

Minutes of the MZMC Board Meeting

July 16, 2017

Board members present: Rebekah Anderson, Janet Brown, Wayne Moskowitz, Jim Niland, Mark Turbak, Randy Wedin

Staff members and priests present: Ann Baukele, Tim Burkett, Wanda Isle, Admin. Director, Bussho Lahn, Susan Nelson, and Ted O'Toole

Other MZMC members present: Pat Stahl, Steve Goldsmith

1. June Minutes

The minutes were amended and then approved. (Randy moved and Jane seconded)

2. Disclose and Conflicts of Interest

None.

3. Facility Development/Capital Campaign Discussion (see June minutes for details)

We continued the discussion on the following options that remain on the table. The Board and the Priests will work together to agree on any next steps or make any final decisions.

- Option 2 - Sell Calhoun property and purchase or lease other property
 - Pat, Karen and Tim to meet with Cotty Lowry, realtor (current President of Mpls Area Assn of Realtors) to explore: 1) the value of the current MZMC property and 2) availability of other suitable properties to lease or buy. This is just an information gathering meeting with no obligation attached. We agreed that we have a fiduciary duty to do this kind of due diligence before deciding about next steps.
- Option 4 - Renovate current space, including porch and garage, with no change to footprint
 - a. We can think of 3 categories of renovations:
 - i. Maintenance/preservation of the building
 - 1. Most pressing is the stucco/exterior of 3 sides of the building - est \$80K plus or minus 10%-15%
 - 2. Redo windows to include lead remediation – est \$100K
 - ii. Accessibility (not to code but better than what we have)
 - 1. Ramp – est \$10K - \$20K
 - 2. First floor restroom – est \$30K based on access to existing plumbing
 - iii. Better utilization of current space
 - 1. Larger plenary meeting space with better visibility. Remove walls between the Zendo and Founders' Hall, adding supporting posts – est \$200K (would be out of commission about 3-6 weeks)

2. More meeting rooms and classrooms with soundproofing to allow simultaneous use of multiple rooms. Renovation of 2nd floor apartment to provide classroom, 2 offices, large bathroom – est \$10K-\$20K to keep it mostly as is
- b. We discussed whether it is better to:
 - i. Break the projects into small chunks and raise money on a piecemeal basis OR
 - ii. Share a larger plan with the sangha including most/all projects and try to raise the money all at once

There seemed to be some general preference for producing a larger master plan and raising money to support it.

Random comments –

Wanda – may not be practical to invest in ADA compliance for small percent of the community who would benefit

Wanda – we might not recoup the cost of renovation if we were to sell the property at some point

Mark – we need to assess the fund-raising capacity of our community

Janet – we should add up the total cost of all the renovations we might roll into a master plan

Pat – we could finance the work and deal with repayment over years

Admin. Director – reported that our borrowing capacity would be based on some percentage of pledges

Janet – people don't really like to pay for un-sexy things like infrastructure

Wayne – first step is to get hard numbers

Tim – the Master Plan seems like the way to go – then figure out the capital campaign in phases

Admin. Director – we need to take the community with us on this journey – engage the sangha

- Option 5 - Consider/explore satellite locations
 - a. The Board funded \$12K for a satellite effort led by Bussho. The Leadership Group will talk about how they feel about gaining more capacity for growth of our community through satellite(s) and find out where Bussho is at in the process of developing a satellite – and report back to the Board. Also, we need to clarify whether the satellite idea is tied clearly to the idea of supporting growth while not expanding our current footprint on Lake Calhoun.
- Communications – we considered whether to provide an update to the sangha at a quarterly meeting on September 17 and decided that is premature. We have more work to do to flesh out a Master Plan, consider financing options, and carefully communicate the “ask” to our community.

4. Succession Planning (Tim)

- Tim proposed the following succession plan which he hopes to have the Board endorse in the next few months:
 - In 1 ½ years, when Tim is 75 years old, he proposes to have Ted move into a formal co-guiding teacher role, allowing Tim to begin to back off some. Ted announced his plan to retire from his day job at the end of 2018
 - In 4-6 years, Tim proposes to appoint one of two heirs, Bussho or Ben, to replace Tim as co-guiding teacher with Ted. Tim would like to stay on as a teacher for as long as his health and ability permit

5. Annual Review of Precepts and Ethical Conduct Policies

- a. We discussed current policies and agreed to proceed without changes. We talked about the importance of communicating these to the sangha and agreed on the following approaches:
 - i. Consider communicating to new members - Admin. Director
 - ii. Tim will continue to incorporate these into dharma talks on occasion as he does currently - Tim
 - iii. Add to agenda for next sangha meeting – Admin. Director

6. Friend-making

- Development Committee – on hiatus
- Membership Committee
 - Picnic was success, with about 40 attendees – we will do it again next year
 - Blank Friday planned for November
 - Weekly Membership Table after Sunday dharma talks has generated more memberships – we will try occasional Tuesday evenings
- Tea Ceremony planned for September 17
- Tour of Eastern Art at MIA – Pat is working with curator and is inviting him to visit us
- We will be adding a Zen & The Arts tab to our website
- Flower arranging with Pamela planned for 1st weekend in October
- Fall event – planning and solicitation of sponsorships underway
- Speaker series
 - Temple Israel – Rabbi Zimmerman and Tim planning to do something on 3 Sundays in late January – early February
 - Plymouth Congregational Church – Tim working on something
 - Unitarian Church – Tim reaching out
- Maintaining contacts with media outlets – deferred to next meeting

7. Fundraising: Annual Appeal and Fall Workshop with Tim

- Annual Appeal – we are over our \$15K target – total \$16,350
- Fall workshop w/ Tim – most success in sponsorship has come via members; let Janet or Mark know of any additional ideas for sponsors

8. Teacher Report

- 20 people being initiated this fall
- We will start to do initiations annually, rather than bi-annually
- Nov 10 – ordination of Matt Cisler planned

Meeting adjourned – motion by Jim; seconded by Wayne