

## Minutes of the MZMC Board Meeting

November 18, 2018

**Board members present:** Karen Davis, Rebekah Anderson, Paul Gilsdorf, Wayne Moskowitz, Randy Wedin

**Board members absent:** Mark Turbak, Jim Niland

**Staff members and priests present:** Tim Burkett, Ted O'Toole, Admin. Director, Ben Connelly, Ann Bauleke

**Other MZMC members present:** Shawn Hartfeldt, Bernie Nelson

### 1. Approve October 21, 2018 Minutes

The minutes were unanimously approved.

### 2. Disclose any Conflicts of Interest.

None.

### 3. Report on Equality Presentation at SZBA (Ben Connelly)

- Ben provided handouts describing DEI (Diversity, Equality, Inclusion) and three scenarios at which this can be supported: "Stay The Course", "Lean In", and "Lean In Further".
- Cohort model groups have also been forming in other sanghas, where white people investigate their own identity and how it relates to other identities.
- A program will be set up at MZMC regarding awareness of white identity.

### 4. Building Committee, Feasibility Study, and Capital Campaign Update

- Rebekah is halfway through her feasibility study interviews and plans to make a report on the results and a recommendation at the next board meeting.
- The Capital Campaign committee is meeting every two weeks. Members are Ted, Shawn, Randy, Bernie, Karen, and Peter.

### 5. Membership Update – Randy

Membership drive going well. Blank Friday plans are in place. Membership staffing for two Sunday services is on agenda for next committee meeting, as is planning for Movie Night, which is normally in Late January.

### 6. Administrative Update - Admin.

- Admin. handed out and discussed *Budget vs Actual* report January-October. We've been doing well, but multi-day retreat attendance is down.

- 2019 Budget Worksheet was handed out and discussed. There was concern over having two annual campaigns plus a capital campaign all in one year, and how to schedule them. 2019 expenses were also adjusted slightly to balance the budget.
- The Maintenance role is unfilled and is expected to cost approximately \$6000/year. TaskRabbit was suggested as a way to find people for this.
- Executive session was called, where a motion to increase Admin.'s salary by 3% passed unanimously having been moved by Wayne and seconded by Rebekah.
- The 2019 budget was approved unanimously (motion by Wayne, seconded by Paul)

#### **7. Teacher Update – Tim and Ted**

- Practice calendar and guest speakers were presented. Normal Fisher will be here in May, and Larry Ward and Peggy Row will be here in November of next year.
- Ted discussed his experiences at the Soto Zen Buddhist Association Meeting

#### **8. New Business -**

- The social gathering at Tim's house has been moved to January
- Wayne suggested annual rebalancing of investment funds as a future agenda item.

#### **9. Adjourn – The Board unanimously voted to adjourn at 1:30 pm.**