

Board Minutes

July 28, 2013

Board Members Present: Monica Reede, Cynthia Wetzell, Lee Lewis, Jen Racho, Will Beauchemin, Ted O'Toole

Board Members Absent: Shaun Morrell, Ben Connelly, Jodi Williams

Others Present: A.D., Tim Burkett (head teacher); Darla Rehorst, Gregg Riley, Stacy King, Bill Tresch, Wanda Isle, Susan Nelson, Pamela Marie

Lee called meeting to order

- reviewed agenda

- reviewed minutes from June '13. Jen moved to approve; Monica seconded. Passed unanimously

- called for any conflicts of interest re agenda items. Ted indicated he would have a conflict when leadership was discussed

Search Committee Report

- Lee stepped down as Board chair for this discussion and handed it over to Monica (he was on the Search Committee)

- Monica turned it over to Stacy and Gregg to present the report to the group

- Gregg began and reviewed the process

- Stacy then presented leadership functions and qualifications

- Gregg reviewed all the different sources of information the committee pulled from and summarized/synthesized this information--provided both areas of consensus and divergence among those interviewed and surveyed.

- Stacy reviewed the unresolved issues i.e. leadership structure and role of leadership in fundraising

- Gregg provided some concluding remarks

- Monica took back the meeting for discussion/Q&A

- Board will take info from Search Committee report and then the info from Tim's meetings with the priests and come up with a plan about how to decide about leadership. All info should be with the Board by the August '13 Board meeting

Lee took back leadership of the meeting

Discussion of letter from Bill Tresch to Board regarding recommendation for having a contract for the head teacher

- comments from Bill

- Q&A/comments from Tim and Board

- Carver model does not promote contracts for employees; Minnesota is an at-will state

- difference between contracts and job descriptions

- may get an opinion from an employment-law lawyer for clarification

Update on Building and work with Garth Rockcastle

- Lee presented as Shaun and Ben absent

- waiting for clarification and answers to questions from last presentation by Garth

- have paid \$300 so far

- Garth has not submitted final write-up--still trying to get all questions answered by Garth so that final report is complete and Board can take some action

Board Self-Assessment and Annual Sangha Survey--A.D.

- both of these will be discussed after November 1, 2013

Statement of Ethical Conduct and Precepts

- A.D. asked Board to read and review these in the governing documents (for how we monitor behavior of paid employees)

- bring to August Board meeting any changes or revision

- discussed how they are being used currently

Committee Reports

- Friendsmaking Committee--Will
 - have raised \$11,500 to date (\$15,000 goal)
 - Anniversary event
 - D'Amico's for food; harpist paid for by donors; young people's pageant; maybe some games; speakers (Nancy James, Shoken, Dokai). Karen Sunna will give Sunday talk
- Membership Committee--Ted
 - membership drive in fall
 - membership table 1x/ month. Will start on Tuesday nights, too
 - name tags more organized
 - members bulletin board in cellar--underutilized
- Budget--A.D.
 - need another person on committee
 - next mtg in Sept
 - with leadership discussions going forward we will need a clear picture for salary parameters

Guiding Teacher and Admin Reports

- Tim
 - how to deal with Sunday and Tuesday crowds;
 - good attendance with Norman Fischer (may return in a year or two);
 - moving ahead with initiation on Aug 24 at Dharma Field;
 - meeting with Clouds in Water re mutual space issues
- A.D.
 - will send out financial report
 - wants to hire Organic Bob for 1 year. Ted so moved; Monica seconded. Passed unanimously
- Will
 - solar lights purchased for front steps
 - some thefts from dana bowl and kitchen

Motion to adjourn--moved by Jen; seconded by Monica Pass unanimously