at GV 2P-4P

\*Subject to change