

**Clouds in Water Zen Center
March Board Meeting**

March 3, 2013

Attending: Karin Aguilar-San Juan, Carla Breunig, Sosan Theresa Flynn, Carol Iwata, Angus MacDonald, Byakuren Judith Ragir, Nathan Thompson, Rachel Vilsack

Absent: Kurt Errickson, Elizabeth Wroblewski

Nonmember present: Terri Karis

Nathan called the meeting to order at 11:06 AM.

I. Report from the Ethics and Reconciliation (EAR) Committee

Terri provided an overview of the history of the EAR Committee, including the context of the most recent (2011) update, which addresses: legal concerns regarding role of clergy, relationship between committee and Board, integration of practice leaders and issues of confidentiality.

Terri expressed that the EAR Committee did not detail specific instances where legal contact should or must occur, beyond what is called for in Minnesota Statutes.

Byakuren requested that there be an annual public announcement/acknowledgement that we have an ethics policy and who serves on the EAR Committee, perhaps at the annual meeting.

Nathan mentioned that this document should also be reviewed and shared with Youth Practice teachers and volunteers.

Terri expressed that this policy extends to the greater Sangha, as section 1 (Responsibility of Members of the Community) specifically addresses the question “what does this mean to be a member of the community?”

Terri shared an overview document written by Alan Williams, who chaired a rewrite of the guidelines, which provides more detail on the most recent changes. She suggested that we read over the past and current versions (with Alan’s notes) to get a sense for what has changed.

In the interest of a full review by Board members and the Teacher Ryo, the Board will vote on the adoption of the guidelines at the next Board meeting.

II. Update on Youth Practice

Sosan shared a proposal from the Teacher Ryo on proposed changes to the youth practice and asked for Board discussion. [Proposal is included as attachment A.]

Nathan mentioned that if we really are committed to the structures and values (i.e. visioning statements that we've recently worked on), the changes do support this commitment.

A motion was made to support the proposed change to the vision of Youth Practice that would align it to the overall organizational beliefs and functions.

Board approved the motion.

III. Vision (Brief Discussion)

Karin and Carol both mentioned that the completion of our vision statement will assist in evaluating the issue of space.

Carla expressed the need to have an extended Board meeting or retreat to discuss the vision statement and its guidance for the Space Committee.

Nathan called the meeting closed at 1:30 PM.

Board minutes submitted by Rachel Vilsack.

ATTACHMENT A

Proposal from the Teacher Ryo regarding changes in Youth Practice

Submitted to the Clouds in Water Zen Center board of directors

Upon careful reflection and discussion, the teacher ryo strongly believes that it is in the best interest of the long term health and growth of the youth practice program to make a change to the Youth Practice Program Manager position description and requirements.

In outlining the job description for the current Youth Practice Program Manager (drafted in 2011), we stated the minimum education and training as: *“Bachelor’s degree in childhood development or equivalent experience.”* The job description itself does not say anything regarding education in Buddhism, although the job posting did say: *“The applicant should have some working knowledge of Buddhism and spiritual development.”*

We would like to change the position description and requirements as follows:

Minimum Education and Training would be changed to:

- Ordained Zen Priest or equivalent amount of zen study and practice experience.
- Five years minimum of committed practice and involvement with a sangha.
- Bachelor’s degree in Child Development or related field helpful, but not required.
- Training and/or experience in youth development.

Under “Essential responsibilities,” many elements would stay the same, but we would make this change:

- We would shift the focus away from having the Youth Practice Leader prepare curriculum for five different age groups, and instead have the Youth Practice Leader prepare and support a structure where volunteer teachers are actively involved in planning their classes. We would suggest a shift away from extremely detailed lesson plans to a looser structure whereby volunteer teachers practice in harmony with the students from a menu of options provided by the leader. The Youth Practice Leader would provide volunteers with training and some direction, but the volunteers would prepare the actual classes. We would reflect this change in a new job description.

Under “Specific job knowledge, skill and personal abilities required,” we would add:

- Comprehensive knowledge and deep understanding of the basic teachings of Zen Buddhism
- Willingness to actively participate in sangha life at Clouds in Water Zen Center and ability to engage in personal spiritual practice as part of their work