

Board Meeting
October 27, 2013

Members present: Monica Reede, Jen Racho, Jodi Williams, Cindy Wetzell, Ted O'Toole, Ben Connelly, Shaun Morell, Lee Lewis, Will Beauchemin
Guiding Teacher Tim Burkett; Administrator
Others present: Stacy Lee King, Darla Rehorst

Review of the agenda:

Shaun suggested moving order of the items to facilitate discussion

Reviewed minutes from last meeting

Jen moved to accept; passed unanimously

Conflicts of interest

Ben and Ted expressed their conflict because they have an interest in Guiding Teacher position

Membership Drive--Ted

--Membership Drive letter; drive is taking place in November; asking for help from Board as goodwill ambassadors and examples; pitches and tables each Sunday of the month; some suggestions re letter--if other suggestions please send to Ted; Andrew ? and Phillip ? are also working on graphics regarding giving-rates, etc. to send out with the letter;

--discussion regarding possibility of sending out a recruitment letter. One difficulty with this is that there is limited information regarding who are just visitors but may be coming regularly

Give to the Max Day--Jodi

--Nov 14. MZMC has a presence on the website. In MZMC newsletter are going to do a "soft ask" to let people know this is another place where people can give to ZC; maybe Facebook post. This will be first time to be on the site for MZMC

40th Anniversary Celebration

--Lee acknowledged the success of the celebration and the participation and organization of all of the people involved--Jen, Will, Jodi, Stacy, Admin., Tim, among many others

Calendar/Planning for Board next 5 months--Lee

--Handed out a draft for discussion--committees/work groups plus a tentative calendar; Lee reviewed and there was general discussion, revisions

Leadership Discussion

--Reviewed process and decisions from the last year and from the last Board meeting

--Jen, Will and Lee met to fill-out some of the details about the decisions and formulated a report regarding Guiding Teacher/Asst Guiding teacher (disseminated to all Board members)

--Reviewed letters/email from Guy Gibbon and Bill Tresch

Report of the Working Group on Leadership Transition

--Ben and Ted both remained for this discussion

--Lee went through the recommendations one by one; discussion and Q&A.

--Revisions: asst guiding teacher will be post-shuso at minimum; motion that job title be changed to Asst TO the Guiding Teacher by Will; 7 for leaving wording as Asst Guiding Tchr; 1 for the motion; 2 abstentions

--Appt and supervision--group decided to have Guiding Teacher appoint and supervise Asst GT in consultation with Board . Took comments from Ted (no voting power)

--Board voted to adopt these revisions to the Report

--Briefly discussed the Guiding Teacher Job Description--adopted by consent

Compensation Package

--looking for increase of \$20,000 for package which includes insurance, taxes, benefits plus the salary;

--Jen reviewed some specific figures and the Affordable Care Act; discussion--do we accept the \$45,000 figure?

--Motion re Compensation Package by Jodi to accept all three recommendations; Passed unanimously; two abstentions

Terms of Appointment

--Jodi moved to accept recommendation; Friendly amendment, GT is at-will employee appointed for 3-year renewable terms. Passed by all Board except for abstentions 2

Role of Emeritus Guiding Teacher

--Add Dharma Talks;

Motion to accept Recommendation as written by Will and seconded by Jodi; passed unanimously with two abstentions

Advisory Council

--no action at this time

Communicating to Sangha

--discussion re timing and the information to give to the sangha

Next Steps

--significant discussion re whether or not we are looking at only internal candidates. Motion to do an internal-only search with preference for FTE but understanding that with available candidates this might not be possible and will need Guiding Tchr and Asst Guiding Teacher. Jen moved; 5 in favor; 1 against; 2 abstain; one absent

Executive Session Considering Lee's Disclosure

--Exec Comm minus Lee will meet with paid staff and Rosemary then will meet separately with Lee; we will then communicate with the Board, Tim and Admin.. At this time the Board will not be communicating with the larger sangha. Motion to support the plan of the Executive Committee by Ben; Passed unanimously.

Motion to adjourn by Will; passed unanimously