

Dharma Rain Zen Center

Board of Directors Meeting Minutes

November 18, 2021, 7-9 p.m., via Zoom

Present: Kakumyo Lowe-Charde (K); Stacy Zonnyo Riger (2); Rick Hogetsu Mitchell (1); J. Kakuon Christian (3); Sarah Zuiryu Flynn (5); Alice Chan (guest); Jean Renso Bond (guest).

Absent: Jeanna Annen Moyer (T); Kevin Ansui Geoffrey (6); Kevin Minshu Dorney (2); Carrie Schultz (2).

Quorum: Met

Scheduled 2021 Meetings: December 16

October minutes have been approved.

Update Previous Action Items:

Zonnyo will buy more listening assistive devices: Tabled (see HSC report below).

Kakuon, Zuiryu and Hogetsu will meet to consider changes to the Ethics Council: Tabled pending arrival of new board members in January 2022.

Kakuon will draft a statement, with input from Kakumyo, clarifying the board's position of nominating board members who do not have a long relationship with the temple: Not done.

Member Concerns:

Kakuon brought a concern from a member regarding the possibility of non-monetary memberships. The current minimum donation for membership is \$15 a month. A discussion ensued about how to track and/or give credit for volunteer hours as an alternative to paying membership. Although consensus that we should have something like this, no specific plan was

proposed. The item was referred to the membership committee to return with a recommendation.

Siskiyou Co-Housing:

Kakumyo reported that the Semble Note refinancing is complete, though not without some last-minute difficulties. This made it possible for Dharma Rain to offer a substantial balloon payment to the LLC shareholders, as approved at the October board meeting. In November, a payment was made in the amount of \$100,000, or ~20% of the outstanding amount owed. Maintaining a sufficient cash reserve was considered in determining the amount of the balloon payment.

Financial Report: Zonnyo gave a brief Treasurer's report accompanied by a one-page financials update sent prior to the meeting. Dharma Rain has assets of \$6.36M and liabilities of \$1.5M, with a total equity of \$4.85M. Total income through October was \$100,557, with total expenses of \$74,390, with net revenue of \$26,117. The income included program revenue of \$41K and Semble forgiveness of debt of \$20K. It was noted that Frog Song received another grant of \$38K in November, which considerably exceeds the decline in program revenue due to Covid closures and payouts.

Fundraising: Hogetsu suggested that the fundraising committee be reconstituted after the arrival of new board members.

EIDL and PPP loan Forgiveness: Kakumyo suggested that it is no longer necessary to include this item in the board agenda.

DEI Committee: By a 5-0 vote, the board reaffirmed its commitment to DEI training by voting to spend \$5600 for a consultant recommended by Zonnyo. Zonnyo made the motion, Zuiryu seconded. After conducting preliminary fact-finding surveys, the consultant will lead three two-hour workshops for up to 25 people. Several members commented that this is a very competitive price. The trainings will be offered to members of other leadership groups (to be determined) as part of a board recommendation that members of Dharma Rain's leadership commit to anti-racist education within their first year of service.. More details to follow.

HSC Committee: By a 5-0 vote, the board voted to expand access to the temple on January 1, 2022. Kakumyo made the motion, Hogetsu seconded. Capacity in the zendo will be raised to 50, and live chanting will resume. Proof of vaccination or proof of a negative Covid test within 48 hours will be required for entrance. Masks will continue to be required indoors. There was some discussion as to the most efficient means of checking vaccination status. The pre-school reported its first Covid transmission, a child too young to be vaccinated or wear a mask.

Property updates: Kakumyo reported that work on the Hojo is 75% completed. It was noted that Dharma Rain should have clear guidelines for appropriate use of the land posted online before building more structures. We currently have a resident living in an RV on the property, which is allowed under zoning laws.

The teacher support and garden agenda items were postponed for reasons of time. There were no membership subcommittee or ethics council subcommittee reports.

Action items:

On behalf of the Membership Committee, Kakumyo will bring a proposal on non-monetary memberships to the next board meeting.

Zonnyo will contract with the consultant on the DEI workshops.

Kakumyo will report back to the HSC committee on the board's reasons for relaxing Covid restrictions.

Kakuon will talk to Minshu about his availability to attend future board meetings.

The meeting adjourned at 8:59 p.m. Respectfully submitted by Hogetsu Rick Mitchell, board secretary.