

MZMC Board Meeting Minutes

Sunday, November 20, 2022

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

Members attending via Zoom: Mark Turbak, Chis Modec-Halverson

Staff attending in person: Administrator, Bernie Nelson (until about 12:20)

Staff attending via Zoom: Ted O'Toole

Community members attending via Zoom: Michael Sahyun

Meeting came to order at 11:35 am

1. Conflicts of Interest: none noted
2. Approval of Minutes: There were suggestions to name ordainees and to change "Transmitted teachers do not automatically become staff" to "Transmitted teachers do not automatically receive a stipend". Motion to approve last month's minutes with changes by Jim N., seconded by Mark T., motion passed.
3. Guiding Teacher Report (Ted): There was an ordination ceremony for Jey Ehrenhalt, Matt Streit, Carrie Garcia, and Monica Reede. Monica was an active member at MZMC for many years before moving to California, but continues her participation remotely, and was present in person for the ceremony. After her transmission Ann Bauleke has decided to leave the priest group but will still be a member of the community. There will be a tea in January to thank her for her contributions, and she will be a guest speaker on occasion. Bill Woywod has moved back to the Twin Cities from California and will teach at MZMC but will not receive a stipend. There will be a shuso ceremony for Jiryu Matt Cisler. There will be a Jukai-e ceremony at Zenshuji Temple in Los Angeles, to commemorate its 100th anniversary, and Evan Britzius, Bill Woywod, and Jeromy Thotland plan to attend. We currently have 16 priests at MZMC! The 2023 teaching schedule is being set up. Bussho coordinates providing speakers to outside groups, usually providing information about Zen or teaching secular mindfulness. The next initiation ceremony will be in fall 2023, so invitations will go out in January/ February and participants will need to make sure they have done a practice period and have a mentor.
4. DEIA Report (Ted): The first POC group meeting was held with 3 attendees in person and 2 online. The visit from Larry Ward and Peggy Rowe Ward went well. The diversity survey will go out soon, probably after Rohatsu.
5. Security and Safety (Admin and Bernie): There has been an increase in crimes in the neighborhood affecting community members, as well as concerning contact with

unstable individuals. We want to protect property and especially people. We will circulate the security protocols to teachers and more volunteers. There is a new lock on the back door, which Admin can secure from her phone. It is probably time to put cameras on the front and back yards, and maybe the doors as well. Bernie suggests a low-end professional system which will require about \$1000 and a fair amount of labor. Not all community members are on board with the idea of camera surveillance. There was discussion of other security questions such as how volunteers can secure valuables on work days and how to secure the computers in the building. Mark would like to donate some lockers. Ted will write up and circulate a message to the community about personal safety.

6. Membership Report (Tanja): Blank Friday will take place next Friday from 12-4, and Fox 9 News will interview Carrie Garcia (or possibly Tanja) and show it on Wednesday morning. The format for New Year's Eve will be a social hour and signup time followed by a communal bell ringing with zazen and kinhin. The first quarterly new member tea will be the second Sunday in January. There are many ideas for events!
7. Membership and Donation Drive (Admin): 300-400 letters are going out with personal notes from Ted. There will be someone speaking about the drive every other Sunday. Messages are going out via email and Facebook. We should have a plan for if we don't make our goal.
8. Administration (Admin): Admin gave a formal thank you for Bernie's efforts (unfortunately just after he left). He created a new storage setup in the former men's changing room. Admin also wanted to formally thank Matt Streit who agreed to shovel snow for the season at a fraction of the quoted rates. The budget report contains no surprises. Classes and retreats are doing well, though they also incur expenses. We are still waiting for our fundraising to catch us up, but we have less of a deficit than expected. Dues are coming in strong, and weekly classes are back to expected levels. Notable expenses include some bulk purchases and added Zoom accounts. Some retreats retreat cost us money this year, so we will need to increase our fees. There were some expenses for the 50th anniversary celebration and maintenance issues. The extra donations we received this year helped greatly! The audit will take place after tax season and Vicki will work with the auditor. Vicki has scaled back her work to bookkeeping only (which is reflected in her pay), but this leaves more work. We may need consistent clerical help, either paid or volunteer. Bernie has agreed to stay on as maintenance supervisor.
9. 2023 Goals and Budget Process (Admin, Ted, Deb): Ted and Admin are looking at the goals focusing on their areas of influence. Fiona Lennox will be taking over sewing instruction. We need a budget amount for volunteer recognition. We will soon need to consider new board members.

Meeting adjourned at 1:30.

