

Dharma Rain Zen Center

Board of Directors Meeting Minutes

January 18, 2024

Present: Kakumyo Lowe-Charde (A), Alice Chan (3), Sam Murphy (3), Carrie Schultz (2), Zonnyo Riger (2), Alison Muchaku Dunfee (2), Jean Renso Bond (3), Linday Pour (1), Choten Robinson (1)

Absent: None

Quorum: Met

Member Concerns: A member suggested increasing outreach efforts for the houseless. Kakumyo let them know we already collect clothing and donate food to the Mainspring Pantry. The general understanding is that increased efforts on this should come from leadership by Sangha members.

Committee Reports

Open Gate: The DEI committee is changing its name to Open Gate. They are continuing to refine the priorities for 2024.

Financial: For the year 2023 DRZC generated revenue of \$473K and a loss of (\$10K), with year-end cash of \$159K. Although there were some positive and negative contributors, the year came in better than budgeted. The budget for 2024 looks reasonable considering this, with Frog Song revenue perhaps being too conservative.

Health and Safety: None.

Building and Grounds: Sage is taking over management of the gardens. There are several ongoing small-scale projects, but all has been on hold due to the current ice storm.

Other Business

Board Positions: Nominations were made for the following slate of board officers, who were elected unanimously:

- Chair – Renso
- Vice Chair – Zonnyo
- Treasurer – Alice
- Secretary – Sam

Fundraising and Classroom Building: Kakumyo and Zonnyo walked the board through a detailed timeline and plan to raise funding for a new classroom building. Funding will come from direct contact with potential donors, general fundraising, Frog Song operations, several possible

grants and potentially a loan. This project will be set up with a restricted fund, and we should have a good idea of our funding sources before breaking ground.

The board unanimously supported spending \$7,000 for the fees for a pre-application conference, in addition to funds previously approved for schematic design.

50th Anniversary: Planned for June 1. No further details at the moment

Community Resilience Hubs: The board voted unanimously that DRZC should endorse the Oregon bill funding community resilience hubs. Hopefully, we will be able to access increased funding to continue to build out our efforts to be a focal point for the community in case of a natural disaster.

Frog Song Teacher Salary: Shinyu would like to offer the new teacher at Frog Song (Elizabeth) a salaried position and a raise. She is proving to be highly capable and Shinyu wants to recognize this and let her know she is valued. The board was supportive but needs more information about exactly what Shinyu is proposing.

Equitable Hiring Policy: Zonnyo suggested we adopt an equitable hiring policy to make clear that our hiring is in line with our values. She will share some examples with board members to refine how this should be worded.

Dharma Garden Council: The board reviewed the council's quarterly report. Some questions were raised about how Dharma Garden handles background checks, and the board felt the council needs to adopt a more refined and explicit policy.

Action Items

Zonnyo will share her example of an equitable hiring statement with Carrie and Muchaku.

Renso will update the web to reflect our new board members and board positions. Renso will also contact Shinyu to get more clarification on the raise for Elizabeth.

Kakumyo will communicate with the Sangha member about houseless aid and set up a pre-application conference for the new building.

Sam will email the Dharma Garden Council and suggest they refine the background check policy.

Next Meeting is February 29 at 7 pm.
Adjourn 8:45

Submitted by Sam Murphy, Secretary