

Monterey Bay Zen Board Meeting April 25, 2021

Bow in 10:00

Present: Jana, Mark, Diane, Sara, Susan Nine, Robert , Clara, Dina

Absent: Susan Brodey, June,

Agenda

1. Review & approval of minutes, Treasurer's report and agenda
2. Request for sponsorship for "Becoming Visible" event at Carl Cherry
3. 10:15 start: (Ben Jonas will be calling in to the meeting at 10:15)
4. Board retreat
 - a. discussion re: Susan Nine's concern on previous board decision(s) re: retreat
 - b. review of proposal from subcommittee for agenda and next steps - Sara sent a document to the Board for this discussion.
5. Review of Board decision to stop all in person activities due to COVID 19 - setting conditions under which we will commence formal group activities. (I am forwarding the email from Susan Nine with some input/framework on this discussion.

I Minutes, Treasurer's Report and amended agenda moved and approved

II Endowment Fund - Susan N. would like to see report. Mark will send it to her

III Request for sponsorship for Becoming Visible: Countering Asian Hate, Bias and Scapegoating event addressing Asian/American victimization at the Carl Cherry Center. 5-7 Ca.artists including Belle Yang and Jerry Takigawa will show their art. Robert requested MBZC support for the event.

Discussion:

- Kathy suggested a \$500.00 donation reflecting MBZC interest in creating peace in our community
- Question: What does the Cherry Center need?
- Event will cost an estimated \$1000.00. Financial support, a call for volunteers and publicity through social media

Motion moved and seconded: MBZC donate an amount not to exceed \$500.00 contingent on Robert's report of amount required, a call for community volunteers, and publicity through social media.

Passed

IV Review of insurances and quotes

- Ben Jonas arrived at 10:15 to respond to Board questions
- He will send a white paper with overview of the various types of policies to Robert who will distribute it the Board
- It will take 10-14 days for Ben to obtain quotes once the Board decides which types of policies it wants.

- Important to include the Teaching Council (TC) in our coverage. Necessary to formalize the relationship between MBZC and the TC
- If someone not on the Board acts inappropriately at one of our centers, will it be covered? Those covered need to be listed
- Special events would be covered
- Ben recommends 3 types of coverage: General Liability, Social Service, D & O and a fourth, Improper Sexual Conduct policy if there are one on one meetings behind closed doors
- To begin the process MBZC must complete an application for insurance policies for which we then need a quote. Robert will fill out applications.
- Assembly Bill 5 needs to be reviewed to determine how TC is affected
- D & O shows the element of care exercised by the organization. The Travelers quote will need to be renewed if the Board decides to purchase D & O
- Jana will reach out to Branching Streams to learn about their handling of insurance

Motion: Moved and seconded in the absence of an exact quote the Board approve in concept the purchase of D & O Insurance.

Vote: 3 in favor, 4 opposed, 2 abstentions

Not passed

V Review Board decision to stop all in person activities due to COVID 19 and set conditions under which we will commence formal group activities.

Discussion:

- No mandatory state limit to in-person attendance at worship. Their recommendation is to limit to 50% room capacity
- No singing or chanting. Question - Is full vaccination taken into account?
- Consider what we will do about zoom gatherings
- Do we want to open to fully vaccinated people? Ashland is open to limited numbers
- Determine how many could sit; we don't to turn people away
- Regular sittings continue virtually?
- TC has discussed continuing with streaming; important to continue
- Possibility of outdoors, in-person gathering with distancing and masks
- Create subcommittee: Robert, Sara, Diane
- Keep in mind we don't have insurance

VI Ethics statement

Discussion

- TC okayed the Ethics statement
- Is a second statement, Reconciliation and Grievance statement needed? If yes, it needs revision
- Request intoxication section; no use of the word rehabilitation in the statement, "treatment" should be used instead
- Be clear we are not offering any recovery or care
- Robert, Sara and Jana will get together to revise the language
- If we drop the last sentence, "release from all..." Ethics statement acceptable

Motion moved and seconded: MBZC Board approves th Ethics Statement with the removal of the last line (statement attached)

Passed

Kathy left meeting 11:35

VII Board Retreat

Discussion

- There is a problem with the process of developing the agenda. Subcommittees are the only one's delving into ideas. Full Board needs to be included in decisions going forward; many left out of the thought process
- Subcommittee came up with questions, not conclusions. Full Board/TC needs to come together to discuss
- Troubled that concerns with MBZC were expressed in 2019, retreat discussed throughout the year and expanded. Don't want original intent to be lost
- We are considering original and added 3 additional topics
- TC working on review of TC and proposal - That was not the original intent of the Board. Has been dropped
- Sangha concerns were top topics
- Board should be included in TC structure and function
- The Board has not discussed the order of topics being addressed. At the last meeting of the Sangha Concerns committee, it was decided to recommend to the Board that item III, Relationship/Personal, be the first topic for a retreat.
- Next meeting: Discuss which topic is next
- Sangha Concern Document is adequate for Board, TC, and PC to meet and delve into these issues
- It's time to schedule 2 hour retreat for this discussion. It is time to stop preparing and jump into an in depth discussion of the topics
- What sangha concerns? Sounds like multiple Board concerns. Confused about what we are trying to accomplish? Need to ok leadership concerns about the sangha
- Process: How do we work with relationships between the Board, TC, PC, & Sangha; should be the first topic during the initial meeting
- Patricia willing to do follow-up to her original Compassionate Communication workshop, just not now. If that doesn't work, get outside facilitator

12:04 Meeting extended 15 minutes

- Sioban Cassidy, Zen practitioner, does mediation including non-violent communication
- Want to prioritize how best to encourage positive communication within the Board. We have not reached consensus on what we want to discuss
- Painful that the Board can't speak to each other, that we need to build our community so people feel safe saying what they want to say. We can all practice right speech. Do we really need to meet to practice the skill?
- Subcommittee help us see how members feel
- Let's start talking all together, stop subcommittees for awhile
- We all know what Right Speech looks like
- Start at the Board only level. It's most important to be functional as a Board. Include everybody in the discussion if it becomes a retreat

12:15 Confusion as to what we're now doing; discuss at next Board meeting

Appreciations

Bow out 12:20

Next meeting May 23 10-noon