

**IWM Board Meeting Summary Notes**  
**Thursday, April 8, 2021**  
6:30-8:30pm  
Via ZOOM

**Present:** Hal, Tara, trellis, Lucy, Keila, Ruth (joining for first part of meeting), Elizabeth (joining late)

**Absent:** Bernadine

**Facilitator:** Hal   **To-do list:** Keila   **Minutes:** Keila

The meeting began with Ruth Folchman leading a discussion about the leadership/systems research that she and Lore Detenber are doing. In preparation for interviewing other sanghas about how they are structured, she proposed three categories of possible questions/inquiry topics: leadership structure, dana/salaries/payments, and systems and structures. Ruth also mentioned that the Buddhist Insight Network has a new listserv for Insight sanghas. The Board's overall feedback to Ruth expressed a general interest in qualitative data over quantitative data and a desire to know about horizontal leadership models and effective methods of community engagement/leadership. In terms of timeline, the Board expressed a hope to be able to share Lore's and Ruth's findings with the sangha by the fall as a way to facilitate a community conversation. However, Ruth and Lore will continue to stay in touch with the Board as their research progresses.

The Board then discussed Tara's transition. Tara has been working hard to put together a schedule for the second half of 2021. There was a motion to move forward with the creation of a Scheduling Committee, which was unanimously approved. The new Scheduling Committee will pick up where Tara left off in terms of planning the schedule for the second half of 2021. The Board discussed possible people to invite to join the Scheduling Committee.

The Board also discussed next steps (including reaching out to current volunteers and sangha wide) for finding a new volunteer coordinator as Tusi is transitioning away from that role. The Board discussed doing a volunteer appreciation event in September and establishing a policy around getting sangha leaders gifts when they transition away from their roles and around regularly showing appreciation to sangha leaders and volunteers.

Additional items discussed.:

- YTD, center expenses exceed income by \$7,232.51.
- Need to do fundraising, in general, and for re-opening, etc.
- Celebrating Vesak
- No formal decision but discussed how it would be difficult to re-open before September (which is what some other New England sangha's are doing).
- Parsonage Allowance.
- Board went into Executive Session.