

Monterey Bay Zen Center Board Meeting – March 28, 2021 on Zoom

Bowed in at 10:05 am

Present: Clara Nieto, Diane Wells, Jana Clara, Susan Brodey, Robert Reese (left at 11:11 am), Mark Orrisch, Sara Hunsaker, Susan Nine (arrived at 10:15 am and left at 11:16 am)

Absent: Dina Stansbury, Kathy Whilden, June Poe

1. Consensus

- Agenda for 3/28/2021
- Minutes from 2/28/2021
- Treasurer's report

Moved, seconded and accepted

2. Review of work toward board retreat series and communications workshop and next steps:

- Sangha concerns and subcommittee overview of what they have done. Sara reports no update as of 3/28/21. Different discussion came up at last meeting but did not bring them to a consensus on retreat topic.
- 4 main topics sent via email from Sara on 2/16/21 as potential themes for a retreat agenda
 - a. Inclusivity
 - b. Diversity
 - c. Relationship/Personal
 - d. Assessing and Serving Sangha Needs: Large and Small
- Sara will work to schedule a meeting. No specific date set or agenda at this time. Susan Nine mentioned another meeting to set an agenda would be beneficial.
- Purpose of the retreat agenda is to brainstorm and assess options; encouraging participants to identify common interests.
- Reminder: the retreat is NOT solely a Board retreat – it will also include the Teaching Council, Practice Committee and Board.
- Jana shared, historically, Board retreats are organized/formed by a subcommittee who has initial conversations and creates an agenda.
- We will follow up with a Board retreat date at the next board meeting in April 2021.

- Do we need to do a follow-up with Patricia on the Compassionate Communication retreat which occurred on 3/7/21?
 - a. Robert suggests we invite Patricia to talk about Compassionate Communication in this situation/context, instead of having another 2 hour workshop.
 - b. Susan Nine points out there are some communication breakdowns and we might need a third party intervention.
 - c. Sara had to bow out at early during the Compassionate Communication workshop and would like to see a follow-up. Sounds like there was not a sense of completion.
 - d. Jana will talk with Patricia and ask if she feels a follow up is advisable. A possibility for a 15 min. presentation?
 - e. Other resources on better communication from other zen centers will be helpful to us.

- 3. Board insurance (information sent to the Board by Robert prior to the meeting):
 - We received updated documentation from Ben Jonas and Robert. Do we want to purchase the recommended coverages?

 - We probably don't need all recommend coverages. Robert points out we need more the Commercial General Liability, Improper Sexual Conduct and Directors & Officers. Clara and Diane also agree.

 - Mark is asking are we listed as additional insured on the Cherry and McGowan insurance policies? Are there any specific coverages for religious organizations? Robert says, MBZC is covered by the Cherry Center.

 - Jana shares she recalls Jeff saying we are covered under McGowan's. Sara had a conversation with Jeff and he said we are covered under McGowan as part of McGowan, but not under the name MBZC.

 - Jana emphasizes it's important we choose a policy which will cover/protect the teachers. Professional Liability looks to be the one that will provide coverage.

 - Sara also agrees TC needs to be covered. We need to be specific on defining the Teaching Council's role in MBZC.

 - The Teaching Council teachers do receive 1099s and are sub-contractors.

- Robert is asking the Board to send him questions we have for Ben Jonas. Robert bowed out at 11:11 am.
 - Susan Nine moves we ask Ben Jonas to provide us a quote for the 3 separate coverages: Commercial General Liability, Professional Liability (includes improper sexual misconduct) and Directors & Officers. What scenarios are we not covered for? Formally approved this motion. Susan bowed out at 11:16 am.
4. Status of budget approval/review:
- We approved to make rent payments and revisit budget after 6 months. Jana proposes MBZC continue with the current budget for the next 3 months: paying bills and rent. Board formally approved this motion.
5. Criteria for reopening in-person activities:
- Mark sent out guidelines from Ashland Zen Center, as an example, to the Board this morning. Monterey County is in the red tier (25%) heading into the orange (50%) capacity. No singing or chanting allowed yet per CDC guidelines.
 - Sara shares it's too premature to start inside and prefers outdoor activities, and mentions the option of live streaming when we do go back to in-person, for those who cannot attend in-person.
 - Brown Bag Zen attendees doing an outdoor walk in the cemetery: was not part of MBZC activity.
 - Other Soto Zen organizations provide their own guidelines online.
 - We will need to converse with the Teaching Council and continue to have some online practice after re-opening in person.
 - Two portable cameras, equipment for continuing online service at McGowan and Cherry. Mark will ask priest at Ashland Zen Center to inquire what they use.
 - We will revisit this again. Discussion on how we will allow in-person outdoor activities, and provide to members guidelines for next Board meeting. Diane volunteered to gather guidelines from Monterey County website.

6. Follow-up on ethics statement:

- Ethical statement was sent by Sara on 3/2/2021 to the Board asking for feedback and did not receive any. She brought it up to the Teaching Council. She and Shogen will be reviewing the old ethics statement. Any feedback, please email to her. An update will be provided at next Board Meeting in April 2021.

Appreciations

Next Meeting: April 25, 2021 on Zoom 10 AM – 12 Noon

Bowed out 11:49 am