

JEMEZ BODHI MANDALA

A NEW MEXICO NON-PROFIT CORPORATION

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16 December 2013

Roshi Joshu Sasaki
Chief Abbot of Rinzai-ji, Inc.
Myoren Ji-e
Rinzai-ji Zen Center
2505 Cimarron Street
Los Angeles, CA 90018

Re: Jemez Bodhi Mandala, a New Mexico non-profit corporation, and Bodhi
Manda Zen Center

Dear Joshu Roshi,

Thank you for your letter of November 29, 2013 addressed to the Bodhi Manda
Community.

Board Composition of Jemez Bodhi Mandala, a New Mexico non-profit corporation

You raised questions regarding the Board of Trustees of Jemez Bodhi Mandala. The current directors are Dr. John Killip, Seiju Bob Mammoser and Jundo Stephen Slusher. Christiane Ranger has resigned from the Board effective December 13, 2013. The members of the board were properly elected, consistent with the bylaws and New Mexico law, and meetings have been conducted in accordance with law. However, we agree that this is neither the forum nor time to discuss this in detail.

This letter is from the Board of Trustees of Jemez Bodhi Mandala, which is the non-profit corporation for Bodhi Manda Zen Center.

Role of Bodhi Manda Zen Center

We agree that the fundamental purpose of Bodhi is to offer and foster Rinzaï Zen Buddhism in America. If Rinzaï-ji remains viable, we currently support Bodhi remaining affiliated with Rinzaï-ji and within the Temple lineage. However, we do not understand what Roshi envisions with respect to Bodhi, and Roshi's letter to the Rinzaï-ji Sangha of October 18, 2013 does not address this other than with respect to the intended appointment of Seido as Administrative Abbot. With due respect, as a Board we must have some understanding of what is intended by "rebuild the Bodhi and moving it in a direction to benefit the entire Sangha." Bodhi has been financially self-sufficient for years, and annually hosts a number of workshops that financially support Bodhi and provide a valued public service, including introducing attendees to Rinzaï Zen Buddhism. Over the past several years Bodhi has had as many or more resident lay students as have either Mount Baldy or Mount Cobb. Bodhi is also the only center in Rinzaï-ji providing living quarters for retired or infirm monks and nuns, and currently Teishin is resident at



Bodhi. It is our fiduciary responsibility to understand what is meant by rebuilding Bodhi and moving it in a new direction before we can unify behind this concept.

Matters with Respect to Christiane Ranger

We recognize that matters of ordination and status within Rinzai-ji are not for the Board of Jemez Bodhi Mandala to decide. However, given that Christiane Ranger has dedicated 32 years of her life to service at Bodhi Manda, including 24 years as the chief officer of Bodhi Manda Zen Center and Jemez Bodhi Mandala, the Board and Jemez Bodhi Mandala have obligations to Christiane. We must act with compassion in accord with our understanding of the situation. From the perspective of the Board, Christiane Ranger has done nothing requiring her dismissal from Bodhi Manda Zen Center. We cannot in good conscience simply dismiss her. To the contrary, we must act with compassion and in what we perceive to be the best interests of Jemez Bodhi Mandala. There must be adequate and sufficient compensation.

Matters with Respect to the Position of Abbot

We understand Roshi's belief with respect to his still being Abbot of Bodhi Manda Zen Center. Suffice it to say we do not concur, and the witnesses with whom we have spoken concerning the events of 1988-89 are clear that Roshi resigned. Indeed, two current members of the Board were witnesses to Roshi resigning.

Proposed Resolution of this Matter

We suggest the following:

- Provided that Seido provides a formal plan acceptable to the Board for proposed activities and changes to programmatic and other activities at Bodhi, the Board is agreeable to appointing Seido as acting Administrative Abbot for a six month period. A suitable agreement to this effect will be entered into with Seido.
- Christiane has resigned the offices she held at Bodhi and will be on indefinite leave, and not at Bodhi Manda Zen Center until otherwise determined. Christiane and Seido will agree when Christiane leaves Bodhi Manda Zen Center. Given that this matter has arisen from the actions of Rinzai-ji and Joshu Roshi, we look to Rinzai-ji and Joshu Roshi to provide adequate severance compensation to Christiane.
- Seido will not undertake actions having a potential significant financial impact on Jemez Bodhi Mandala without the consent of the Board, and appropriate controls financial and related controls will be in place. The Board will also ratify any staff appointments to Bodhi Manda Zen Center.

Conclusion

It is our consensus that these steps should satisfy the expressed concerns of the Roshi, while continuing to allow the Board to comply with its corporate responsibilities. We look forward to being able to go forward in a unity with the sangha

Sincerely yours,

Board of Trustees of Jemez Bodhi Mandala

John Killip

Jundo Stephen Slusher

Seiju Bob Mammoser

cc: Seido Larry Clark
Eshin
Gento
Ginsei
Paul Humphreys, President, Board of Directors, Rinzai-ji, Inc.