

From the Board of Directors

Beginning with this issue, the Zen Studies Society newsletter will provide a quarterly report on the governance work of the Board.

As we prepare to celebrate the 40th Anniversary of Dai Bosatsu Zendo, the 60th Anniversary of the Zen Studies Society, and mark the 50th year of D. T. Suzuki's passing, the Board of Directors would like to acknowledge with gratitude the support of the Sangha during the past five years, a time in which the Zen Studies Society has undergone an intensive process of renewal.

Under the leadership of Shinge Roshi, the ZSS Board has worked diligently to set new standards of governance, improve financial health, meet our legal obligations, and extend our practice to a broader community.

ZSS as an organization has restructured itself to provide checks and balances between the Board and Executive. For example, in the bylaws revised in 2013, the Abbot serves on the Board of Directors ex-officio, and is no longer the Board chair. Standard policies are in place for selection of Directors, whistleblower protection, record keeping, and prevention of financial conflict of interest.

The finances of the organization are now run professionally, all operations are consolidated, and regular reports are made to the Board.

Through diligent and methodical research on the part of Directors, we have monetized an asset at our beautiful city temple, Shobo-ji, which will not change its existing structure, and is indeed without form, in true Zen spirit: the asset of light and air. The sale of a light and air easement to a neighbor will produce sufficient funds to allow the organization to make much-needed repairs, meet current legal obligations, and seed an endowment.

We will further augment the endowment with a professionally organized and sustained fundraising effort, our \$100,000 for 100 Years Campaign: 40 Years of DBZ and 60 Years of ZSS = 100 Years. We are kicking this campaign off with the goal of raising \$40,000 by July 3rd, to celebrate the formal opening of DBZ 40 years ago. Please contribute!

Through significant time and effort over the past five years, ZSS has finally resolved legal matters with the Shimanos by using a process of mutually agreed-upon arbitration.

Eido Shimano has publicly admitted to years of sexual misconduct with his students. As complicated and divisive as this major issue has been for the wider Sangha, his statement has put to rest the argument over whether or not it happened, and has allowed all to move forward with full acknowledgement of the truth.

Excitingly, we are attracting new members, many of whom are young and very enthusiastic about what we offer. We have enriched our communications by publishing a monthly e-newsletter, improving our website, and using social media to update our Sangha and the wider community about the immeasurable benefits of Zen training at our temple and monastery.

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Shinge Roshi is cultivating awareness of *right use of power*, understanding that there were abuses of power beyond the sexual misconduct that beleaguered the organization for so long. She is committed to engendering "an authentic Buddhist practice that is meticulous, and that fosters mutual respect." All are welcome to discover for themselves the treasure of daily Zen practice and the transformative energy of sesshin.

These past five years have been a true test of mettle for the organization, including and especially for the Sangha. We want you to know that the Board continues to be grateful for your support, and welcomes your participation in every way.

On its 60th anniversary, ZSS is now stronger and healthier than ever. We look forward to another 60 years of fulfilling our mission as an American Zen Buddhist Sangha "committed to fostering awakening to inner freedom and true happiness for all. "

With a deep bow of gratitude,

The Board of Directors

Shinge Sherry Chayat Roshi, Abbot
Koge Louise Bayer, President
Choshu Dr. Joseph Buxbaum
Shinkon Peter Glynn, Treasurer
Karen Dodds

Choren Karin Drew
Gangyo Larry Gagler, Vice President
Dokuro Roland Jaeckel Osho
Jikyo Bonnie Shoultz Osho, Secretary
Christopher Wolf

Report on Board Actions in the first quarter of 2016

During the period January through March of 2016, the Directors took the following actions:

Approved Dokuro Roland Jaeckel Osho as an addition to the Board
Approved Myotai Bonnie Treace Sensei and Genkai Stephen Tessler as additions to the Advisory Committee
Approved membership of Standing and Ad Hoc Committees for 2016
Approved minor modifications in the By laws concerning standing committees
Planned the combined 60th Anniversary Celebration of the founding of the Zen Studies Society and the 40th Anniversary Celebration of the formal opening of Dai Bosatsu Zendo
Adopted the organization's first financial budget and approved a documented expense approval process

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**Zen Studies Society Standing and Ad Hoc
Committees
January, 2016**

ZSS Executive Committee. The Abbot shall be chairperson of the Society Executive Committee (“the SEC”), members of which include the President, Vice President, Treasurer and Secretary of the Board. This committee shall handle the responsibilities of the Board between Board meetings and shall make decisions and take action in extreme cases when the Board cannot meet. Officers and those designated by a majority vote of the Board shall be members of the SEC. There shall be no more the six members of the SEC. A quorum of the SEC shall be two-thirds of its members. Minutes shall be taken at all SEC meetings, and all actions of the SEC shall be reported to and ratified by the full Board at the next Board meeting, and entered into the minutes as such.

Members: Shinge Sherry Chayat Roshi, Shinkon Peter Glynn, Jikyo Bonnie Shoultz, Koge Louise Bayer, Gangyo Larry Gagler

Standing Committees

Governance: The responsibilities of the Governance Committee include, but are not limited to, overseeing the process of nominating officers and Board members, filling interim Board vacancies, monitoring the contribution and participation of Board members, recommending changes in the Committee structure of the Board, recommending revisions to the By Laws, developing annual and long-range plans and maintaining a process to ensure that the Society is in compliance with all federal and state laws.

Members: Koge Louise Bayer, chair; Shinge Sherry Chayat Roshi, Jikyo Bonnie Shoultz, Tamon Jeff Hovden, Shinkon Peter Glynn, Gangyo Larry Gagler

Finance: The Finance Committee shall be composed of the Abbot, the President, the Treasurer, and others appointed by the Board with a strong finance background. This committee shall support Dharma activities to promote the understanding and practice of Zen Buddhism in the West, by building and managing funds for the sustenance of the Society, its temple and monastery, the Abbot and the sangha.

Members: Shinkon Peter Glynn, chair; Shinge Sherry Chayat Roshi, Zuiho Matthew Perez, Koge Louise Bayer, Chris Wolf, Choshu Joseph Buxbaum, Gangyo Larry Gagler

Membership: The Membership Committee shall determine membership in the Society. It shall be composed of the Abbot, the head monastic at Dai Bosatsu Zendo, and the Spiritual Director and resident monastic of New York Zendo, and any other Board member, Sangha member, or Dharma Friend needed to carry out the Committee’s work. The Committee will establish membership procedures, keep membership records, and accept applications for membership. Those interested in becoming members may apply directly to the Membership Committee.

Members: Jikyo Bonnie Shoultz, chair; Shinge Sherry Chayat Roshi, Hokuto Daniel Diffin, Zuiho Matthew Perez, Choren Karin Drew, Jodo Tina Grant

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Ethics Committee: The Ethics Committee shall be composed of three individuals who include Zen practitioners from the wider Buddhist Sangha, chosen by Board vote, and shall not include the Abbot. The Ethics Committee shall be responsible for ensuring that the provisions of Article XI herein are implemented, and shall promulgate and publish all appropriate ethical guidelines to be followed in the work of the Society and its temples. The Ethics Committee shall at all times be informed by the need to ensure the integrity of relationships between the Purpose of the Society stated in these Bylaws, by upholding the Dharma and the Precepts, and by responding to the needs and concerns of the members and the temple community.

Members: Michael Fayne, Ishin Bill Cross, Karen Remmler

Development/ Public Relations Committee: The Development/Public Relations Committee shall be composed of members with strong corporate and non-profit experience from the Society's monastery and temple communities. The committee members will assess needs and evaluate avenues for public relations and fundraising, including end-of-year and capital campaigns.

Members: Chris Wolf, Sarah Holland, Genno Linda King, Shoteki Chris Phelan, Choren Karin Drew, Eric Mendelman, Genki Max Pfenninghaus, Karen Dodds

New York Zendo Advisory Committee: The chair of the New York Zendo Advisory Committee shall be the resident monastic and is charged with the maintenance and operation of the daily practice and programs of the temple, and with financial record-keeping and reporting to the Society's treasurer.

Members: Zuiho Matthew Perez, chair; Hokuto Dan Diffin, Tenrai Fred Forsythe, Genkai Stefan Tessler, Choren Karin Drew, Choshu Joseph Buxbaum, Daigi Tom Stabb, Myotai Bonnie Treace

Dai Bosatsu Zendo Advisory Committee: The Dai Bosatsu Zendo Committee shall be chaired by the Abbot, and is charged with supporting the mission of the monastery as a traditional Rinzai Zen training center. The committee members will assist in the operation and maintenance of the temple, with mutual support from the Abbot, ordained and lay residents and visitors, and with financial record-keeping and reporting to the Society's treasurer.

Members: Shinge Sherry Chayat Roshi, chair; Jodo Tina Grant, Koge Louise Bayer, Ryoju John Lynch, Juyo Dennis Giacomo, Karen Dodds

Ad Hoc Committee:

Environmental Committee: The Environmental Committee will investigate heat conservation for the Monastery. It will also address environmental sustainability concerns, including plant/animal stewardship, wetland conservation, ecosystems, solar power, and forest management.

Members: Juyo Dennis Giacomo, chair; Shinkon Peter Glynn, Kaijo Matthew Russell, Fugan Sam Gordon, Myorin Catherine Landis, Jiryu Caroline Savage, Ed Hinchey, Eric Mendelman, Myoho Brenda Miller, Ethan Bodnaruk, Genkai Stefan Tessler, David Pless