

Land of Joy Buddhist Centre Trustees Meeting, 19th April 2021. This synopsis of the minutes covers the main items discussed, while excluding anything of a personal & confidential nature.

Welcome: Olivia Fletcher, a new Trustee, was welcomed to the Board. The January minutes were approved.

Director's Report: Five woodland weekends are planned from early June to early December. An increased numbers of attendees are requesting single rooms, which limits the number of attendees. Short onsite breaks /retreats maybe offered for families & frontline workers during the summer. All onsite gatherings are subject to Covid regulations in place at the time, as well as a sufficient volunteer team. Jenny is continuing to review all onsite team job descriptions.

Retreat Programme: Julia is drafting the programme for 2022. Additional volunteers are required to manage the significant increased workload to train as Zoom hosts for the current online programme & future hybrid onsite/online programme. The first onsite retreat is scheduled for September & a Summer Gathering is scheduled for August. Places for personal retreats are booked into 2022.

Financial: Income generation continues to be steady & contingency funds are stable for 2021. It is expected that a conservative estimate will show sufficient funds to cover expenses for the coming 18/24 months. LoJ has received government grants provided to businesses affected by COVID regulations.

Fundraising: A shortfall of £8000 approx. for the 3rd Retreat Hut is expected to be covered in time for its arrival in July. Daniel & Fichou will erect it during the summer. We have one new Branches of Joy member. Fundraising for the Kalarupa statue was very successful.

Phara Khenchen Tulku Rinpoche: In March the Director received a proposal from 3 LoJ sponsors to extend Tulku-la's Tier 5 visa to November 2022. The Board, onsite team & Director considered the legal & practical issues to make the best decision for both LoJ, which has limited accommodation & a small volunteer team, many of whom will be leaving in 2021/22; & for Tulku-la, stranded by the COVID situation & unable to return to Drepung Monastery. A lengthy discussion of the practical & humanitarian issues ensued. The Board will inform Jenny of their decision by early May.

Volunteer Staff: The Director, SPC & Housekeeper positions are advertised with FPMT Inc. Jenny's leaving date is scheduled for March 2022. SPC, HK & CM positions will become vacant this summer. The Woodlands Manager will be vacant towards the end of 2021. There is still a need for short term volunteers.

Safeguarding: LoJ's Safeguarding Policy has been updated in line with FPMT Inc's guidelines. Completing the 'Protecting from Abuse' FPMT training presentation is mandatory for all Trustees.

Equality Diversity & Inclusion: Several Board members have joined the MAWS (Me & White Supremacy) Book Circle, facilitated by Wendy Ridley.

Board Renewal: potential new Trustees will be approached to increase the Board numbers.

Date of the next meeting: 21st July 2021.

Dedication: Chair