

Synopsis of Land of Joy Board Meeting 23rd January 2022.

Welcome to Adam Bowley who is now officially a new Board member and Trustee of Land of Joy. Phil Lowe the new general manager was present both to help with the technical aspects of a hybrid meeting and to learn some of the current matters under discussion.

The previous minutes were approved and any matters arising were covered under items on the agenda. There were no conflicts of interest declared.

Directors Report:

Covid-19: Intend to open centre for onsite retreats. Participants are requested to be double vaccinated and to test negative 24 hours before attending a retreat, and on day 2 and 5. No proof of vaccinations will be requested. Measures are in place to reduce the risk of spreading the covid virus to those at Land of Joy, and numbers of participants onsite is kept under review. Protocols reviewed regularly with an emphasis on keeping both the onsite Team and visitors safe.

Retreat Programme: January retreats were given online due to ongoing covid concerns. Possibility of Jhado Rinpoche visiting in summer 2023. Personal/solitary retreat bookings are good. Excellent zoom session with local school kids who had prepared a list of very interesting questions. Family Retreat going ahead in April and is fully booked. Regular daily practice continues onsite. The book library has all been recorded digitally.

Volunteers: All roles have been fully defined. New General Manager living onsite. No formal applications for the role of SPC have been received. Applications are invited for roles of Technical Support. Woodland Manager role may be filled by a local supporter. Woodland work will continue until new trees planted. Housekeeping role is shared between two volunteers. Our guest, Phara Khenchen Tulku Rinpoche, may stay until September 2022.

Hall & Grounds: Storm Arwen caused considerable damage in the woodland and part of the garden wall, requiring the attention of a tree surgeon. There are considerable and costly repairs and maintenance needed both in the house and grounds and work is ongoing to assess and prioritise these. Northumberland Water causing damage to back drive and stone bridge as they tanker away the village sewage twice a week. Discussing repair work with Surveyor.

Financial: Despite pandemic restrictions, Land of Joy is managing to meet basic costs. However, to provide a full program in the future we need to increase onsite accommodation and facilities for both participants and volunteers. Substantial fundraising and new income generation will be required to do this. Our Statutory contingency fund has been increased in line with inflation. Board resolution to change signatories on our Lloyds Bank account. Treasurer researching a suitable ESG alternative.

Director's role: Jenny McQueen will be retiring as director in late April. Jenny's dedication, skill and huge contribution to the development of LOJ are hugely appreciated. Land of Joy is continuing to try to recruit to this role and that of Spiritual Program Coordinator as soon as possible.

Safeguarding: There have not been any recent onsite issues, although a small number of enquiries from people unknown to Land of Joy contacted the Centre in distress. Their calls were responded to in an appropriate manner. A list of organisations who could assist in these circumstances to be updated. Access to ongoing training will continue for key team members. LOJ continues to be a member of Thirtyone:eight where it can access specialist advice and training as required.

Board Renewal: Will continue to recruit for a new Board Chair.

Any other Business:

Strategy planning: The Board will meet soon to take forward ideas generated in the recent Strategy Discussion Day on 22.1.22. A formal *Landscape Survey* to be undertaken to develop an ecological management approach, with the possibility of off-grid, low energy accommodation.

Ven Mary's Shamatha practice group to be managed like the White Tara practice Group.

Proposal for an *online dharma shop* to be investigated.

LoJ signed up for "Easy Fundraising" but haven't promoted it.

Possibility of fundraising via Instagram, YouTube, etc. to be investigated.

Date of next Board Meeting: 11th April 2022

Dedications