



Minutes Board of Directors Meeting

Location: Shared Visions Retreat Center
Date: March 24, 2019
Attendees: Scott Bryce, Emily Burke, Mike Hall, Phyllis Hicks, Cynthia Hughey,
Leah Rutchick, Sarah Tillis, Ron Vereen
Absent: Cathy Cole
Guests: Galen Howlett, Sarah Gardner, Beth Lauderdale, Francesca Morfesis,
Robert Seyler

The meeting opened with a 15 minute meditation.

REPORTS

1. The minutes of the Annual Board Meeting on Feb 20, 2019 were summarized by Mike Hall.

The Board unanimously voted to accept the minutes.

2. The current finances of TIMC were reviewed by Cynthia Hughey.

Current Account Balances:	\$ 9,765 (First Bank) +
	<u>\$ 8,057</u> (PayPal)
	= \$17,822

Major expenses incurred in 2019

Mindfulness of Race retreat, Avila Retreat Center, March 15-17, 2019

- Total payments: \$12,005.68
- Participant fees and donations received: \$12,238.31
- Surplus: \$ 232.63

Upcoming commitments

- May Retreat at Avila: \$6,030 = (\$8,040 due - \$2,010 deposit paid)
- Collaborative for Lama Rod Owens visit – TIMC shares responsibility with Shambhala and Chapel Hill Zen Center in the event of any financial deficits

Potential expenses in 2019

- Half-day retreats – to be planned
- Whole day retreats – to be planned
- Consultant fee – for organizational development in 2019
- Mindfulness of Race – for workshop with TIMC Sangha

Ongoing expenses:

- Rent (Duke Episcopal Ctr): \$20 for Mon & Thu meditation



- Honoraria: \$50 for Wed evening TIMC meeting
- *Ad hoc* donations: \$60 per speaker per session, \$120 for Ron
- Communications:
 - Constant Contact \$31.50 per month
 - Webmaster \$25 per month

The Board unanimously voted to accept the financial statement.

3. Final report on the "Mission, Values, Norms" project - reviewed by Ron Vereen
 - The project is carried over from the former board.
 - The expanded Board of Directors, revised by-laws, and Vision, Mission, and Values Statement are the major fruits of the project.
 - With new Board in place, it is now possible to develop the operating norms as recommended by Katherine Turner.

4. Report on Mindfulness of Race retreat, March 15-17 - reviewed by Ron Vereen
 - Ruth King's premise was similar to OAR's Groundwater Presentation by looking at racism as embedded in various structures, but doing so through the mindfulness lens.
 - Racial Affinity Groups (RAGs) are the focus of the Mindfulness of Race program.
 - Ruth King provided guidelines for running RAGs.
 - The point was raised that Ruth King's guidelines for RAGs have evolved since first coming out. There was consensus to have them reviewed again by a subcommittee. Beth Lauderdale volunteered to explore norms with other Sanghas at upcoming Spirit Rock meeting she will be attending.
 - The training showed how to identify harm at individual/group/institutional levels.
 - Ruth King proposes having a Zoom session with TIMC or bringing her in as consultant.
 - Ron asked Ruth about rolling out the next level of training such as 4-5 days with different group of 20 Sangha members
 - Cost is perhaps \$20,000, but there are Sangha members who would donate to support it. TIMC could also apply for grants to fund it.

 - Scott reminded us that Ruth emphasized integration, not information, when bringing message back to Sangha.
 - He would like to follow up the workshop by addressing racial affinity at his upcoming talk. He suggests opening up the floor to participants to share their experiences.
 - Francesca, speaking as a guest, stated that Ruth specifically mentioned Dharma Talks as a powerful way to carry out the "integration over information" approach to bringing the message of the retreat to the wider Sangha.



SANGHA GROUP UPDATES

Kalyana Mitta Groups (KM) - reviewed by Sarah Tillis

- There are currently 5 active groups under the KM umbrella: Chapel Hill-Carrboro KM, Raleigh KM, Insight Dialogue KM, Secular Dharma, and Young Adults
- 4 groups have been going 3-4 years; Young Adults is newest.
- RAGs coordinated together with KM groups
- 119 people have participated in KM groups since starting. Continued interest
- 54 still in and about 20 more have contacted Sarah.
- The Chair expressed appreciation to KM Groups for setting standards for other groups

Racial Affinity Groups (RAGs) – reviewed by Beth Lauderdale

- Karen Ziegler is voluntarily transitioning out as the RAGs coordinator.
- Beth Lauderdale will take over as coordinator in April/May once approved.
- Purpose of RAGs continues to be to explore and learn what it means to identify with a dominant group and conditioning as white people.
- There is interest in adding structure to RAGs to promote their continued development.
- 2 new RAGs formed out of March workshop.
- TIMC affirms its continued support for RAGs.

Welcome Committee (WC) – reviewed by Robert Seyler

Note: WC is recognized and financially sponsored by TI

- WC contributed a report.
- The group meets every 6 weeks with rotating leadership.
- Goals:
 - Learn the names of longer-term Sangha members
 - Plan various social activities and/or gatherings
 - Create an email database for new members
- The number of new subscribers to the newsletter list has gone up.
- WC expressed gratitude for the strong support & encouragement by the Sangha!

Engaged Buddhism (EB) Group – reviewed by Galen Howlett

Note: EB is recognized but not financially supported by TI

- New group, very open, little structure at this time
- Meeting monthly, 4th Thurs, Duke Episcopal Ctr conf room, 6:30 -8 PM



- Goals and Interests:
 - Foster discussion on using Dharma to inform engagement with the world,
 - Understand what it means to be socially engaged,
 - Better understand the social concerns of the day, and
 - Share what we're engaged with and how we engage.
 - Support each other in dealing with current political climate

NEW BUSINESS

1. Sangha Participation in University of Colorado, Boulder Meditation Experience Survey–discussion led by Ron

- The request to TIMC is to facilitate participation by individual Sangha members in the survey. Project statement was sent previously in an email attachment.
- Ron is familiar with U. of Colorado program. Program is covered by an IRB.
- TIMC is not supporting the program nor encouraging Sangha members to participate. Participation is at the member's discretion.
- Sangha members should be instructed to respect confidentiality of other Sangha members and the TIMC organization if members choose to participate.
- An announcement to the Sangha should be made verbally in addition to including information and a link to the study in monthly newsletter.

The Board unanimously voted to make the Sangha aware of the opportunity to participate in the University of Colorado survey.

2. Selection of New RAGs Coordinator

- Karen Ziegler steps down as RAGs Coordinator in April;
- The prior Board deliberated on selection of the new coordinator;
- The motion was made to approve Beth Lauderdale as the new coordinator.

The Board unanimously voted to approve Beth Lauderdale as the coordinator of TIMC sponsored Racial Affinity Groups.

3. Insight Dialogue Retreat

- Phyllis would like to hold a retreat at Avila Dec 6-8, 2019 to investigate whiteness for approximately 26 people.
- A motion was made to support this effort with a nonrefundable deposit to Avila of ~\$2,000 (25% of total).

The Board unanimously voted to sponsor a racial affinity-focused Insight Dialogue retreat in 2019 with a payment of a deposit to Avila Retreat Center.



4. Operating Norms, Core and Peripheral Action Committee - discussion led by Leah Rutchick

- Leah outlined the idea to hire a consultant soon to draft a structure for basic operational processes and procedures, and provide a framework to enable committees and subcommittees. These would provide the organizational norms to function well.
- For some, the norms refer to the community agreements and related guidelines for communicating. Ron explained that both conscious and unconscious norms influence our behavior. Good norms should help us become conscious of what we are doing.
- There was consensus to consider working with a consultant to address operational norms followed by organizational structures. Examples of norms and organizational needs provided to Board members prior to the meeting by Ron, Cathy, and others can serve as inputs to this work. The organization functions adequately to accomplish basic things at this time, but development of sound operational norms will be important over the longer-term.
- Motion was made for the Board to convene again in an open meeting to investigate the conscious norms and structures that currently exist and to consider new ones to serve the Board better.

The Board unanimously voted to convene again in an open Board meeting to continue discussing the operating norms and the possibility of hiring a consultant to help with development of these at a time and place to be decided.

OTHER BUSINESS

Review of the Board's formal decision-making process

The following steps were outlined:

1. One member makes a motion,
2. Another Board member seconds that motion,
3. The floor is opened for discussion on the motion including changes, additions, or reasons to oppose.
4. At the end of discussion, the Board moves to take a vote on the motion or to table continued discussion to the next meeting of the Board.
5. If the vote is majority, the motion is passed.

Sangha member input to the Board

- The question was raised how the Sangha could contact and provide input to the Board.
- Providing an email address, possibly enabled for anonymous messages, was suggested.
- Concerns were raised about anonymous communication. A request was made to discuss further.



Next Board Meeting

- The Chair will send out a Doodle Poll with possible dates in April, May, and June.
- Important that all BoD members attend.

The Board unanimously voted to adjourn the meeting.