

## **MZMC Board Meeting**

**November 16, 2025 11:30 am - 1:30 pm**

Present in person: Katie Albright, Matt Streit, Lauren Brown, Diana Ortiz, Kent Elliott Allen

Present Online: Tanja Nelson

Staff present: Kim Johnson, Ted O'Toole

Absent: Evan Britzius

1- Meditation and Welcome

### **2- Approval of October Minutes: Motion to approve with corrections**

**Motion–Lauren**

**Second–Matt**

**Vote–Unanimous**

3- DEIA Report (Ted)

- Paula Arai and Pearl Pham visits went well.
- Ted's last DEIA meeting will be Nov. 24.
- At least some of the guest teachers for the first half of 2026 have been set: Myo-O Habermas-Scher Jan 11; Pearl Pham Feb 8; Marilyn Kaman Mar 22; Stephanie Wagner (from Tergar Meditation Community) April 19; Nanshin White May 3.
- MZMC is formally sponsoring an Interfaith trans solidarity service on Dec. 9th. MZMC's Jey Ehrenhalt will be one of the service leaders. 7 pm at Creekside UCC.

4- Guiding Teacher Report:

- Kim gave Carver Model training to priests at the required priest meeting on Nov. 2. A couple of folks weren't there but will get the written materials.
- Ted has begun the process of meeting with all of Tim's and Ben's ordainees about ethics and engagement at MZMC. Ben is meeting with Ted's ordainees. Also Ted, Tim, and Ben are explaining the revised Memorandum of Understanding and Written Guide to Priest Student Relationships to their students and getting their signatures.

- Ted has explained to his transmitted and soon-to-be-transmitted priests that they will not be able to ordain anyone until at least 3 years after dharma transmission, and need to work with Ted and the guiding teacher on the ordination process.
- Evan returned from Omaha and had a great experience there over six months.
- Trevett Hooper has taken over program planning from Alan Eustace.
- Ted made a statement noting that this was his last board meeting, focusing on gratitude and the importance of Board work.

#### 5- Committee Reports

- Membership Committee:
  - Blank Friday: All planned and set to go
  - The Dec. meeting will be moved to January. An email with updates will be sent out.
  - Membership Drive: Nov. 30 to Jan 4.
- Fundraising Committee:
  - MZMC Store was opened and each time it sold more than the time before. Mostly altar supplies were sold.
  - Rentals: We have two building rentals coming up. They will be managed by Matt and Kim.

#### 6- Admin Report: Kim

- Kilian is working on viewing shelter. Changes have been made to consider moisture levels in the area. The walls will come in on the Spring. The estimate for the changes and finishing of the shelter will stay within budget. If there is a need for more resources, it will be discussed.
- Bernie Nelson has been working to repair the boiler, by rebuilding radiators and parts needed for the boiler to work properly. Thank you Bernie!!
- Venmo has been a positive change when giving and passing the dana bowl. It has improved giving. There are fees associated with Venmo, however, which we need to consider in the budget.

#### 7- 2026 Budget Review and Approval

- Proposed budget and expenses were discussed.

- We own the building, but need to have a robust cash reserve fund. We've been rebuilding the fund since we had the big construction project. We're aiming at one year of expenses in reserve.
- Draft budget was discussed it with adjustments and changes. Available to upon request.
- COLA and Personnel Expenses:
  - Cost of living adjustment was included for employees.
- **Motion to move to closed session to discuss personnel portion of budget.**  
**Matt–Moved**  
**Lauren–Seconded the motion**  
**Vote–Unanimous**
- **Budget vote- Motion to pass the budget as is with a possibility to review it in January.**  
**Motion– Diana**  
**Second–Lauren**  
**Vote: Unanimous**

#### 8– New Business

Katie made the observation that board member election and officers roles will need to be reviewed in January.

#### 9– Adjourn

**Motion to adjourn–Matt**  
**Second–Lauren**  
**Vote–Unanimous**