

Monterey Bay Zen Board Meeting July 11, 2021

Bow in 10:04

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

Absent: Susan B., June, Kathy

I Consensus items: approval of agenda as revised, minutes, treasurer report  
Moved and passed

II Treasurer's report

- Status of account signers: How many signers do we need? Kathy, Susan B. and Mark to be removed. Diane will check with bank about how that can be done. Diane and Wendy are the current check signers, an adequate number for now. Board can consider adding a third signer in the future.
- Budget process and status of current budget extension - we have been renewing the budget three months at a time.

Moved and passed we extend the budget for three months

III Insurance follow up (agent Ben will call into the meeting)

Discussion

- Which policy(ies) do we buy? From which companies?
- We should deal with each type of policy separately
- Teachers sign an agreement not to sue MBZC (moved to TC discussion)
- Indemnification already in the By-laws

Ben called in at 10:52

- Ben went to 5 companies. He recommends USLI quote (\$1301 for D & O; 1176 Commercial General Liability including Improper Conduct and Professional Liability) which is all encompassing unlike the others
  1. We can secure one or both
  2. The Travelers bid for D & O \$600 less than USLI
  3. Travelers bid would have to be extended since original time limit on bid has passed; Ben confident it would be if we express an interest in a Binding agreement
  4. A committee for insurance is needed
- Does MBZC have policy disallowing service to people under 18? During the past 30 years MBZC has had no contact with people under 18
- Adopt a Board policy against false accusations against MBZC
- Ben verified that the TC would receive no protections from a General Liability policy if they remain classified as Independent Contractors.

Ben left the meeting at 11:25

Discussion:

- Seems we have consensus on D & O with Travelers
- D & O not as important as GL

- Things to iron out if we get GL. It will be more important when we reopen. Easy to do D & O, hard to do GL
- D & O is an additional liability shield. \$500.00 is already in budget for it
- Start with D & O
- Need to be sure GL covers TC before purchase

Moved and seconded: MBZC go ahead and Bind D & O with Travelers

Discussion:

- Approve if add a clause that within one month make a concerted effort and get GL coverage
- What's keeping us from buying both? Not a question of affording it, but It will lead to higher deficit spending

Motion Not passed

IV Board retreat on Board Functioning and By-laws

- Task to set retreat date the retreat for the MBZC by laws. Proposed: August 22 from 10 am to noon while Jana and Mark are in Monterey.
- Question: How long will Jana continue as president?  
Response: No time frame, no deadline.
- Jana will chair the committee

Moved, seconded and passed:

The MBZC Board will hold a Board Retreat on the By-laws, August 22, from 10:00 a.m to noon

V In-person activities

Discussion:

- Has TC discussed this?
  1. TC proposes Tues evening be a hybrid model- in person limited to people vaccinated, no chanting, masks optional. Proof of vaccination will not be required
  2. Diane has rudimentary equipment for group Zoom. She and Clara will attend Branching Stream meeting on Zoom techniques this Saturday. Clara can help with set-up at MBZC
- We are not ready to start in 2 weeks person-person...wants more clarification.
- Board can make general policy; not up to them to micromanage each event
- The Board prohibited in-person events at the start of the pandemic. Once we remove the prohibition, in-person can resume. Clara wants that information for posting
- McGowan House requires masks
- Lots of different policies at other zen centers
- Board give the TC plans to open activities to people who are vaccinated
- Simply revise the prohibition the Board put in place and not deal with the hybrid
- Leave it up to the practice leaders as to how it will work
- Ino now rotating TC members

Motion:

The Board hereby authorizes the TC to recommence in-person activities encouraging following:

1. All in-person participants be vaccinated and comply with mask wearing or other sanitation rules,
2. CDC regulations re: chanting/singing be followed
3. Discussions between Practice leaders and practitioners regarding advisability of continuing hybrid approach i.e online and in-person

Moved, seconded and passed

#### VI Status of TC

Discussion:

- Teaching Council members as Employees - AB 5 - please see link: <https://www.uua.org/pacific-western/blog/california-new-ab-5-law>
- AB5 circulated re: independent contractors worker independent of the organization
- MBZC teachers do not qualify as independent contractors
- Intricate questions for qualifying
- Ask Board to meet in less than a month to resolve question as it has large implications for our budget

12:20 Dina left meeting; Mark agreed to complete minute taking

#### VI Teaching Council

The board of directors established a subcommittee to report on the status of the Teaching Council members as either employees or independent contractors. The report is due at the next meeting on Wednesday evening, July 21, 2021 from 7:00 to 9:00 pm on Zoom. The subcommittee members are Susan Nine, Sara Hunsaker and Robert Reese. They will reach out to Guy Riina to see if he will help.

Meeting ended at 12:35 pm.

Next meeting: Wednesday July 21, from 7 - 9 pm.