

MZMC Board Meeting Minutes

Sunday, October 16th, 2022

Members attending in person: Deb Mielke, Carrie Garcia, Jim Niland, Tanja Nelson, Katie Albright

Members attending via Zoom: Mark Turbak

Staff attending in person: Administrator, Ted O'Toole

Community members attending in person: Paul Gilsdorf (providing tech support, until 12:15), Jeromy Thotland (until 12:45)

Meeting came to order at 11:35 am

1. Conflicts of Interest: none noted
2. Approval of Minutes: Deb requested changing the wording in the September minutes - instead of "the board exists to set goals" replace with "the board provides leadership by setting goals". Motion to approve last month's minutes with wording change made by Jim N., seconded by Deb M. Motion passed.
3. Guiding Teacher Report (Ted): We had our retreat at Hokjoji with about 24 attendees. Last week we hosted a joint service with the Twin Cities Buddhist Association, which was well received, and both organizations would like to maintain this relationship. Bill Woywod and Ann Bauleke have received Dharma transmission. Next year's schedule of practice periods, etc. is being worked out. The forms and etiquette class is being offered in person only. Rohatsu is coming up and will be led by Tim and Ted with a less flexible in-person schedule to avoid too much coming and going, though the online participants may set their own schedule. Jiryu Matt Cisler will become shuso, and four others will be ordained in November. A Jukai-E ceremony will be held at Zenshuji Temple in Los Angeles, to commemorate its 100th anniversary, and Evan Britzius, Bill Woywod, and Jeromy Thotland plan to attend, with an online element being available to all. MZMC in partnership with three other groups will welcome guest teachers Larry Ward and Peggy Rowe Ward the first weekend in November, with a talk and a full day workshop at MZMC, and events in other locations.
4. DEIA Report (Ted): The group met last month. They are looking at how to make ordination more welcoming to all. There is a Waking Up to Race meeting tomorrow evening. They are working on a project called Racial Justice Action. The diversity survey will be sent to members soon. Raymond Vigil will assist Carrie Garcia in leading the POC Dharma Group, which aims to provide a more flexible zazen practice and a safe space to share. After the first meeting, the group will meet on the second Sunday of the month. Admin will create a pamphlet offering guidance for beginners on how to approach retreats.

5. Update on Transmitted Teachers (Admin and Ted): When teachers are transmitted, the training responsibility ends, but membership remains. Transmitted teachers do not automatically become Senior Teachers or receive stipends. The role of a transmitted teacher is made on an individual basis in consultation with the Guiding Teacher. The Board must approve any financial compensation for a continued role. There will be a celebration of the newly transmitted teachers, Bill Woywod and Ann Bauleke, on October 30th.

[Paul got the Owl teleconferencing device working at 12:10 and took his leave.]

6. Membership Committee (Tanja): The committee is meeting again. Blank Friday is the next planned event and will be scaled back this year to 12 pm to 4 pm in person only. This event requires much volunteer work and may not be worth it if attendance continues to be low. The New Year's bell ringing event is being planned. In January will be the first quarterly New Member Tea, on the second Sunday in place of the Membership Committee meeting.
7. Administration Report (Admin): We are now debt free! We are still running lean, expecting the membership drive to catch us up. It will be helpful to build in more cushion, so we are aiming higher this year. Ideally we would bring in \$875 per member per year (or \$72/ month), but we are currently averaging half that. Admin shared her plan for the drive.
8. Begin Goals and Budget Process (Admin, Ted, Deb): The goal we wanted to add this year will be added to next year's goals. Next year's staff will include Tim, Bussho and Ben as full staff and Susan at half. Rosemary will be retiring as sewing teacher. We will do an audit next year for our protection, at a cost of \$5,000 to \$7,500. Bernie will be kept on as building supervisor if he is willing. Tanja suggested budgeting a small fund to be used at the board's discretion for recognition. There was discussion about how to better balance programming income and expenses, and how to fairly charge for classes and retreats. Jim encouraged adding the recommended COLA to staff salaries.

Meeting adjourned at 1:30 pm.