

MZMC Board Meeting Minutes

Sunday, December 17th, 2023

Members attending in person: Deb Mielke, Matt Streit, Tanja Nelson, Katie Albright

Staff attending in person: Ted O'Toole, Admin.

Community members attending in person: M

Also in attendance online: Neal Evert, auditor from Carpenter, Evert & Associates

Meeting came to order at 11:35 am

1. Welcome (Deb)
2. Conflicts of Interest: Tanja will abstain from voting on personnel budget item
3. Minutes: September minutes (printout was incomplete at last meeting) – Tanja N. moved to approve minutes, Deb M. seconded, motion approved. October minutes – Tanja N. moved to approve minutes, Matt S. seconded, motion approved.
4. Audit Report (Neal Evert and Admin): The audit protects us all. Neal has worked with us for years, along with his colleague Jan. Our last audit was in 2019 for 2018 numbers. Last year had a lot of financial activity as we finished up the building project. The audit report overall shows a solid financial position with nothing concerning in the numbers. The report lowered our property value due to depreciation, a standard accounting practice. Admin asked if we should be saving an equivalent amount of the depreciation, and Neal answered that some organizations do, but most don't. We do set aside money for future large maintenance expenses, but we will likely need to fundraise as well to cover them. Neal is confident in our financial position and stewardship. Matt encouraged finding ways to ensure that we maintain this good financial position into the future, which we can do by creating written goals. We can also look at our bylaws for ways to lock in good financial stewardship. Katie A. moved to approve the report, Matt S. seconded, motion approved. Neal left the meeting.
5. Guiding Teacher Report (Ted): The 2024 calendar is out. The teen group went well with six participants. Alan Eustace's shuso ceremony went well. Rohatsu was the smallest ever with 16 in-person participants, as many switched to online due to illness. There was a good response to our approach in dealing with the illness. Six times a year we will be doing Way-Seeking Mind talks, in which the speaker talks about how they came to practice. They will be on Tuesday nights and focus on women and people of color. We have received a grant from the Fredrich P. Lenz Foundation to bring female monastics from Asia to study with

us. The last Saturday in January there will be an initiates' tea. There will be individual meetings with temple officers to make sure they have all the information they need. In response to feedback, Ted sent out a survey to women and gender non-conforming people in leadership. There were 13 responses from 16 surveys. There will be a follow up email thanking people for their responses and asking what men can do to dismantle patriarchy. There was a discussion in the priest training group. We discussed some ideas.

6. DEIA Committee (Ted): The DEIA meeting discussed gender balance. There will be a Waking Up to Race meeting tomorrow evening.
7. Membership Committee (Tanja): A new member has joined the Membership Committee, bringing it back up to eight members. There will be two movie nights, *Everything Everywhere All at Once* in January and a kid's movie in February. There may be another movie in the fall with a Zen theme.
8. Mission, Vision, and Values Statement (Ted and Admin): A draft statement was created during discussions between Ted, Ben, and Tim. Ted read the statement and we discussed small changes. We will vote on an improved draft next time. When we have approved the new statement we will present it at the annual meeting and update the website and printed materials.
9. Administration Report (Admin): Admin distributed the Budget Vs. Actual Report. We are in the black, and we do have almost 6 months of reserve. Revenue, fundraising, and membership are all good. Weekly programming is back to pre-covid levels. Admin pointed out higher expenses that should have higher budget lines in next year's budget. We will discuss the 2024 budget and approve it at the next meeting. Important areas to look at are personnel and special projects. We will also look at the calendar next time.

Meeting adjourned at 1:30 pm.