

MZMC Board of Directors Meeting

August 17, 2025 Open Meeting

11:30 a.m. - 1:30 p.m.

Members in attendance: Katie Albright, Matt Streit, Lauren Brown, Diana Ortiz, Tanja Nelson

Guest Sangha Member: Jaime Hedges

Online members: Evan Britzius (came in at noon), Kent Elliott Allen

Members absent: None

Staff Present: Ted O'Toole, Ben Connelly, Kim Johnson

- 1) Welcome and Meditation (Katie)
- 2) Conflict of Interest, Note about Guests (Katie)
- 3) Approval of July Minutes and Email Vote (Katie)

Motion to approve July minutes: Tanja, Second: Matt Vote: Unanimous to approve

Note: On July 31, 2025 there was an online/email vote to approve the succession planning input process. It was unanimously approved.

- 4) Transmitted Priest Status and Teacher Payment Plan (25 minutes)

Ben and Ted have worked on a Transmitted Priest status plan to, among other things, define the difference between being a priest who has been transmitted at MZMC and being designated (on the website and elsewhere) as an MZMC Transmitted Priest. This is an informational item of the agenda. The new teacher payment plan is an effort to move away from a model where some people get stipends and others do not, toward a model where people get paid based on the amount that they teach.

Definitions/clarification available upon request.

- 5) Succession Planning

We had a general discussion on the survey and succession plan, which was shared with the Sangha.

Motion to go into a closed session: Matt Second: Lauren Vote: Unanimous to go into closed session to discuss personnel matter.

In closed session, a vote passed to approve the transition of guiding teacher from Ted O'Toole to Ben Connelly, starting on Jan. 1, 2026.

- 6) Guiding Teacher and DEIA Report (Ted)

Initiation ceremony is on Sept.13, Tim and Bonnie will be initiating students

DEIA report

- Frequency and leadership might shift in LGBTQAI+ group. Ted will be stepping down from DEIA committee as of Jan 1.
- Gia Starr Brown and Ben event at George Floyd Square - Sept. 21, 2:30-4pm

7) Ethics Policy Discussion (Ted)

Ted presented specific wording of the changes to the ethics policy that had been requested by the board. The changes to the ethics policy are available upon request.

Motion to approve the updates made to the ethics policy: Diana Second: Tanja Vote: Unanimous to approve

8) Committee Reports (Jaime/Tanja and Matt)

Membership Committee: Jaime: 3 new members added to the committee. Movie night on Oct. 4, update on selected movie is coming out tomorrow. Oct 12, new member online tea. Oct. 26, in-person new member tea.

Fundraising Committee: Matt: Zen Store to start small, with some items, opens on Sept. 7. The Oryoki Event may be in Feb. We rented the space for a group (U of M Department), and it was very successful.

9) Admin. Report (Kim)

Budget balanced through July. Reviewed budget categories.

We would like to not meet in December, which means we need to approve the budget in Oct. with Nov. as a backup. Annual goals and teacher payment plan will be approved in September.

Motion to move the 4-year goals until Feb 2026, Second: Lauren, Vote: Unanimous to approve.

10) New Business (Katie)

Tanja: Maintenance costs and long-term plan needs to be discussed soon. This falls into Kim's purview and will be discussed with the budget for 2026.

Diana: Tech committee falls under which staff/Board. It falls under the Admin Assistant (Kim).

11) Questions from Guests (Katie). No questions.

12) Adjourn

Motion to adjourn: Lauren Second: Matt Vote: Unanimous to approve.