

MZMC Board of Directors Meeting

January 18, 2026; 11:30 a.m. - 1:30 p.m.

Members present: Katie Albright, Matt Streit, Tanja Nelson, Kent Elliott-Allen, Evan Britzius

Guest member(s): Jaime Hedges (online)

Online members: Diana Ortiz

Members absent: Lauren Brown

Staff Present: Ben Connelly, Kim Johnson

AGENDA

- 1) Welcome and Meditation (Katie)
- 2) Conflict of Interest, Note about Guests (Katie)
 - ♦ None
- 3) Approval of November Minutes (Katie)

Motion: Motion to approve minutes with corrections Second: Kent

Vote: Unanimous

- 4) Check-in (Ben, 10 minutes)
 - ♦ Every person had a chance to share where they're at for 1 min.
- 5) Guiding Teacher Report (Ben, 10 minutes)
 - ♦ First GT report for Ben.
 - ♦ Ben shared the mission of MZMC.
 - ♦ Ben has been checking in with many of the people in our temple, from priests to Board members. He wants to emphasize the formal zen practice and will be attending zazen/events regularly.
 - ♦ We've had a couple of events that have brought in members to participate and have been well attended
 - ♦ April 13-May 12 Ben will be on a pre-scheduled book tour.
- 6) DEIA Report (Ben, 5 minutes)
 - ♦ We want to be a community where everyone is actively included. Sometimes that looks like going out into the community and dismantling systems that exclude people, creating space for justice work. We also work on inclusivity within our sangha.

- ◆ Pop-up event: Gather in their Midst of ICE surge
- ◆ Lots of people from MZMC helping with the MARCH organization, in a subgroup.
- ◆ Events coming up, already on the calendar.
- ◆ We have a series of people of color coming to talk to our sangha on Sunday and on Tuesday talks.

7) Committee Reports (Jaime and Matt, 5 minutes)

- ◆ Membership committee: Had a break in Dec. Made some changes on meetings to include some asynchronous meetings with pre-planned activities mapped out for the year.
 - Membership table: 4th Sunday of the month
- ◆ Fundraising Committee: Store is helping build community.
 - Matt will be committee chair until the summer. Will continue to help with renting spaces and Zen store.
 - Seeking to update the website with rental space offerings.

8) Budget Change (Katie and Kim, 10 minutes)

- ◆ We need another person to help administer the Zen center. We budgeted \$10K for a part time admin. Proposal to upgrade that to \$20K.
- ◆ Additional admin will help broaden outreach, which might impact our earnings, and help with community needs.
- ◆ Job description to come once we know how many hours we can pay the additional person.
- ◆ **Motion: Motion to approve a \$10k budget increase Second: Matt
Vote: Unanimous**

9) Reminder Four-Year Goals (Kim, 5 minutes)

- ◆ We're planning to have a work session in late-spring or summer to work on these.

10) Board Development (Katie and Ben, 10 minutes)

- ◆ Matt is stepping down.
- ◆ Lauren wants to continue but will miss some meetings. Her focus is to work on small projects with Kim.

- ◆ Board prospects:
 - Ideas of people we could invite to be on the Board
 - Matt expressed that having two priests is a good idea.
 - Tanja wants to see people with business/financial backgrounds and people who can help with fundraising.
 - Invitations can come from Ben, Kim or Katie.
 - Board officers: conversations about that will be ongoing.

11) Grievance Process (EAR) (Ben)

- ◆ This is meant to help facilitate a safe space for people to bring issues they're having in our sangha.
- ◆ Continually keep in mind that the subject of grievances and ethics issues are incredibly harmful and sensitive. It can be triggering.
- ◆ Process and implementation of the EAR council is available upon request.
- ◆ Timeline: Established as a 6-month project.
- ◆ Process: Project plan has adjustments and revisions for the supervisory structures.
 - Additions: include a lawyer to revise our policy.
 - Evan: When creating an ad hoc committee, how will we make sure it is unbiased?

12) Questions from Guests (Katie)

- ◆ Diana: There has been conversation around having a Board member in lead of membership committees. Would it be possible for me to co-lead the membership committee with Jaime?

13) New Business and Future Meeting Dates (Katie, 5 minutes)

- ◆ Next meetings: Board Meeting February 15; Annual Meeting Sunday, March 15; and Board Meeting Sunday, March 29 (rescheduled April meeting)

14) Adjourn

**Motion: Matt motioned to end meeting Second: Tanja
Vote: Unanimous**