

Dharma Rain Zen Center

Board of Directors Meeting Minutes

September 18, 2025

Present: Sam Murphy (1), Lindsay Pour (2), Zonnyo Riger (3), Kakumyo Lowe (A) Alice Chan (1), Carrie Schultz (3), Alison Muchaku Dunfee (2), Randall Daigai Filbert (2)

Absent: Choten Robinson (2)

Quorum: Met

Member Concerns: None

Committee Reports

Open Gate. Zonnyo will attend Sunday.

Financial. For the month of August we posted a loss of \$4k, mostly due to summer vacation for Frog Song. YTD our net income is \$34,600. Cash remains strong. Alice shared a rough exercise comparing 2025 vs. 2024 and then projecting out over the next five years. The net is that expenses are rising faster than memberships and donations. A major gift from a member has generated \$25,000 a year in revenue, and that runs out in 2027. We need to improve the growth of memberships and donations over the next two years.

Building and Grounds. We received our conditional use permit from the city to build a new classroom/dorm building.

Agenda Items

Board Elections. Daigai has agreed to join the board and was appointed to replace Renso for the next 2 years of her term. Yusatsu and Kailyn have agreed to join the board in the coming year, and Kakumyo will coordinate the election process.

Strategic Planning Committee. Sangha forum was on Sunday. We have gathered lots of data and input and are beginning to integrate the pieces into a plan. One topic that has become clear is the tension between the desire to build a new building vs. paying down debt and increasing financial resiliency. The outcome of a major grant request should help make that clearer.

Policy Review

- HR – Lindsay shared a draft, which was edited after discussion. The Board voted unanimously to approve.
- Space Use Policy – Reviewed and unanimously approved.

Action Items

Zonnyo – summarize and share the results of sangha email survey and forums regarding strategic plan.

Adjourn 8:15

Upcoming Meetings

October 16

November 20

January 15, 2026

Submitted by Sam Murphy, Secretary