

# MZMC Board Meeting Minutes

Sunday, May 21st, 2023

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

Members attending via Zoom: Matt Streit, Jim Niland

Staff attending in person: Ted O'Toole

Staff attending via Zoom: Admin

Community members attending in person: Aaron Mowbray (partial)

Meeting came to order at 11:35 am

1. Welcome (Deb)
2. Conflict of Interest: There was discussion of allowing participation in a discussion about a topic in which one has a conflict of interest, with abstention from voting being enough of a boundary. There were no conflicts noted for today's meeting.
3. Approval of Minutes: There was a small clarification by Tanja and a correction by Ted. Tanja N. moved to approve the minutes with the changes; Carrie G. seconded; motion passed.
4. Board Election Follow-Up (Deb): Chris Modec-Halverson has decided to step down from the board. Jim Niland will be acting Treasurer in addition to Vice President until we choose a permanent Treasurer. Carrie G. moved to accept this change; Katie A. seconded; motion passed. It was noted that we have enough board members, but we could add one to replace Chris if we wish. The consensus was that yes, we would like another board member.
5. Guiding Teacher Report (Ted): We've had great attendance. The shuso ceremony had 50 attendees in person and 20 online and went well, with thanks to Bernie, Admin, Mark, and Keido. Tim's book was well received, with a full zendo for the release. Initiation preparations are underway. On July 8<sup>th</sup> there will be an ordination ceremony for Meredith Seaborn, Phil Johnson, and Chris Modec-Halverson. We have guest teachers lined up. Elijah Ramirez is starting a group in Bemidji with help from Ted.
6. DEIA Committee (Ted): There will be a Racial Justice Action Group event on May 25<sup>th</sup>, a candlelight vigil at George Floyd Square on the anniversary of his death. There was a council process discussion of the demographic survey. We are slowly becoming a more diverse community. Carrie talked about the POC sitting group, saying the group is small but meaningful to participants, and suggested that we make a point of informing the intro classes about our affinity groups. The DEIA committee will discuss how to use the information we learned from the survey.
7. Administration (Admin): Profit and Loss report – Revenue is good. The policy of asking for a suggested donation instead of a set fee for classes is still working for us. Dues and programming are strong, but we still need to do some fundraising to cover rising costs. With the donation

model for classes, we are getting lots of cancellations – we discussed what our refund policy should be and how to create a culture of timely commitment. Royalties – Admin gave her recommendations and we discussed how to approach this question, and we felt we needed more details about the financial impact this will have before making any decisions. Variance – in process, we are being very deliberate in our communications on this matter. Security – The funds for the security cameras have been appropriated, and the total is less than \$1500. Insurance – Increasing our insurance to cover 100% of our replacement cost will cost an extra \$100 a year. Jim N. moved to approve this expense; Tanja seconded; motion passed. Investments – We may want to reassess our investments in terms of balancing social responsibility and income. Admin will do some research.

8. Membership Committee (Tanja): Three members are stepping down – Davie Benson, Wayne Moskowitz, and Deb Mielke. Three new members are joining – Leslie Erickson, Alejandro Maldonado, and Ginny Gelms. Feedback suggests there should be less focus on activities and more on fundraising. Upcoming events include a new member tea on June 11<sup>th</sup> and a summer picnic on July 22<sup>nd</sup>.
9. Security (Deb): Recent incidents close to MZMC highlight the need to pay attention to safety. We want people to be vigilant, but not alarmed. In terms of safety within the building we brought up having a readily accessible first aid kit and considering acquiring an automatic electronic defibrillator (which would require training people to use it). We have a fire extinguisher on each floor and a fire alarm system in place. We discussed ideas for new safety policies, and the possibility of creating a safety committee. The security cameras at the doors can be registered with the neighborhood to create a network of visibility.
10. Fundraising (Admin): Fundraising should be discussed at every meeting and have more board involvement. The spring appeal will be sent out soon and may involve a matching gift. There will be a fall membership and donation drive and a soft ask in a New Year's card. Admin needs help with coordinating and publicizing rentals and events, and grant writing. Mark Turbak is still working on donor cultivation and planned giving. Board members are needed to talk to potential donors. The iPad for membership signup needs a stand and a way to secure it. We should create an aspirational vision of the future in terms of volunteer and financial needs.
11. New Business and Calendar – June 10<sup>th</sup> from 11-1 there will be a volunteer appreciation event. We decided our June meeting will be on the 11<sup>th</sup> to avoid Fathers' Day.
12. Rain Garden (Ted): Joe Keeler and Genevieve Bolling have been working on a plan to reduce the cost and think we can do the project for \$5825. We may be able to approach individuals for a donation to cover much of this, but after the spring appeal.
13. Meeting adjourned at 1:25 pm.