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THE ZEN STUDIES SOCIETY

Meeting of the Board of Trustees

July 8, 1988

Dai Bosatsu Zendo

Present: Eido Roshi, Abbot; Andy Afable, Jean Bankier, Wilkie Pretorius, Richard Rudin, Yasuko Shimano, Bernard Spitz

Excused: Karen Barnes

Absent: David Schnyer

1. Lee Milton:

Eido Roshi opened the meeting by announcing that Lee Milton had left Dai Bosatsu Zendo during the last day of sesshin the previous day, and that he had resigned from the Zen Studies Society.

The Board decided that a letter signed by Jean Bankier as President, be sent to Mr. Milton in the care of Anne Waginger, accepting his resignation as of July 7th, and requesting a written confirmation.

Although his July stipend had been paid in advance, Mr. Milton would not be required to refund any amount of it.

2. New York Zendo Committee

It was agreed that Clark Strand be sent to New York Zendo as resident and that the present Committee be disbanded and a new Committee be organized. Mrs. Shimano, Jean Bankier and Wilkie Pretorius would remain on the Committee and Bernard Spitz and Clark Strand would join them. Eido Roshi would invite additional Committee members.

The Committee would also decide on an appropriate stipend for Mr. Strand, bearing in mind that living conditions in the City differed from those at Dai Bosatsu Zendo.

Wilkie Pretorius was asked to have the locks changed at New York Zendo.

3. Dai Bosatsu Zendo

a) Jim Woolcott

Eido Roshi reported that Jim Woolcott had taken a year's absence from his regular employment to work as caretaker for DBZ during that time. He had now approached Eido Roshi with a request for permanent employment. The Board was reminded that although he had been doing an excellent job, his full-time employment would entail an additional yearly expense of \$18,000 to \$20,000.

It was decided to offer Mr. Woolcott a two year renewable contract, covering 1989 and 1990. Jean Bankier was asked to adapt the present contract in consultation with Karen Barnes.

b) Financial situation

Eido Roshi explained that Dai Bosatsu Zendo was experiencing financial difficulties in view of the fact that the Open Center was not producing the anticipated income, two staff members had to be hired for the Guest House, a salary had to be paid to Jim Woolcott and that Kessei attendance was low. He asked the Board to consider different possible sources of income.

The following was discussed:

Kessei and Open Center: Referring to the work that Kessei students and residents were required to perform for Open Center conference attendees, Andy Afable said that in other organizations where Zen students worked to produce revenue for the organization, zazen practice was usually neglected. The feeling in Washington was that people wanted to attend Kessei to practice zazen and not to clean and make beds for outside groups. He advocated a "pure" Kessei.

Maple syrup: Wilkie Pretorius suggested that Jim Woolcott's employment also produce income for DBZ. One possibility could be increased maple syrup production, allowing him to hire and pay for his own help, but sharing profits with DBZ.

Sale of land: Yasuko Shimano suggested selling some real estate in order to raise capital for investment purposes. Eido Roshi added that the present 1400 acres held by the Zen Studies Society at Beecher Lake did not produce any income and that all the land was not needed for privacy. He had already been approached by the President of the Balsam Lake Club, who wanted to buy some of DBZ's land for the Club.

The consensus was that once land was sold, Dai Bosatsu Zendo would have no control over the way it was used and this usage could be different from the expectations and sentiments of the Zen Studies Society.

However, it was decided to further explore means of using some of the land to raise capital. Two suggestions were accepted:

Andy Afable would contact The Nature Conservancy, a non-profit conservation group located in Washington, D.C., for information regarding their policies for buying land for conservation purposes.

Wilkie Pretorius would approach a financial planner for professional advice on ways to generate income from real estate. It was understood that this advice could cover the outright sale of land, working with The Nature Conservancy, and possible co-ownership with a developer of some of the land, among other suggestions.

It was further decided that a final decision on using any of the land for capital gain could only be taken at a Board meeting with every member of the Board present.

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4. Pension/Retirement for Eido Roshi

Jean Bankier brought up a discussion at a recent meeting of the Zen Studies Society Endowment Fund at which Eido Roshi's salary was reviewed. At that time Eido Roshi requested that the possibility of a pension/retirement plan be considered in lieu of an increase in his salary. At this point Eido Roshi and Yasuko Shimano excused themselves from the meeting.

Wilkie Pretorius explained that in addition to Social Security benefits which provided the basis of retirement income, supplemental retirement income could be:

- \* For fully employed individuals -- various private pension plans, called employer-sponsored plans
- \* For self-employed individuals -- IRA and Keogh plans

It was decided to consult with Mrs. Shimano about their employment status.

The meeting was temporarily adjourned for lunch, after which Eido Roshi and Mrs. Shimano joined the meeting again. It was learned that for tax purposes they were self-employed and that Mrs. Shimano had already privately been maintaining an IRA or Keogh account. No further decision was taken.

5. Leave of absence for Eido Roshi and Yasuko Shimano

At this point Eido Roshi voiced his feelings of disappointment about the attitudes and actions of some sangha members. He said that both he and Mrs. Shimano were tired and needed time to rest. He had even considered residing in Japan and visiting New York sporadically. He thought the sangha also needed time for rejuvenation.

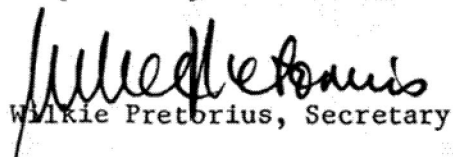
Eido Roshi said that he intended to conclude the scheduled activities for 1988, but that he wished to take a leave of absence for an indeterminate period of time, as from January 1989.

The Board was sympathetic to this request, but decided that the matter be further discussed at another meeting before the end of the year. It was also agreed that this request of Eido Roshi be treated confidentially until a final decision was taken.

It was decided that the next meeting be scheduled for Tuesday, September 13th, at New York Zendo.

There being no further business before the Board, the meeting was adjourned.

Respectfully submitted.

  
Wilkie Pretorius, Secretary