

Monterey Bay Zen Board Meeting September 12, 2021

Bow in 10:05 a.m.

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

Absent: Susan B., June

#### I Consensus items

- Approve Board minutes of August 8, 2021
- Accept Retreat notes of August 22, 2021
- Accept Treasurer's report
- Approve amended agenda

Moved, seconded and passed

#### II Discussion publishing Retreat notes

- Wait for a week to publish; give everyone a chance to read and comment, then decide whether or not to publish them
- Historic practice has been to post Board Minutes but not retreat notes

#### III Next steps in By-law process

- Until amended, the Board functions under the current By-laws
- Shall we discuss all proposed changes as one or each change individually?
- Text invitation to Guy to join meeting
- Move to next agenda item awaiting Guy's arrival

#### IV Insurance Purchase Update

- We now have D&O and GL insurance
- Some confusion to be discussed at next meeting
- Appreciation to Robert for job well done

10:31 Guy bowed in

#### III Guy's By-law presentation

- 2 topics Guy was asked to consider: Qualifications of Board Members and the Board decision-making process
- Spoke in excess of 12 hours to all of the Board members who were available
- Notes submitted reflect what he heard from the Board, not Guy's opinions
- Quite distressing - Question of whether the Board and TC is serving the sangha and presenting what the sangha needs
- Clear that disagreements, factionalism, and personalities have hampered the function of the Board
- Big question of who will be president? No one has expressed willingness to serve
- How will Board get to moving forward effectively using old practices. Difficult to use old practice to address new By-laws
- Most fundamental problem is the use of the word consensus as we practice it. Dispiriting, enervating, frustrating situation which emanates out to the sangha. The sangha knows

Guy's suggestions are his view after speaking with us, not reflective of his personal views. They are to provide a road the Board can take to be truly in the service of the sangha. His job is to look at the situation with fresh eyes.

- Doesn't think we can agree using the practices we use
- Question: How do we get to new practices. It's critical that all Board members agree in their hearts to support Board.  $\frac{2}{3}$  consensus would truly reflect the will of the Board.
- The vote must be an informed vote; once done everyone should get onboard in support of the sangha

#### Participation of the TC on the Board

- TC most influential body in the sangha and justifiably so it brings dharma to sangha
- In matters of the Board, voting TC have outsized influence on Board members who are hesitant to be in conflict with teachers. TC can have representative on the Board as a non-voting member with a one year transitional period from our current system
- TC or Head teacher should not be involved in organizational functioning of the organization. Important Board work does not have the luxury of time
- It is obvious that changes must be made. Must be fundamental decision on the role of the Board and the role of the President
- Disseminating adequate information individually to Board members from Committee or President, suggestions requested, questions answered. Upon completion, there is a presentation to the Board for a vote, with no repeated voting
- People who are not practicing Buddhist members can be voting members who have expertise in fields we need
- Only Buddhist members create too narrow a view because it is insular as we all practice together; good, but we all see things in the same way
- Executive Committee consists of Board President and 2 Directors. This works to make things more efficient
- Shortened terms for President and Directors. Board needs to reflect unity even without unanimity

Guy bowed out at 11:26 a.m.

#### V Next steps in By-laws process

- Appreciate all of Guy's work
- Board works for what's best for the sangha
- Schedule a 2 hour retreat, 9/19/21 9-11 a.m Zoom
- Reply individually to Jana if you have any questions/comments

#### VI Nominating Committee

- Discuss wide vs. narrow net for recruiting Board members
- Nominating Committee: Sara, Susan N. Jana
- Email suggestions to committee members

#### VII Budget Process

- Email fundraising card for next year to the Board
- Balanced budget vs. Deficit spending. Discuss approach to spending. We have no policy. Need subcommittee: Diane, Dina cc notes to Susan N.

## VIII TC Report

- Shogen transmission costs to be covered by MBZC; also Guy and Diane's ordination costs. Robert will distribute information
- TC met with Susan N. and will submit a restructuring proposal and funding request to be sent to the Board
- Robert says it is quite common that the community supports teachers
- Donations for transmission is the kind of thing the media team wants to post online

Bow out 12:07

Appreciations

Next meetings:

Retreat 9/19/21 Zoom 9-11

Regular Board meeting October 3, 2021 9-11 a.m