

MZMC Board Meeting Minutes

Sunday, October 15th, 2023

Members attending in person: Deb Mielke, Jim Niland, Lauren Brown, Katie Albright; Matt Streit arrived at 11:40

Staff attending in person: Ted O'Toole, Administrative Director

Meeting came to order at 11:35 am

1. Welcome
2. Conflicts of Interest: none noted
3. Guiding Teacher Report (Ted): September was busy. The retreat at Hokyoji went well. Ted was ill but was able to participate remotely. They had great support from Matt (Ino), Evan (Tenzo), and Ginny (Tech). 14 people went through the Initiation ceremony, and we had a great response. Victoria Austin was here to give a talk, participate in a luncheon, and lead some inter-sangha events around sewing. The teen group will proceed with three participants. The film "Carving the Divine" will be shown on Friday. On November 7th we will have a Tuesday talk with Norman Fischer and John High sharing their poetry remotely. Council Process will be on Monday November 6th. There will be a Shuso ceremony for Alan Eustace on November 20th.
4. DEIA (Ted): The October meeting was small. There is interest in the teen group. Pamela Ayo Yetunde will be giving a remote talk on November 12th. We will have a joint service with the Twin Cities Buddhist Association. Shohaku Okumura will give a remote talk on November 19th.
5. Membership (Tanja): We had our third new member tea, hosted by Alejandro. There was good attendance – often the folks in the intro class join in. The new members of the committee are offering good support in organizing and running events. Margaret Pfeffer will join the committee, bringing it back to a good number of members. Blank Friday organizing is underway and publicity should be next. Are there other ways we can promote ourselves as an alternative to stress and consumerism?
6. Administration and Fundraising (Admin): The city is going to assess us to replace the sidewalk - \$2500-\$6000. We can use a payment plan, making payments twice a year, which we will need to roll into the budget. The work will be done sometime between November 1st and March 15th when the ground is not frozen and there is no snow. It will only take a few days, but we will get very little notice. On Tuesday we will hear the response to our request for a variance for the viewing shelter. A few folks went through the yard supplies and weeded out the unnecessary items so it now will all fit in the storage area of the viewing shelter. Bernie has organized a crew to address the drainage

issue on the side of the building during work practice on Saturday. Admin reviewed the Profit and Loss Report (we are in the black) and Statement of Financial position. Our programming is bringing in good income. Fundraising is doing ok, but we may not meet our goal. Membership and donation season is coming up. There will be a soft ask in the holiday message and an electronic appeal a bit later. Give to the Max takes large%, so is not an ideal avenue for fundraising, though it does bring attention. The income from Katagiri's book royalties will go to the Katagiri Project. Andrea Martin is working on a searchable database, with help from Andrea Grant.

7. Draft of 2024 Goals (Deb, Admin, Ted): Ted discussed Focus 1 (Programming) and Focus 2 (Sangha and Leadership Development). Admin discussed Focus 3 (Facility) - she brought up the need to tailor our budget to our goals, the tech challenges we are working on, and the sewer issue. Focus 4 (Human and Financial Resources) – Admin encouraged us to work on the Mission, Vision, and Values Statement and ideally get it done before spring. We should engage our top donors in conversation and increase the budget for teaching and administration staff. Focus 5 (Communication) – Admin discussed our digital needs. Tanja asked us to create a goal outlining specific expectations of the membership committee. Admin will establish a data retention policy. Ted discussed Focus 6 (DEIA). Jim N. moved to approve the goals, with the understanding that this is an evolving document. Matt S. seconded; motion passed.

8. There will be no November meeting. Next meeting is December 17th.

Meeting adjourned 1:30 pm.