

Dharma Rain Zen Center

Board of Directors Meeting Minutes

June 27, 2024

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

Absent: Alice Chan (3), Carrie Schultz (2)

Quorum: Met

Member Concerns: A concern was raised about members sometimes having to park on Siskiyou Street while parking spaces are occupied by storage for the farmers market and vans for Northwest Youth Corps. The original design for the site tried to limit the paving required for parking since there was space in the neighborhood, and we are being good neighbors to these two local organizations, so it was agreed no action was needed.

Frog Song: Several questions about employment policy and compensation at FS have been raised at recent board meeting. Shinyu gave an overview of the operations and finances of Frog Song to provide a more complete picture. We reviewed tuition, compensation and vacation policies relative to other Pre-K schools. The board was supportive of Shinyu's thoughts about raises and simplifying vacation accrual for the coming year.

Committee Reports

Open Gate: No report

Financial: Alice was out but provided summary financial statements. We posted a loss of \$8k for the month of May, which is not unusual for this time of year. We discussed the accounting to keep donations for the new building in a restricted fund and not recognize the revenue until actual expenses occur, which should help the board understand actual operations. Cash is strong at \$245k excluding the restricted funds.

Building and Grounds: Catching up after 50th anniversary. In conversations with APANO to share a portion of our garden beds.

Health and Safety: No report

Agenda Items

Health Insurance: Kakumyo learned that other Zen Centers use Oregon Health Plan to provide coverage for monastics, while we currently purchase insurance through Kaiser. The consensus among board members who have experience with OHP was that it provides much better coverage than commercial plans. Most of our monastics would qualify financially for the plan at no cost. This is clearly a better option for most, but some people may have specific reasons for maintaining current coverage, so we will continue to provide the choice of commercial insurance. Muchaku will explain the options to covered individuals.

Classroom Building/Grants/Fundraising/Planned Giving: All of these items tie together. The PCEF grant Kakumyo has been working on is looking less likely for this year, it was more competitive than expected and we did not score as high as we hoped. This \$1.3 MM grant was

a big component of financing for our new building. Fundraising toward the building is also short of expectations, with 68 donors contributing \$234,750 in cash and pledges, which is less than our goal of \$400,000. This is somewhat balanced by planned giving, with contributions of roughly \$80K from two estates probable in the next 1-2 years.

The net result of all of this is that construction of the new building will be longer and slower than hoped. Our current thinking is that we would not break ground until we have amassed the funding to know we can complete construction. Further discussion is needed on whether to move through conditional use or to delay that. The board discussed some additional ideas for funding.

Summer Retreat: Rescheduled for July 27 several members had conflicts arise with original date in August.

Action Items

Alice – check with Zachary about closing OnPoint account

Zonnyo – Look at sesshin revenue as potential contributor to new building.

Renso – Answer Ethics Committee about sexual harassment policy

Muchaku – Talk to monastics about OHP

Adjourn 8:55

Upcoming Meetings

July 18

July 27 - retreat

September 19

Submitted by Sam Murphy, Secretary