

# Dharma Rain Zen Center

## Board of Directors Meeting Minutes

### February 20, 2025

**Present:** Sam Murphy (1), Lindsay Pour (2), Zonnyo Riger (3), Kakumyo Lowe-Charde (A )  
Alice Chan (1),

**Absent:** Jean Renso Bond(1), Alison Muchaku Dunfee (2), Carrie Schultz (3), Choten Robinson  
(2)

**Quorum:** Met

**Member Concerns:** none

#### **Committee Reports**

**Open Gate.** Would like to add a member to the Strategic Planning Committee (SPC). SPC will discuss at next monthly meeting. Would like to explore how DRZC should respond if there is a search for illegal aliens on the premises. Board views as unlikely, but suggest OG explore this if they feel it is important.

**Financial.** We reviewed the YE 2024 financials for Dharma Rain. Results were solid, revenue better than budget (largely due to the timing of the Hemera grant), expenses above budget (inflation and some one-time costs) and net income was roughly \$50K. Alice has also been working with Zachary to set up a set of financials for Brilliant Sea of Clouds to keep it separate from our operating expenses.

Kakumyo has submitted info to Fidelity to open a money market fund.

**Building and Grounds.** General work on the grounds continues. A new security door was put on the barn.

**Health and Safety.** No report

#### **Agenda Items**

**Grants.** Getting organized, along with several other Sanghas, for this year's PCEF grant. Looking at applying for a grant from Business Oregon which is focused on expanding preschool capacity in the state.

**Strategic Planning Committee.** Had first meeting. Plan to get together monthly with a goal of having a new plan by year end. Someone from the board will talk about the process at the April 13 Sangha Forum.

**Friends of Rocky Butte.** Board voted unanimously to be a supporter of this group which is advocating coordinating fractured ownership of the Butte into a single public entity to improve management and safety.

**HR.** Lindsay outlined some early work looking at contracts, job descriptions etc. for employees at DRZC. We are trying to get better organized around job descriptions and performance reviews. More to come.

## **Policy Review**

Scholarship Info and Application – we reviewed and made changes to the document to make more flexible and add clarity. Board voted unanimously to approve.

Safe Environment – This is not a document available live, so the following changes will need to be made and voted on.

### III Policy Implementation

B.1. to clarify who needs to be screened. Starting with the word volunteers, add “*volunteers who are expected to come into contact with children and vulnerable adults*” will...

B.2. both a. and b. will be updated to read every two years rather than annually.

The term “suspected abuse form” is referenced several times. We need to find that and append it to this document.

### Sexual Misconduct –

Paragraph 1 amend the third precept to just read “Do not misuse sexuality”.

Paragraph 2 in the second line add “expression” after gender to add clarity.

Need to update adding a section to define who is an employee and make it clear that reporting on their part is required. Renso has been working on this, and the board requests she propose language to support the request from the Ethics Committee. This document seems like the logical place.

## **Action Items**

- Renso – suggest edits to sexual misconduct policy to address EC concerns, add to March Agenda.
- Kakumyo – Ask Eric about the suspected abuse form. Check he is OK with the modifications proposed to safe environment policy
- Lindsay – review contents of HR file cabinet when back in town.

Adjourn 8:25

### *Upcoming Meetings*

March 20, April 10, May 15

Start thinking about summer meeting, Sam will be gone most of August.

Submitted by Sam Murphy, Secretary