Zen Community of Oregon Board Meeting

Zoom 2-4pm

November 7, 2021

Minutes prepared by Ko’un Kassie Fisk

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| **ZCO board members attendance** | **Sangha attendance** |
| * Kodo Nancy Conover (President) * Chozen Bays,Roshi (Director) | * Hogen Bays Roshi * Clair Johnston |
| * Jomon Laura Martin (Director) | * Gensei Doug Hull |
| * Gyokan Brent Carmer (Director) | * Kisei Costenbader |
| * Kyoko Nancy Whitaker-Emrich (Director)\* | * Myoyo Voekel |
| * Shikaku Jim Hornor (Director)\*\* | * Jogen Salzberg |
| * Kennyo Patrick Dunn (Director) | * Dokan Chris Wilhite |
| * Shonin Darah Ashton (Treasurer) | * Gina Ortola |
| * Bansho Patrick Green (Administrator) * Ko’un Kassie Fisk (Secretary) | * Jikai Lori Ann Lima * Jiku |

1. **Welcome and reading**
2. **Updates**
3. Kodo: Work is being done on a green plan.
4. Bansho: Fund-raising continues and we are currently at $85-$87k raised or pledged.  New membership has been steady.  Bansho will send a report to the board in the future.
5. Shonin: The monastery has been paid off and $50k was placed in the savings account for emergencies.  The checking account has about $6k more than last month, which may be due to recent donations.
6. **Board meeting minutes** – Ko’un

Minutes will be posted in Mattermost for approval. Board member are asked to provider input or approve within one week.

**Action item:** Bansho will confirm what percentage of approval is required via email to be officially approved minutes.

1. **Diversity Equity and Inclusion (DEI)** – Kisei

The DEI committee has drafted edits to the goals and strategies of the Strategic Plan

* 1. Important to be inclusive and consist in terminology and obtain feedback from others to verify that all are included, specifically in leadership roles.
  2. The purpose of these changes is to record what we are committed to incorporating into our Sangha.
  3. The strategic plan is currently through 2022 and includes our actions and intentions.  We will need to decide to extend the current plan or revise it to infuse DEI.
  4. We may consider defining DEI which is a part of our current vernacular.

**Decision**to pre-approve the amendments contingent on defining DEI and QBIPOC as well as re-phrasing of priority for DEI work.   

 5. **Novice Priest** **Transition Fund** — Bansho

1. Bansho presented a proposal of ordained saving support for priests living at the monastery while they finish their five years of training.  This will include a ZCO Budget of $1,000 a year, to be saved for when their training is complete. The proposal would be retro-active, with a cost of $3,000 for 2021.  This will be pro-rated if someone were to leave early.
2. An ethical clause is included as an exclusion of the monetary support.
3. Five years of training may equate to 8-9 years living at the monastery and Chozen advocates that all can benefit from taking a year away after training in order to confirm their commitment.

**Decision** to accept the proposal.   

1. **Kisei Transition Package** — Bansho
   1. Kisei will be leaving the monastery at the end of December and there is a proposal to help with transition.   Kisei will continue to be connected to ZCO and lead at least 2 sesshins and 4 weekend retreats at Great Vow and continue to lead weekly zazen at Heart of Wisdom.
   2. ZCO will provide:

* Rent at trillium house for 1 year @ $750 a month
* Stipend Jan-April, 2022 $400 a month
* GVZM bike use

**Decision** was discussed and passed.  Vote to approve

6. **Roundtable**

Chozen would like to continue to explore how the Sangha may help others in need.  Chozen shared that money and long-term housing are needed for Afghan refugees. Taking Ownership PDX (taskingownershippdx.com) is one organization in Portland that benefits the black community.    
  
   
**End** with Enmei Jukku Kannon Gyo — Myoyu  

*Meeting minutes were approved by a simple majority of Kodo, Gyokan, Jomon and Nan via email and confirmed December 10, 2021.*  
**Proposed board meetings for 2022**

* Sun January 30 2-4pm
* Sun March 27 2-4pm
* Sun April 24 annual meeting 2-4pm
* Sun July 10 2-4pm
* Sat, Sept 10 board meeting + retreat
* Sun Nov 6 2-4pm