

ROCHESTER ZEN CENTER
Committees and Task Forces as of September 25, 2019

I. GENERAL POLICY

Article III(A)(4) of the Center's By-laws:

4. Committees of the Board and the Corporation. Consistent with section 712(a) of the Not-for-Profit Corporation Law, the Board, by resolution adopted by a majority of the entire Board (that is, four of the six Trustees), may designate from among its members standing committees, each consisting of three or more Trustees. Consistent with section 712(c), the Board may also create such special committees of the Board as the Board may deem desirable. As permitted under section 712(c), the members of such committees shall be appointed by the Board. As specified in section 712(d), each committee of the Board shall serve at the Board's pleasure. As provided in section 712(e), committees, other than standing or special committees of the Board, whether created by the Board or by the Members, shall be committees of the Corporation. The members of each such committee shall be selected as provided by the Board. As provided in section 712(e), provisions of the Not-for-Profit Corporation Law applicable to Officers generally shall apply to members of such Committees.

Statement of policy regarding Zen Center committees (from minutes of October 24-25, 1998, Board meeting):

COMMITTEES OF THE ROCHESTER ZEN CENTER

This policy applies to committees of the Rochester Zen Center, other than standing or special committees of the Board of Trustees. The possible need for a committee may be identified by anyone in the Sangha and communicated to the Board of Trustees. The Board, acting pursuant to Article III(A)(4) of the Center's By-laws, will then decide whether or not to establish the proposed committee.

If the Board determines that a committee should be formed, it will give the committee a clear charter or mission, will appoint a committee chair, and may appoint one or more of the committee's other members. The Board of Trustees may specify the number of members on a particular committee, and in general recommends that a committee have no more than nine members. If vacancies remain on a committee after the Board has made its appointments, the committee may then select additional members from the Sangha. The Trustees recommend that all newly established committees receive training in effective group process; the Board will help make such training available to committees.

The Board expects committee chairs to provide the Trustees with a semi-annual report to be distributed in advance of Trustees' meetings. These reports should also be sent to the other committee chairs. Each committee should take minutes of its meetings and regularly submit those minutes to a designated Zen Center staff member, who shall make them available to the Sangha. In addition, the Board of Trustees may specify additional responsibilities, requirements, and procedures for a committee.

Members of the Board of Trustees are always available to consult with committees or their chairs. The Board expects that committee chairs and in-town Trustees will meet as needed to discuss pending issues and to keep one another informed. [Roshi] should be invited to these meetings.

II. ORIGIN, COMPOSITION, AND CHARTER OF COMMITTEES AND TASK FORCES

Arnold Park Garden and Grounds Committee

- Created as unitary Garden and Grounds Committee by Board of Trustees at meeting of May 16, 2015.
- Split into Arnold Park and Chapin Mill Garden and Grounds Committees by Board of Trustees at meeting of October 19, 2019.
- Composed of members appointed by the Board.
- Charter (from minutes of October 19, 2019, Board meeting):

The Committee shall set policies and make major decisions regarding plantings and hardscape features (nonliving or man-made fixtures) at Arnold Park. In particular, the Committee's approval shall be required for (1) the planting or removal of trees or shrubs, (2) any substantial change to overall landscaping, (3) the planting or removal of plants that will be particularly prominent or noticeable, or (4) any significant addition, removal, or change involving hardscape features.

Chapin Mill Garden and Grounds Committee

- Created as unitary Garden and Grounds Committee by Board of Trustees at meeting of May 16, 2015.
- Split into Arnold Park and Chapin Mill Garden and Grounds Committees by Board of Trustees at meeting of October 19, 2019.
- Composed of members appointed by the Board.
- Charter (from minutes of October 19, 2019, Board meeting):

The Committee shall set policies and make major decisions regarding plantings and hardscape features (nonliving or man-made fixtures) at Chapin Mill. In particular, the Committee's approval shall be required for (1) the planting or removal of trees or shrubs, (2) any substantial change to overall landscaping, (3) the planting or removal of plants that will be particularly prominent or noticeable, or (4) any significant addition, removal, or change involving hardscape features. The Committee shall also set general policies and make decisions regarding vegetable gardens and forest management at Chapin Mill when the matter is not of sufficient magnitude that involvement of the Board of Trustees would be appropriate.

Chapin Mill Rental Committee

- Created by Board of Trustees at meeting of October 25-26, 2014.
- Composed of members appointed by the Board.
- Charter (from minutes of October 25-26, 2014, Board meeting):

The Chapin Mill Rental Committee shall consist of members appointed by the Board of Trustees. The Committee shall set rental rates for the facilities at Chapin Mill; however, such rates shall be subject to approval and modification by the Board of Trustees. The Committee shall keep the Board informed of any proposed rate changes and of relevant factors relating to the setting of rental rates.

Chapin Mill Site Coordination Task Force

- Created by Board of Trustees at meeting of October 19, 2018.
- Composed of members appointed by the Board.
- Charter (from minutes of October 19, 2018, Board meeting):

[The] task force [is] charged with proposing to the Board an aesthetically attractive and financially feasible plan for the space at Chapin Mill in which the Farm House, the Klava House, and the parking area are located. The plan will encompass landscaping and signage, as well as accommodation of pedestrian and vehicular traffic. The goal is to integrate buildings, landscape, signage, parking, roadways, and walkways into a functional, pleasing, and harmonious whole.

Columbarium Task Force

- Created by Board of Trustees at meeting of May 17-18, 2014.
- Composed of three members appointed by the Board and up to three additional members selected by the Task Force.
- Charter (from minutes of May 17-18, 2014, Board meeting):

The Board charged the Task Force with examining funding and financial considerations, as well as conducting research and making recommendations regarding the site and design for such a project [constructing a memorial garden at Chapin Mill where urns containing ashes of the deceased could be placed in a columbarium].

Compensation Committee

- Created by Zen Center By-laws, Article II(E).
- Composed of “the Center’s Officers and the Chairman of the Board of Trustees (excluding the Abbot, should he or she be an Officer or the Chairman).”
- Charter (By-laws, Article II(E)):

E. THE ABBOT’S SALARY

In accordance with section 25 of the [New York] Religious Corporations Law, the Center hereby specifies the following as constituting its rules and regulations for fixing the Abbot’s salary: The Abbot’s salary shall be determined from time to time by a Compensation Committee comprising the Center’s Officers and the Chairman of the Board of Trustees (excluding the Abbot, should he or she be an Officer or the Chairman). Any proposed change in the Abbot’s salary shall require the approval of all but one of the total number of Committee members. However, no change in the Abbot’s salary proposed by the Committee shall take effect until such change has been ratified in accordance with the procedure specified in the following paragraph.

The Compensation Committee shall forward any proposed change in the Abbot’s salary to the Board of Trustees. If the Board does not acquiesce in the proposed change, the Board shall place the proposed change on the agenda of a special or annual corporate meeting of the Center’s members, unless the Compensation Committee reconsiders and rescinds the proposed change before the meeting takes place. If the proposed change is rejected by the meeting of members, the Abbot’s salary shall continue unchanged. In accordance with section 200 of the Religious Corporations Law, the Board of Trustees shall have no power to fix the Abbot’s salary.

Development Committee

- Created by Board of Trustees as the Chapin Mill Fundraising Committee at meeting of October 19, 1996. (Name changed to Development Committee at Board meeting of May 4, 2007, then to

Development and Outreach Committee at Board meeting of May 3, 2008, then back to Development Committee at Board meeting of October 19, 2018).

- Composed of members appointed by the Board plus additional members selected by the Committee, up to a total maximum membership of ten (see minutes of October 20, 2017, Board meeting).
- Revised charter (from minutes of October 19, 2019, Board meeting):

The Development Committee is dedicated to raising the funds that keep the Rochester Zen Center going. As membership donations represent most of the Center's income, the Committee is charged with attracting new members and retaining existing members. Additional responsibilities include marketing, grant-writing, project fundraising, and soliciting major gifts. The Committee also has oversight of events, both internal and external, which are executed by the Sangha Engagement Committee and the Special Events Committee. The Development Committee, in consultation with the Abbot, operates within a Zen Buddhist ethos.

Ethics and Advisory Committee

- Created by Zen Center By-laws, Article X(A).
- Composed of at least four members with an equal number of men and women, including at least one Trustee, one Center Member who lives more than fifty miles from Rochester, and such other Center Members as the Board deems appropriate.
- Charter (from By-laws, Article X):

A. COMPOSITION; QUORUM

The Board of Trustees shall designate a standing Ethics and Advisory Committee consisting of at least four (4) members with an equal number of men and women, including at least one Trustee, one Center Member who lives more than fifty (50) miles from Rochester, New York, and such other Center Members as the Board deems appropriate. Committee members shall serve at the pleasure of the Board. Alternate Committee members may be designated by the Board from time to time as needed. A quorum of the Committee shall consist of a majority of its members, including at least one Trustee.

B. JURISDICTION AND FUNCTIONS OF COMMITTEE

The Committee shall (1) consider complaints against an Abbot or Acting Abbot, an Instructor [*Draftsman's note: Under Article II(A) of these By-laws, "the term 'Instructor' shall mean any person authorized to perform spiritual teaching functions, including the giving of dokusan, daisan, or group instruction."*], a Priest, a Novice preparing for ordination as a Priest (hereinafter "Novice"), a Trustee or Alternate Trustee, an Officer or Assistant Officer, a Head of Zendo, a Business Manager, or an Affiliate Leader; (2) consider concerns and complaints regarding ethical or other material issues involving the operation of the Center; (3) give advice and make determinations regarding dual relationships as addressed in Article XI below; and (4) from time to time review and, to the extent it deems appropriate, propose to the Board changes to the Center's Ethical Guidelines and Ethical Standards. The Ethics and Advisory Committee shall meet as requested by the Abbot, the Board, or any of its own members in response to matters within its jurisdiction.

Facilities and Sustainable Operations Committee

- Created by Board of Trustees at meeting of May 7-8, 2010 as Energy Efficiency and Environmental Task Force.
- Converted to a standing Committee and renamed Committee on Sustainable Operations at the October 23-24, 2010, Board meeting.
- Renamed Committee on Facilities and Sustainable Operations at the May 18-19, 2013, Board meeting.

- Initially composed of seven members appointed by the Board, plus up to one additional member selected by the Committee (see minutes of October 23-24, 2010, Board meeting). The Arnold Park Repair and Maintenance Supervisor and the Chapin Mill Caretaker were designated as ex officio members of the Committee at the May 18-19, 2013, Board meeting.
- Charter (from minutes of October 26-27, 2013, Board meeting):

The Committee on Facilities and Sustainable Operations is charged with making recommendations to the Board of Trustees, the Business Manager, the Chapin Mill Caretaker, and the Arnold Park repair and maintenance supervisor regarding management and operation of the Center's buildings, motor vehicles, and equipment, with a particular emphasis on how the Center's operations can be conducted in ways that are energy efficient, environmentally sustainable, and cost effective. Upon request, the Committee also serves as a resource to provide advice and assistance to the Center's department supervisors.

Finance Committee

- Created by Zen Center By-laws, Article IV(B)(4).
- Composed of the Treasurer, the Business Manager and any other members appointed by the Board.
- Charter (from By-laws, Article IV(B)(4) and from minutes of May 15-16, 2004, Board meeting):

A Finance Committee comprising the Treasurer, the Business Manager and such other members as the Board may appoint, shall, consistent with any instructions or policies adopted by the Board, manage the investment of the Center's funds, including the purchase, sale, or transfer of securities on behalf of the Center. (By-laws, Article IV(B)(4))

In addition to its previous charge of advising the Board regarding the relative composition of the Center's investments, the Committee will also monitor the Center's financial and investment strategy, as well as monitoring and overseeing the execution of that strategy, and will make recommendations to the Board as appropriate. The Committee will meet and report to the Board at least quarterly. (Minutes of May 15-16, 2004, Board meeting)

Klava House Construction Task Force

- Created by Board of Trustees at meeting of May 20-21, 2017.
- Composed of members appointed by the Board.
- Charter (from minutes of May 20-21, 2017, Board meeting):

The Task Force is charged with overseeing the final design and construction of the Klava House at Chapin Mill.

Legal Affairs Committee

- Created by Board of Trustees at meeting of May 22-23, 1999.
- Composed of members appointed by the Board.
- Charter (from minutes of May 22-23, 1999, Board meeting):

The Committee will advise the Board and the Business Manager regarding non-routine legal issues. The Committee is also authorized, subject to policies adopted by the Board, to make general decisions regarding the obtaining of legal advice, to retain attorneys to advise or represent the Center as necessary with regard to non-routine legal issues, and to serve as a coordinating body with regard to legal matters. The Committee is also authorized to review the Center's compliance with applicable legal requirements and, where it is determined that the Center may not be in compliance, to recommend appropriate action to the Board or the Business Manager.

Philip Kapleau Archive Task Force

- Created by Board of Trustees at meeting of October 24-25, 2015.

- Four initial members were initially appointed by the Board. The Task Force is authorized to add additional members as necessary.
- Charter (from minutes of October 24-15, 2015, Board meeting):

The Task Force will work with ... Dr. Richard Jaffe, Associate Professor of Religious Studies, and other relevant staff at Duke [University] to frame a detailed proposal [regarding the housing and archiving of Roshi Philip Kapleau's papers at Duke] for the Board's consideration. As part of creating a complete inventory of Kapleau-roshi's papers, the Task Force will make scans of important documents and will also identify confidential information that may require special treatment.

Retreat Center Refurbishment Task Force

- Created by Board of Trustees at meeting of October 22-23, 2016.
- Composed of members appointed by the Board.
- Charter (from minutes of October 22-23, 2016, Board meeting):

The Task Force is charged with creating a refurbishment and renovation plan for the Chapin Mill Retreat Center, with particular emphasis on ensuring that the building is attractive and appealing to potential renters. The Board instructed the Task Force to develop a prioritized list, with cost estimates, of proposed repairs and purchases, including items such as replacement of carpeting, cabinetry and furnishings, repainting, and completion of unfinished work originally contemplated when the building was constructed.

Sangha Engagement Committee

- Created by Board of Trustees at meeting of May 5-6, 2012.
- Composed of at least a chair and a Zen Center Trustee or Officer chosen by the Board, with the Committee being authorized to select additional members up to a maximum total membership of ten (see minutes of May 5-6, 2012, Board meeting).
- Charter (from minutes of May 20-21, 2017, Board meeting):

The mission of the Sangha Engagement Committee will be to strengthen the Sangha's commitment, compassion, and sense of community through activities and events that help members (1) learn more about Buddhism, (2) engage in community service, or (3) feel more connected with the Zen Center and with each other.

Special Events Committee

- Created as Chapin Mill Fundraising Events Committee by Board of Trustees at meeting of October 23-24, 1999 (name changed to Special Events Committee at meeting of October 21-22, 2001).
- Composed of two members initially appointed by the Board and up to seven additional members selected by the Committee (see minutes of May 5-6, 2012, Board meeting).
- Charter (from minutes of May 5-6, 2012, Board meeting):

The mission of the Special Events Committee will henceforth be to raise the profile and enhance the standing of the Center in the community at large through the Center's presentation of special events open both to Sangha members and to others.

Staff Medical and Dental Coverage Committee

- Created by Board of Trustees at meeting of October 19, 2018.
- Composed of members appointed by the Board.

- Charter (from minutes of October 26-27, 2013, May 17-18, 2014, and October 22-23, 2016 Board meetings):

The Task Force will ... examine the effect of the Affordable Care Act on the health insurance options available to the Center's employees. The Board authorized the Task Force to retain and consult with a lawyer having expertise in employee benefits and health insurance in order to explore how best to provide adequate medical and dental care for the Center's staff in the most cost-effective manner, while also complying with applicable legal and regulatory requirements.

[W]hen a staff member's dental expenses exceed the \$1,500 limit specified in the Center's dental HRA ..., the Business Manager will consult with the Committee on Staff Medical and Dental Coverage before deciding whether to increase the staff member's salary to take account of his or her additional living expenses.

Trustee Nominating Committee

- Created by Zen Center By-laws, Article III(C)(1).
- Composed of five members: the Abbot, one Sangha-elected Trustee, one Officer, and two Sangha members neither of whom is the Abbot, a Trustee, or an Officer, the latter four members being chosen by the Board.
- Charter (from By-laws, Article III(C)(1)):

Three of the Center's six Trustees shall be elected by ballot of the Center's Members. Members shall be entitled to cast a number of votes equal to the number of Trustees then to be elected by vote of the Members. Trustees elected pursuant to this paragraph shall be elected from among candidates nominated by a five-member Nominating Committee comprising (1) the Abbot, (2) an Officer of the Center designated by the Board of Trustees, (3) one of the three Trustees elected by the Center's Members pursuant to this paragraph, such Trustee to be designated by the Board of Trustees, and (4) two Members of the Center designated by the Board of Trustees, neither of whom is the Abbot, an Officer, or a Trustee of the Center. Prior to the annual corporate meeting, the Nominating Committee shall nominate a number of candidates equal to twice the number of Trustees to be elected by vote of the Center's Members.

Workplace Safety Committee

- Created as a Task Force by Board of Trustees at meeting of May 14-15, 2005; converted to a standing Committee at meeting of May 20-21, 2006; ex officio members added at meeting of May 18-19, 2013.
- Composed of the Arnold Park Repair-and-Maintenance Supervisor (ex officio), the Chapin Mill Caretaker (ex officio), and additional members appointed by the Board.
- Charter (from minutes of May 14-15, 2005, May 20-21, 2006, May 3, 2008, and October 22-23, 2011, Board meetings):

The Task Force will report back to the Board at its next meeting with recommendations regarding workplace safety rules, policies, and procedures. (May 14-15, 2005)

The Committee will adopt a final set of detailed workplace safety guidelines, which it will update and modify as necessary in the light of experience. (May 20-21, 2006)

The Board also directed that the Workplace Safety Committee meet at least annually to review the Center's policies and procedures relating to safety. (May 3, 2008)

The Board directed that the Workplace Safety Committee ... submit annual reports to the Board [T]he Board directed that the Committee arrange for both the Arnold Park Repair and Maintenance Supervisor and the Chapin Mill Caretaker to attend an appropriate seminar on workplace safety. (October 22-23, 2011)

Youth and Family Task Force (overseen by the Development Committee)

- Reinstated by Board of Trustees at meeting of October 26-27, 2013. Converted to continuing Committee at meeting of October 22-23, 2016.
- Composed of four members appointed by the Board and up to three additional members appointed by the Task Force.
- Charter (from minutes of October 19, 2018, Board meeting):

The Board ... chartered [the Task Force] (1) to provide the Trustees and Abbot with the information necessary to structure an effective program for Sangha families and children, (2) to review the Center's current policies and practices regarding the involvement of families and children at the Center and to make recommendations for possible changes, (3) to formulate options for a restructured program, and (4) to propose a set of clear guidelines regarding children's access to and use of the Center's Arnold Park and Chapin Mill facilities..

III. LIST OF COMMITTEE AND TASK FORCE MEMBERS

Committees and Task Forces (chairs in italics)

Arnold Park Garden and Grounds Committee

Roshi Bodhin Kjolhede, Abbot and President

Joshua Groves, Zen Center member

Scott Jennings, Esq., Secretary and Business Manager

John Pulleyn, Head of Zendo, Emeritus

Chapin Mill Garden and Grounds Committee

Eryl Kubicka, Chapin Mill Rental Coordinator

Roshi Bodhin Kjolhede, Abbot and President

Tom Kowal, Chapin Mill Caretaker

Ven. Wayman Kubicka, Chapin Mill Head of Zendo

Chapin Mill Rental Committee

Eryl Kubicka, Chapin Mill Rental Coordinator

Betsy Friedman, Trustee

Donna Kowal, Zen Center staff member

Jared Elliott, Bookkeeper (consultant)

Scott Jennings, Business Manager (consultant)

Kit Miller, former Zen Center member (consultant)

Chris Pulleyn, Chair, Board of Trustees (marketing consultant)

Chapin Mill Site Coordination Task Force

Chris Pulleyn, Chair, Board of Trustees

Roshi Bodhin Kjolhede, Abbot and President

Donna Kowal, Zen Center staff member

Eryl Kubicka, Chapin Mill Rental Coordinator

Andris Chapin, Friend of the Center (consultant)

David Fernandez, Zen Center member (consultant)
Sensei Gerardo Gally, Trustee (consultant)

Columbarium Task Force

Eryl Kubicka, Chapin Mill Rental Coordinator
Ven. Wayman Kubicka, Chapin Mill Head of Zendo
Roshi Bodhin Kjolhede, Abbot and President
Tom Kowal, Chapin Mill Caretaker

Sensei Gerardo Gally, Trustee (consultant)
Eric Higbee, Zen Center member (consultant)

Compensation Committee (all members *ex officio*)

Chris Pulleyn, Chair, Board of Trustees
Jeanette Prince-Cherry, Vice President
Scott Jennings, Esq., Secretary and Business Manager
Jefferson Scott, Treasurer

Development Committee

Chris Pulleyn, Chair, Board of Trustees
Betsy Friedman, Trustee
Cecily Fuhr, Esq., Zen Center member
Scott Jennings, Esq., Secretary and Business Manager
Roshi Bodhin Kjolhede, Abbot and President
Donna Kowal, Zen Center staff member
Eryl Kubicka, Chapin Mill Rental Coordinator
John W. Pulleyn III, Head of Zendo, Emeritus
Ven. Trueman Taylor, Head of Zendo

Ethics and Advisory Committee

Thomas R. Roberts, Esq., Trustee
Deborah Hall, Ph.D., Zen Center member
Eryl Kubicka, Chapin Mill Rental Coordinator
Scott McDonald, M.D., Zen Center member

Facilities and Sustainable Operations Committee

William Lindenfelser, Zen Center member
Barry Keesan, Zen Center member
Tom Kowal, Chapin Mill Caretaker (*ex officio*)
Ven. Wayman Kubicka, Chapin Mill Head of Zendo
Jeanette Prince-Cherry, Vice President
John W. Pulleyn III, Head of Zendo, Emeritus
Devin Wiesner, Zen Center member

Finance Committee

Scott Jennings, Esq., Secretary and Business Manager (*ex officio*)
Jonathan Hager, M.D., Trustee
John W. Pulleyn III, Head of Zendo, Emeritus
Jefferson Scott, Treasurer (*ex officio*)

Klava House Construction Task Force

Sensei Gerardo Gally, Trustee
Tom Kowal, Chapin Mill Caretaker and Klava House Project Foreman
Roshi Bodhin Kjolhede, Abbot and President
Ven. Wayman Kubicka, Chapin Mill Head of Zendo
Chris Pulleyn, Chair, Board of Trustees
John W. Pulleyn III, Head of Zendo, Emeritus

Legal Affairs Committee

Cecily Fuhr, Esq., Zen Center member
Scott Jennings, Esq., Secretary and Business Manager
David Kernan, Esq., Zen Center member
Karl Kieburtz, M.D., Zen Center member
Thomas R. Roberts, Esq., Trustee

Philip Kapleau Archive Task Force

Thomas R. Roberts, Esq., Trustee
Roshi Bodhin Kjolhede, Abbot and President
Chris Pulleyn, Chair, Board of Trustees
John W. Pulleyn III, Head of Zendo, Emeritus

Retreat Center Refurbishment Task Force

Chris Pulleyn, Chair, Board of Trustees
Roshi Bodhin Kjolhede, Abbot and President
Tom Kowal, Chapin Mill Caretaker
Eryl Kubicka, Chapin Mill Rental Coordinator
Ven. Wayman Kubicka, Chapin Mill Head of Zendo

Sangha Engagement Committee

Devin Wiesner, Zen Center member
Kathryn Collina, Trustee
Susanna Guarino, Zen Center member
Angela Hakkila, Zen Center member
Elizabeth Machmer, Zen Center member
Jack O'Shaughnessy, Zen Center staff member
Liza Savage-Katz, Zen Center member

Special Events Committee

Devin Wiesner, Zen Center member
Margaret Braun, Zen Center member

Staff Medical and Dental Coverage Committee

Cecily Fuhr, Esq., Zen Center member
Scott Jennings, Esq., Secretary and Business Manager
John W. Pulleyn III, Head of Zendo, Emeritus

Trustee Nominating Committee

Roshi Bodhin Kjolhede, Abbot and President (*ex officio*)
Betsy Friedman, Trustee
Scott Jennings, Esq., Secretary and Business Manager
Elizabeth Machmer, Zen Center member
[vacancy]

Workplace Safety Committee

Eryl Kubicka, Chapin Mill Rental Coordinator
Tom Kowal, Chapin Mill Caretaker
Ven. Wayman Kubicka, Chapin Mill Safety Officer and Head of Zendo (*ex officio*)
John W. Pulleyn III, Arnold Park Safety Officer and Head of Zendo, Emeritus (*ex officio*)
Larry McSpadden, Zen Center member (consultant)

Youth and Family Task Force

Betsy Friedman, Trustee
Jennifer Byrnes, Zen Center member
Rebecca Gilbert, Zen Center member
Eryl Kubicka, Chapin Mill Rental Coordinator
Jennifer Kyker, Zen Center member
Scott Redding, Zen Center member
Ven. Trueman Taylor, Head of Zendo