

MZMC Board Meeting Minutes

Sunday, February 19th, 2023

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

Members attending via Zoom: Carrie Garcia, Mark Turbak, Chris Modec-Halverson

Staff attending in person: Administrator and Ted O'Toole

Meeting came to order at 11:30 am

1. Conflicts of Interest: Tanja will abstain from voting on staff salaries.
2. Approval of Minutes: Ted wanted to clarify that the shuso ceremony will be for Jeromy and is separate from the initiation ceremony. Jim N. moved to approve last month's minutes with clarification, Deb M. seconded, and the motion passed.
3. Guiding Teacher Report (Ted): Things are going well. Ben has been very helpful in his new role as Assistant Guiding Teacher. There is a great general liveliness at the center, with good attendance in programs and lots of folks in the intro classes. The first all-online retreat was led by Alan Eustace. It was small but went well. Retreats and classes have had plenty of people signing up. The initiation group is close to capacity. Our youth group has resumed, and one participant used his experience to earn a scout badge! A fire destroyed a nearby house, and we are looking for ways to help. There was a small sewer backup as a result of the firefighting activity.
4. DEIA (Ted): The demographic survey is underway, and we have received about 100 responses online and 55 in person. The process will wind down at the end of the month and results should be available at the beginning of March. The first meeting of the Racial Justice Action effort hosted Twin Cities Coalition for Justice 4 Jamar. Representatives explained a charter amendment to provide civilian oversight of the police, and collected signatures. There was a good turnout, both in person and online. The POC and LGBTQ+ groups are going well.
5. Budget Revision (Deb and Jim): We did not have a quorum to pass the budget last meeting. We moved into executive session and Admin and Ted left the room. Tanja stayed to discuss the budget but abstained from voting. Jim N. made a motion to add \$5,400 to the personnel expenses line of our budget and request that Admin and Ted recommend a way to balance the budget. Tanja stepped out before voting began. Mark T. seconded Jim's motion, and the motion passed. Admin, Ted, and Tanja then returned. Admin suggested that there may be additional revenue streams available to balance the budget. Jim N. moved to approve the full budget as amended, Katie A. seconded, and the motion passed, with Tanja recusing herself. Admin will bring all maintenance and project expenses to the board as they arise.

6. Annual meeting and new board members (Admin, Ted, Deb): The annual meeting will be March 19th. Deb will report to the sangha on the board, Ted will report on the teachers, and Admin will report on the budget, with input from Tanja. Ted suggested our new board member nominee be Matt Streit. Jim N. moved to present Matt as our nominee, Tanja N. seconded, the motion passed. Voting will be done by paper ballot at the meeting. Tanja is renewing her commitment to serve and will not need a replacement.
7. Membership report (Tanja): Movie night went well. Family movie night is March 11th and will show Inside Out, which was suggested by our families. The new member tea was very well attended, and included some folks from the intro class who were considering becoming members. We will have a creative activity this spring, making mala beads. The membership drive was very successful, bringing in many donations and many new contributors.
8. Staff and Board Review Goals 2022: We reviewed how the Carver model works regarding board and staff responsibilities as laid out in the policies and goals. Ted and Admin talked through the 2022 goals; we have achieved or made significant progress on almost all of them. The rain garden grant was not awarded to us, so we will need to rethink that project. The audit will complete the process of wrapping up our 2022 assessment.
9. Annual Report on Formal Complaints: Neither Ted nor Admin received any formal complaints.
10. Administration Report and January P & L and Fundraising 2023 Discussion (Admin): Admin talked through the financial report and explained any notable differences in actual vs budgeted amounts. The capital continuation amount is what we have set aside for the viewing shelter (shed). Admin described some possible new revenue streams, including encouraging a culture of giving, requesting grants (which requires a person's time), and hosting events like weddings in our space (which would also require volunteer and staff support). We will continue to discuss these ideas.

Meeting adjourned at 1:30 pm.