

MZMC Board of Directors Meeting  
January 17, 2021  
11:30 a.m. — 1:30 p.m.

Present: Randy, Wayne, Paul, Jim, Tanja, Karen  
Absent: Mark  
Priests & Staff: Kim, Ted  
Guest: Pat Stahl

## AGENDA

1. Approval of November and December Minutes (3 minutes) — Minutes approved.
2. Conflicts of Interest (2 minutes) none
3. Teacher Report — Ted (10 minutes)

Political unrest in the nation. Addressed in dharma talks. SZBA statement. Keep doing our programming. Support the sangha. Great attendance online Sundays. Programming going very well.

Online retreat coming up  
Koan class coming up  
Initiation invitations being sent out

4. Reports from Committees (15 minutes)  
Building Committee—Wayne

Building committee is being replaced by construction committee. Building permits to come in the next couple of weeks. We closed on our loan with the bank and signed our contract with our builder. We expect to begin construction in February.

A local person donated two pieces of art from a museum downtown. Both Buddhist related. Too large to display here. Donor is fine with us selling them. Utilizing with an auction house in the spring. Proceeds from the sales would be initially in the general funds; ultimate disposition of funds to be determined. The auctioneer is willing to wave fees.

### Membership—Tanja

Membership committee activities have slowed down a bit. The membership drive will be wrapping up this month. Our goal attainment we are at 93K out of 100K goal. We are hopeful to achieve our goal. We are in a good position. We aren't dependent on a matching grant to achieve our goal.

Our social events are scheduled for once a month on a first Friday. We have up through May planned. We have a movie night coming up. We were asked about including

diversity topics into movie night. We want our social activities to be opening and inclusive to all.

New Year's Eve event: Very well received. Lots of gratitude and lots of people willing to step up and help. Interest in doing something similar every year. Beneficial to have it online.

#### Technology—Paul

Rick Okada was approaching a couple of companies regarding AV for the new zendo. We have one proposal in for 65K too high; includes a streaming service. Can the committee do some things ourselves? We just want to make sure we have all of the provisions in place in the new construction to include future plans. Stay tuned.

#### 5. Ethics Policy Revisions—Ted (25 minutes)

See the attached memorandum, which the Board asked to review as a supporting document.

Ted will send revisions or present them at the meeting.

This ethics was worked up with a committee of 4 priests. (Ted, Rosemary, Bill Woywood, Ben) Ted shared updates from previous board meeting.

Question came up with regarding policy revision process. Ethics policies are a board function.

Motion made to approve the 2020 draft to approve the Revised Ethical Conduct and Precepts. This would go on the website. Tanja made motion. Paul seconded. Motion carried. Website will be updated by the end of January. Also review MOU regarding Priest Training at MZMC.

#### 6. 2021 Annual Goals and Budget Conversation—(30-40 minutes)

Reviewed 2021 annual goals, including changes made from previous meeting. Motion made by Karen to accept Jim 2nd. Motion carried.

December 2020 P&L (See attached.)

Board reviewed annual operating budget. We had a strong year despite the pandemic. Class revenue was higher than budget. We also received PPP money (\$21,000) for support during the last year. We also received more revenue from retreats than what was budgeted. We are over by 112% over budget. We also reviewed our balance sheet. We have about 2/3 of our pledges to capital budget in. Historically, we have good results in getting in pledges. A request was made to make a Statement of financial position report quarterly now we are taking on additional debt.

Budget for 2021

Increases in expenses most notably repayment of construction loan with additions to DEIA, guest teachers, insurance.

Budget discussion will finish next month.

Provisional approval given to move budget forward. Karen moved. Randy 2<sup>nd</sup>.  
Approved.

## 7. New Business

Look at calendar for 2021. Third Sunday of the month will work for every month with the exception of July. We will move the July meeting to the 25<sup>th</sup>.

Coming up on the time to have an annual meeting in March. Bringing on new board members and selecting officers for the next year. Send an email to Randy to let him know. Appreciation for current board.

## 8. Adjourn

Notes submitted by: Karen Davis