

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

May 18, 2014

Attending: Karin Aguilar-San Juan, Carla Breunig, Kurt Errickson, Sosan Theresa Flynn, Carol Iwata, Nathan Thompson, Rachel Vilsack

Not attending: Angus MacDonald, Byakuren Judith Ragir, Wally Waranka

AGENDA

Nathan called the meeting to order at 11:44 AM.

I. Update on Budget and Spring Appeal

Nathan mentioned that the small Board group that got together to work on the 2014-2015 budget was unable to come to a consensus. We'll need to determine if the Board wants to meet again before the June Board meeting. There is a gap of approximately \$10,000 gap in the 2014-2015 budget.

Sosan provided an update of her summer plans; she will not be traveling to France this summer, but may take time off as needed to rest.

Sosan presented the 2014 stub budget, which is \$6,411 under budget through April. The Spring Appeal has brought in \$6,920 in received and pledged donations. It is hoped the auction will bring in \$3,000 and an additional \$6,000 in direct Spring Appeal donations.

Sosan shared how accounting for the capital fund dollars will occur; it will be listed separately from ordinary income and expenses, but will not be held in a separate bank account.

The Board discussed how we approach donors and the sangha with various membership, Spring Appeal and capital campaign donations.

Carol shared an insight from Gail Graham (Mississippi Market) that we really have to focus on the current operations; we need to put forward our best staff, our best classes, etc. now. We can't forego our current activities for a future move.

Carol suggested that an upcoming Council practice be set aside for discussion of the move and the financial situation.

Carol mentioned a conversation with Byakuren who said that it's not role of the Board to project anxiety; the main job of the Board is to help the sangha practice through change.

Carol offered how important it is to keep our major donors informed and updated during the times when we are not asking for money.

II. Executive Director Selection

Carol thanked the Board and mentioned that this is one of the most important jobs that a Board of Directors can do.

Rachel provided an update on the Executive Director search committee, which included Carol, Carla and Rachel. They met once after resumes were submitted, held an interview with each of the candidates (with Sosan, Karin and Wally), followed up with references, and met (again with Sosan) to process all of the information we gathered.

Carla and Rachel presented strengths and weaknesses of each candidates.

The Board discussed the candidates.

The Board voted and will extend an offer to Will Hegeman for the Executive Director position.

Motion made to offer \$23,000 as a starting salary for the Executive Director position. **Motion passed.**

Carol identified next steps for notifying candidates. Carol will update the position description, which the candidate will be asked to sign. June 2 will be the starting date, with a possible community welcome on Sunday, June 8.

Carol called the meeting closed at 1:29 PM.

Minutes submitted by Rachel Vilsack.