

SANTA CRUZ ZEN CENTER JULY 2015 BOARD RETREAT

Saturday 7/25/15, 10 am to 4 pm, at a private residence (Sally's)

2015 Board Retreat Goals:

- Develop a shared understanding of SCZC Teaching Leadership Model
- Identify gaps between current reality and mission/vision
- Explore alternatives – SWOT analysis
- Review/explore/consider Head Teacher contract renewal
- Budget Modeling: Review/explore/consider compensation for Practice Leaders, Gene and Patrick

Attending: Edie Brown, Chuck Overley, Liz Milazzo, Michael Bashista, Dana Tagaki, Sally Aguirre, Laurie McCann, Chris Davidson, Neti Parekh, Mary Knudtson

Opening

10:00

- Welcome, review agenda, goals, watching our mind questions
- Warm-up activities: go-around, passing the ball
- Song of the Trusting Mind

Edie
All
Chuck/All

SCZC Mission/Vision

Edie 10:30

- Emphasis on Soto school
- Emphasis on integration of practice and daily life

Develop a Shared Understanding of SCZC Teaching Leadership Model 10:45

- **Review** Edie
 - Background of current teaching leadership model and prior Board retreat work – see attachment of developments in organizational structure since Katherine's passing
 - Question: Have we done away with the Abbot position? No, but filling the Abbot position is not an active concern at this point.
 - *Bylaws/Section 7: Practice Leaders, Functional Leaders*
 - March 2014, the 3 Practice Leaders affirmed support for the role of Head Teacher – current model
 - Functional leaders: Board President, Board Property Liaison, Global Sangha leader, Support Net Leader—*individuals can be functional leaders and not be Practice Leaders*
 - *Job Descriptions: Head Teacher, Practice Leader*
 - See notes on Practice Leader role, what is it to be a teacher? Mentoring, spiritual leadership, lectures, classes
 - Brown robe ordination does not equate with a seat as Practice Leader. Practice Leaders must be invited in by the seated group of Practice Leaders. Emphasis on working collaboratively and good communication! Also, good to keep exploring our assumptions.
 - When we talk about compensation, challenging to parse out compensation intended for the practice leadership function, not necessarily the overlapping administrative/functional roles.
 - Feels lopsided to compensate only one of three practice leaders in a volunteer organization.
 - Compensation in the past:
 - Katherine Thanas received \$18,000 or \$19,000 annual stipend, and she took off the month of August
 - During period of overlap, KT received part-time stipend, and Kokyo began receiving stipend of \$20,000, plus 7.5% of his salary (half of social security taxes).
 - Stipend for Kokyo raised in 2013 to \$27,000 plus 7.5% for social security taxes, with 8 weeks Personal Time Off