

# Dharma Rain Zen Center

## Board of Directors Meeting Minutes

### January 15, 2026

**Present:** Sam Murphy (2), Lindsay Pour (3), Zonnyo Riger, Kakumyo Lowe (A), Alice Chan (2), Choten Robinson (3), Randall Daigai Filbert (3), Kailyn Kent (1), Yusatsu Leitch (1)

**Absent:** Alison Muchaku Dunfee (3)

**Quorum:** Met

**Member Concerns:** None

#### Committee Reports

**Open Gate:** Forum scheduled for February 8 on inclusion. Zonnyo is stepping down as board liaison, Choten will assume the role.

**Financial:** Alice reviewed the year end 2025 financials and explained variances compared to previous years. We generated a net cash increase of \$53K, largely due to the grant from Hemera. Removing some one-time items, Revenue grew 3.5% and expenses were up 8.7%. The expense growth is due to general inflation and increases in staff compensation and hours worked.

**Building and Grounds:** Nothing significant.

#### Agenda Items

**Board Positions:** Unanimous approval for:

Chair – Daigai  
Vice Chair – Lindsay  
Treasurer – Alice  
Secretary - Sam

**Strategic Plan:** The board reviewed and unanimously approved a draft strategic plan, which will now be shared with the Sangha.

**2026 Budget:** Alice presented a draft 2026 budget showing a modest cash loss. The board discussed the budget and the impact of the strategic plan. Alice and Kakumyo will continue to refine the budget for final approval next month.

#### Policy Review

**HR Policy:** Lindsay edited the HR policy to reflect suggestions from an HR professional. The board reviewed and approved unanimously.

**Action Items**

- Kakumyo and Alice – refine and finalize 2026 budget.
- All – review Finance, space use and record retention policies for vote next month.

Adjourn 8:40

**Upcoming Meetings**

- February 19
- March 19
- Need to reschedule April

Submitted by Sam Murphy, Secretary