

MZMC Board Meeting Minutes

Sunday, January 14, 2023

Members attending in person: Deb Mielke, Tanja Nelson, Mark Turbak, Katie Albright

Members attending via Zoom: Carrie Garcia

Staff attending in person: Administrator and Ted O'Toole

Staff attending via Zoom: Ben Connelly

Community members attending in person: Joe Keeler, Genevieve Bolling, Aaron Mowbray, Lisa Kell, John Bruhn, Lauren Brown

Meeting came to order at 11:30 am

1. Conflicts of Interest: none noted
2. Approval of Minutes: Carrie G. moved to approve last month's minutes; Tanja N. seconded; minutes approved.
3. Rain Garden Presentation (Joe Keeler and Gen Bolling): Joe described the proposed plan for a rain garden at the north end of the property and explained the benefits. He has applied for a grant from Hennepin County. Gen spoke about a plan to use native plants and Zen garden design elements. Joe's preliminary cost estimate was \$11,743, with \$8,807 requested from the grant and \$2,936 to be contributed by MZMC. The project can likely be started this spring. The cost estimate assumes a consultation with Metro Blooms, some hired labor, and some volunteer labor. Community members brought up ways to cut costs and concerns to keep in mind. Joe offered to send the details of his cost estimate to those interested. The board decided to wait for more information about the grant and a firmer design before voting on the project.
4. Guiding Teacher Report (Ted): Bonnie Versboncoeur and Rosemary Taylor have been given the title Senior Teacher Emeritus, and Ben Connelly has been given the title Assistant Guiding Teacher. Attendance has been good at our many offerings. There was a temple officers meeting where work on preserving institutional knowledge was continued. On July 8th there will be an ordination for Chris Modec-Halverson, Meredith Seaborn, and Phil Johnson. There will be an initiates' gathering on January 29th. The 2023 initiation process is getting underway and sewing will begin soon. It may be necessary to limit the number of initiates, as there seems to be quite a bit of interest. The shuso ceremony will likely be Wednesday May 17th.
5. DEIA Report (Ted): The next committee meeting is January 23rd. There was a Waking Up to Race meeting. The Racial Justice Action initiative, steered by Ben Connelly, Jey Ehrenhalt, and Ted O'Toole, is providing its first offering on Thursday, February 2nd. Twin

Cities Coalition for Justice 4 Jamar will present on CPAC, which aims to establish community control of police. The POC sitting group and the LGBTQ group continue to meet monthly in small but committed gatherings. The demographic survey will go out next weekend in person, with emails sent the following week.

6. Budget Discussion and Administration Report (Admin): Admin handed out copies of the 2022 budget and 2023 proposed budget. She talked us through the 2022 budget and where we (expectedly) fell short, but it was made up by a large donation. Fundraising is currently going well, but we may need another push at a later date. Our expenditures in 2023 will increase, but we will still only be able to do about half of the proposed building-related projects.

[Admin and Ted stepped out for board discussion of budget]

We agreed that we should have a contingency/ succession plan for Admin, since we rely on her so heavily for so much of our operation. There was a suggestion of a more formal staff evaluation process. Mark T. moved to approve the budget as proposed; Carrie G. seconded; motion passed.

[Admin and Ted returned]

Admin apologized for the break in protocol – being married to a staff member, Tanja should have stepped out for the salary discussion.

7. Membership Report (Tanja): The membership drive is winding down but may be extended if necessary. The New Year's Eve event went well. Most people attended online but there were a few in person. New committee members are being recruited. Movie night is February 4th with the movie Arrival, and there will be a kids' movie night in the future. There will be a new member tea on Sunday February 12th after the dharma talk.
8. Board Nomination Process (Admin and Deb): Mark is stepping down from the board but will continue to help with fundraising. We are considering candidates to fill the vacancy.
9. 2022 Goals Review (Admin): There was a discussion of how evaluations work with respect to goals, bylaws, and ethical concerns. We will revisit the goals next meeting.

Meeting adjourned at 1:30 pm.