

**Rochester Zen Center
Agenda for Board of Trustees Meeting
Saturday and Sunday, November 11-12, 2023**

Saturday, November 11

1. Legal affairs

- A. Land Acknowledgement statement
- B. Welcome to new Trustees: Doug Carr and Darin Harris
- C. Approval of minutes of the June 2023 Board Meeting and the Annual Meeting of Members
- D. Compensation: Teacher salaries (Roshi Bodhin Kjolhede, Sensei John Pulleyn, and Sensei Dhara Kowal leave the meeting. Approval of Roshi's clergy housing allowance.)

2. Review Status of Action Items from June Board Meeting

3. Preparing for Strategic Planning: Officer, Trustee and Staff Roles and Responsibilities
(Dhara and John-sensei)

4. Spiritual Affairs (Dhara and John-sensei)

5. Facilities Manager & Facilities and Sustainable Operations Committee Report (Ven. Danan Redding with Bill Lindenfelser)

6. Financial Affairs

- A. Review and approval of third-quarter 2023 financial report
- B. Review of Finance Committee Report
- C. Discussion of 2024 proposed budget
- D. Discussion of ZC fees
- F. Discussion of farmland rental at Chapin Mill

7. Anti-Racism Engagement Discussion (Jonathan Hager)

8. Sangha Programs Office Report and Budget Discussion (Lila Redding)

9. Trustees' Executive Session (without Officers)

Sunday, November 12

1. Diversity, Equity, and Inclusion Policy Discussion (Cecily Fuhr)

2. Committee Reports

- A. Development Committee (Chris Pulleyn)
- B. Retreat Center Refurbishment Task Force (Chris Pulleyn)
- C. Workplace Safety Committee (Eryl Kubicka)
- D. Chapin Mill Rental Committee (Eryl Kubicka)
- E. Ethics and Advisory Committee (Tom Roberts)
- F. Chapin Mill Memorial Path Task Force (Jonathan Hager)
- G. Chapin Mill Caretaker's Report (Tom Kowal)

3. Other Matters

- A. General discussion
- B. Final budget revisions and approval of 2024 budget (Scott Jennings)
- C. Review of standing committees and task forces (Scott Jennings)
- D. Update to Child Abuse Prevention and Background Check Policy (Ven. Lila Redding)
- E. Evaluation of meeting
- F. Confirm meeting date for spring 2024 and set tentative date for fall 2024

Meeting Participants:

Trustees – Darin Harris, Rebecca Gilbert, Jonathan Hager (Chair), Luka Häkkinen, Ven. Lila Redding, Doug Carr

Officers – Sensei Dhara Kowal and Sensei John Pulleyn, Co-Presidents and Spiritual Co-Directors; Ven. Jissai Prince-Cherry, Vice President; Scott Jennings, Esq., Secretary and Business Manager; Barry Keesan, Treasurer

Others – Tom Kowal, Chapin Mill Head of Zendo; Ven. Danan Redding; Eryl Kubicka, Chapin Mill Rental Coordinator and Chair of Workplace Safety Committee; Bill Lindenfelser, Chair of Facilities and Sustainable Operations Committee; Ven. Trueman Taylor, Head of Zendo; Cecily Fuhr, Esq. Thomas Roberts, Esq.; Chris Pulleyn, Honorary Trustee