

MZMC Board of Directors Meeting

November 15, 2020

11:30 a.m.

Attendees

Board: Paul, Karen, Randy, Wayne, Tanja, Jim, Mark

Staff: Ted, Kim

AGENDA

1) Approval of Minutes (3 minutes) – Tanja 1st Jim 2nd motion carries

2) Conflicts of Interest (2 minutes) none

3) Teacher Report —Ted (5-10 minutes)

Ann Bauleke Shuso ceremony went well. Two main topics:

1. Covid 19 – raging in MN and throughout the nation. Ted wants advance notification and to give permission of any gatherings at MZMC. If it's something you can do at home; you should do that for the safety of others. Groundbreaking in a week. On-site only at a couple of people.
2. Sangha meeting last week was excellent. Elected Tanja. Rick's presentation went well. People were very positive. Long-term members were complementary. Carrying on tradition. Carries on with our history. It felt like people were part of the process. Larger window idea being considered.

4) Ethics Policy Review—Ted (30 minutes)

A review of our ethics policy and updated to include language around the power differential inherent in the teacher / teacher relationship.

1. Convened a group of teachers met to discuss and made revisions. Then shared with Tim. It's the Board's responsibility to review and approve. We welcome changes. We revised the document that ordainees sign.
2. Based on discussion; some revisions were suggested. Ted will present a revised version for the board to approve.

5) Reports from Committees (15-20 minutes)

Membership

Membership Drive: Still looking for additional speakers

Blank Friday: We are ready to go.

Social hour: scheduled for December. Deb Mielke will lead the next one. Looking for ways to increase participation as people seem to be frustrated with isolation.

Technology Committee:

Tim wanted to thank Paul for his technology work on Ann's ceremony. We are having another opportunity to utilize technology during the next ceremony for the ground-breaking ceremony.

New building meeting / technology Committee set up with Rick Okada to discuss placement of the audio/video equipment for new zendo.

Need outlets on the outside of building.

We have a new computer designated for zoom purposes.

Building Committee:

1. The bank has approved our loan. They are doing an appraisal of our property next. They did lower the amount of what they are willing to lend. Now at \$275K at most. Now offering a longer amortization period. Would produce a \$1700/mo. Mortgage payment. We have savings to cover 76 months of payments.
2. Ground is covered. Now believe that they can start construction in mid-December.
3. Reviewing windows with contractor and waiting for recommendations
4. The presentation at the annual meeting received great reviews from many members of the sangha. Wayne's explanation of how the loan would work was very helpful.

Review of our Annual Goals 2021 (Tim & Ted)

Focus 1 Sangha Development

Discussed how moving many programs online has changed things slightly but how we are still able to reach and increase our reach.

Focus 2 Priest / Teacher Development

Discussed how support and development for teachers has continued despite the pandemic. There are three individuals who have completed the lay teacher process have moved more fully into teaching roles.

Lay teacher process: there are three (Wayne, Deb and Andrea Martin)

Budget review: (Kim) Finish budget review during next meeting.