

# Nebraska Zen Center

## Minutes of the Board of Directors Meeting November 2 2025

### Meeting Notification

Notice of meeting made via Nebraska Zen Center (NZC) newsletter and email

### Meeting Location

Nebraska Zen Center

### Board Members Present

Pam Griffin	(ending 2027)
Mike Pray	Secretary (ending 2026)
Karalee Picard	President (ending 2026)
Daishin McCabe	(non-voting member)
Benji Frith	(ending 2028)
Sarah Nepl	(ending 2028)

### Board Members Absent

None

### Sangha Members Present

George Patenode  
Diane Jorgensen  
Vicki Grunwald  
Mark Gregory

## Board Meeting

Karalee Picard, President, called the board meeting to order at 12:04 PM. Attendance is described as above. A quorum was present. A motion passed unanimously to approve the previous Board Meeting minutes.

### Treasury Report

Vicki Grunwald, standing in for the board treasurer, gave a brief report on membership, MoneyMinder reports, and investments. The board discussed the results of the 50th Anniversary Celebration, and the correct categorization of spend.

Vicki (former treasurer) is training Yupin (Joyce) Chao as the incoming treasurer. She also discussed payment options for sangha members, and the board went through receipts.

Yupin (Joyce) Chao was voted in as a board member, and will be the treasurer effective immediately, replacing Scott Rosen.

### **Communications Committee**

Pam discussed reducing the frequency of the newsletter to once a month. The board ideated strategies to reduce the workload and streamline the amount of information that is presented in the newsletter, including making individual announcement emails when timely events happen.

### **Tech Committee**

Business as usual. Diane has been uploading and processing the Dharma talk videos. A sangha member with experience in IT has expressed interest in helping out.

### **Building & Grounds Committee**

Radon mitigation in the basement was installed and is complete. There was an optional phase 2 which involves mitigation for the crawlspaces. Mike is performing a long-term radon test in the basement. The test goes to a lab after several months and a decision will be made at that point regarding pursuing further mitigation.

### **Volunteer Coordination Committee**

Sarah and Diane are working as volunteer coordinators. The board discussed a greeter position, meditation training, etc.

### **Ethics Committee**

Board members are reminded to watch the NAM board video training by the end of the week

### **Fundraising Committee**

Pam and Karalee got a grant application submitted. Karalee made a volunteer ask for grant writing and other fundraising asks.

### **Calligraphy Collection**

Pam discussed the items for sale, including calligraphy, t-shirts, and digitizing more calligraphy.

### **Building Fund & Priest Fund**

The board discussed putting together a list of building repairs and improvements as a way to garner fundraising. The current list of possible repairs:

- painting, inside and outside

- windows, especially second story windows
- Plaster repair in the zendo
- phase 2 of radon mitigation

The board also discussed creating a priest fund for visiting and permanent priests as a fundraising tool.

A movement passed to use the building fund as the fundraising tool, instead of the priest fund, with an initial goal of \$5k to support window replacement.

### **Attendance Report**

Mornings have about 4 people with an occasional zoom visitor. Last Sunday morning has 12 people with 4 people on Zoom.

### **Other business**

The board discussed feedback from Jikan, the previous resident priest-in-training and discussed strategies for improving for the next resident.

### **Koji**

Daishan discussed that Koji, from MZC, would be open to flying in and attending the zen center more regularly, given compensation.

We motioned to agree to pay Koji for at least Jan, March, May. This accounts for 40% of Daishin's pay plus Koji's travel expenses.

## **Attachments for the Record**

Agenda



Mike Pray  
Secretary, Nebraska Zen Center Board of Directors  
Sunday November 2, 2025