

**Santa Cruz Zen Center Board of Trustees Meeting**  
**Tuesday, September 24, 2013**  
**6:35pm to 8:30pm - Zendo**

**Present:** Edie Brown, President, Chuck Overley, Vice President, Michael Bashista, Treasurer, Liz Milazzo, Secretary; Nannette Overley, Administrator; at large: Sally Aguirre, Jeff Sherman, Chris Davidson, Brian Corser, Rob Hoogner

**On Leave:** Lisa Noble, member at large

**Leaders in Attendance:** Kokyo, Gene

**Community Comments:** none

**Head Teacher Contract (Gene):**

Leader group met 9/3 (Gene, Edie, Kokyo, Patrick, & Nannette) to discuss Head Teacher contract. In exploring issues, the conversation ended up bringing into view the multiple roles held by various leaders at ZC. Each of the positions, incl. Board President & Administrator, has multiple duties; each of the leaders has some impact on the practice environment. Roles for 3 transmitted priests: specific for each priest; Patrick and Gene's practice leadership roles and responsibilities need further exploration related to a more horizontal model of practice leadership. All 3 see people in dokusan, teach some or many classes, lead day-sits and sesshins. Kokyo is trying to work out a balanced teaching schedule of Wednesday evening speakers, classes, leading sesshins, etc. – all in reference to meeting the needs of the sangha. Some ongoing questions: Who would guide a practice position of tenzo, if we had an acting (vs. rotating) tenzo? Leader group will meet a second time on Tues. October 1<sup>st</sup>. Still need to clarify agreements regarding practice leadership roles and responsibilities. Some aspects of practice leadership are a continuing conversation. Guiding question returns to how to best meet the needs of the sangha. Kokyo is taking a poll of priests, former shusos, and the practice committee to elicit feedback regarding the balance of Wed. night speakers. Kokyo will share results of poll. Head teacher contract ends Dec. 31<sup>st</sup> this year (completion of a 2-year contract).

**Treasurer's Report:**

- Good news: P&L shows positive net income of \$35,000 to date this year.
- Property tax coming due (\$4,000) and insurance bill of \$4,000 still outstanding.
- Annual budget looks good for this year.

**Administrator's Report: (Nannette)**

- Will Peck has a proposal for a new irrigation system that is weather-sensitive. Costs less than \$300. Since the old timer just went out, we would have to purchase a new controller, anyway. Nannette planning to purchase Will's recommended system.