

THE NORTH CAROLINA ZEN CENTER

Minutes of a Regular Meeting of the Board of Directors

Sunday

August 24, 2014

~ 4:00 pm-7 pm

NC Zen Center

Picnic area

8/13/14

NOTICE

email from the Chair

Attendance

8

Chair Roxanne Henderson

Secretary Jim Whiteside

Board members Tim Holmes
Richard McGough
Joanie McLean
Leila Webster

Treasurer

Absent (Andy Bell)
(Nora Haenn)

Quorum = 5

Yes

6 of 8

OTHERS

2

TIME

Sandy Stewart, Osho, and his wife, Susanna

For the first half

Opening

The chair called the meeting to order a little after 4:00 pm.

The minutes for the June 1st and 22nd meetings were distributed. To save time, their reading, discussion, and approval was deferred until the next meeting.

A proposal

A. Selecting a facilitator.

Leila and the Abbot recommended a two-stage process starting with a communication specialist to clear the air, followed by a business consultant to help with organizational restructuring. They interviewed two women [q.v. Attachment I],

a man, and a couple [q.v. Attachment II], who specialize in communication in the context of asymmetric power relations. The following **resolution** was accepted by unanimous consent:

- 1. The board will start interpersonal facilitation with Maria Stawsky and Joe Cole. It will revisit the question of facilitation for structural reorganization after evaluating its experience with Maria and Joe.**

Business

B. Officer certification.

Because the bank has requested a document certifying the identity of board officers, the following **clarifications of fact** were requested by Roxanne and seconded by Tim:

- 2. Roxanne Henderson is the Chair of the NCZC (North Carolina Zen Center) Board of Directors.**
- 3. Jim Whiteside is Secretary of the NCZC Board.**
- 4. Joanie McLean is Treasurer of the NCZC Board.**

These statements of fact were unanimously approved and entered into the record.

C. The Abbot's discontent and upcoming vacation.

After discussing the Young's binding lease agreement, the Abbot informed the board that he was thinking about not coming back from his summer vacation until the Youngs were gone. No ultimatum was given. Instead, he decided to extend his vacation to 30 days beginning on August 25, 2014.

A brief break

Board-only deliberation

The Abbot and his wife withdrew from the meeting.

Other business

D. The question of whether or not to evict the Youngs.

When the topic shifted to the Youngs, the following motion was made:

5. The board gives the Youngs 30-days notice to vacate the property.

After discussing the legal implications and ethics of violating their 25-year lease (which even the Stewart's lawyer said is ironclad), the author of the motion offered

to soften its language to a request that the Youngs move out of the Center because of the untenable situation their presence creates.

After a long, thought-provoking discussion, it was realized that the motion had not been seconded. When a call for a second produced none, the resolution was dropped.

- E. The question of whether to terminate the Osho's contract as Abbot.

An opposing **motion** was offered to further clarify the board's position:

6. The board of directors hereby terminates Sandy Gentei Stewart's contract as Abbot of the North Carolina Zen Center.

After a brief deliberation, it too failed to receive a second and was withdrawn.

- F. The clash of personalities between the Abbot and Matt Young.

The board discussed use of the Grievance Policy to resolve the conflict. It was made clear when the policy was created, however, that it was never intended or designed for personality conflicts.

What followed was a lengthy exploration of the complex details surrounding the personality conflict and breakdown of the teacher-student relationship between Matt and the Abbot. In consequence, the following **resolution** was accepted by unanimous consent:

7. **The Osho's disagreement with the Youngs is a teacher-student issue that cannot be resolved by the board.**

- G. Future personality conflicts.

To make the board's underlying policy position clear, the following **resolutions** were accepted by unanimous consent:

8. **It is not the board's responsibility to resolve personality conflicts.**
9. **The board will no longer listen to complaints that are merely of a personal nature.**

Future business

- A. Financial policy.

To secure NCZC bank accounts and facilitate transition of control, the following policies were suggested:

- (1) Money can be withdrawn from the checking account by **the single signature** of the Treasurer, the Chair, or the Abbot.

(2) Money can be withdrawn from the Money Market account or CD **with the signature of any two** of the following three people: the Treasurer, the Chair, or the Abbot.

B. Revision of the bylaws.

It was suggested that we begin a list of revisions that need to be made to the bylaws, starting with:

(1) Clarification of the definition of Voting Members.

C. Upcoming elections.

Because the end of December is the traditional end of term for some board members, the board will need to make plans for upcoming elections.

D. A Strategic Plan.

Jim Whiteside recommended making strategic planning the focus of structural facilitation. To enable a thorough vetting of his written proposal [q.v. Attachment III], it was added to the agenda for the next meeting.

Closing

The meeting was adjourned around 7:00 pm.



Jim Whiteside

Jim Whiteside, Secretary

September 29, 2014

Attachments

- | | | |
|------|---|-------------------------------|
| I. | “Linda Stier’s Proposal” | for facilitation services |
| II. | An untitled facilitation proposal | by Maria Stawsky and Joe Cole |
| III. | “Strategic Planning & the Facilitation Process” | by Jim Whiteside |

Other relevant documents

- IV. Matt & Kim Young’s 25-year Lease agreement
- V. “Agenda for the NCZC Board Meeting August 24, 2014”

Linda Stier's Proposal

Thank you for the opportunity to support the Zen Center of North Carolina in creating and living a sustaining future.

I am submitting a proposal for consideration.

This is brief and not in the form I would like. I am traveling with limited availability until late tonight. I am back later Sunday.

Let me know if you have questions. I can respond by 9 am Saturday.

Proposal:

1. 3-4 hour meeting with the Zen Center Board of Directors with Sandy Gentei Stewart (consider whether others are included)

This meeting would accomplish being in unity in fulfilling the mission of the Zen Center and identifying what is important regarding any system, relationships, framework, commitments that are established in working together.

2. Draft a system and plan for implementing.

3. Create next proposal for implementation of the system.

Requirement:

All are willing to come together in support of what each and all are committed to regarding the Zen Center to create a sustaining future.

Rate: !

Hourly: \$125

Proposed hours:

3-4 hour meeting

2-4 hours preparation/ follow up

2 hours for drafting a system and plan for implementation

I'm willing to consider creating this as a package with a set fee vs. hourly, whichever is less for you.

Linda

Thanks very much for considering recommending us to the board.

Here is our proposed time frame, given a very full and busy next three-four weeks for us:

Late September-Early October: individual interviews with major stakeholders, one to two hours for each interview.

Mid-Late October: group meetings with the board and other stakeholders to clear the air and work through emotional distress and conflict; also we would be modeling the use of a conflict resolution tool that we recommend the group adapt and adopt for future use.

Let me know if you have any questions, or would like more details.

I'll be checking email regularly today and should be able to respond quickly if you need more input before your meeting.

thanks and take care

Joe Cole + Maria Stawsky

Fee: \$90 per hour; negotiable. Lower rates for a long term process. Bartering is a possibility.

Strategic the Facilitation Process Planning

August 24, 2014

Dear Board Members,

Without a long-range vision for the Center, it's going to be difficult to clarify our "roles and responsibilities." That's where "Strategic Planning" comes in. It helps clarify our responsibilities by placing them in the "Big Picture" of things as we'd like for them to be.

The **Strategic Planning Pyramid** below provides a quick and easy way to understand what's involved. The **Planning Timetable** on the following page shows the sequence of events needed to implement such a plan.

What you'll quickly discover is that it's a yearlong process...with facilitation only at critical junctures. That's why we need to consider it now before signing a contract.

Thank you,

Jim Whiteside



Bryson & Alston (*Creating Your Strategic Plan*, 2011, p. 7) believe most people learn visually. Here's a simplified version of their Strategic Planning Pyramid:

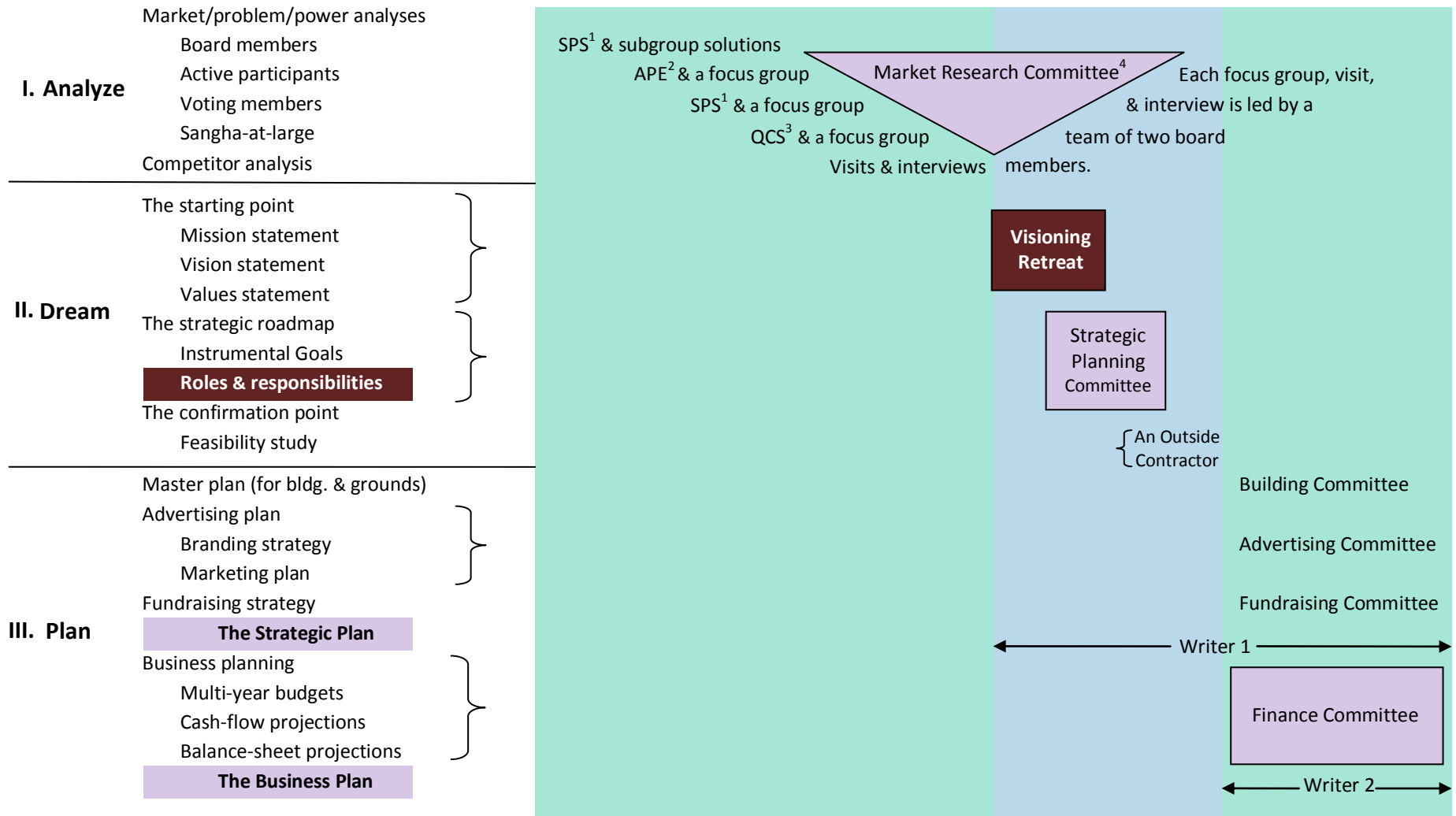


*QC = Quality Control

A Planning Timetable

TARGET TIMELINE 2015

JAN. FEB. MAR. APR. MAY JUNE JULY AUG. SEP. OCT. NOV. DEC.



¹SPS = Strategic Planning Survey (shortened for voting members)

²APE = Active Participation Evaluation

³QCS = Quality Control Survey (+ focus group solicitations)

⁴Each committee is chaired by a board member and includes one or more sangha members.

Analyze

Dream

Plan

The Strategic Dashboard

PROJECTED TIMELINE

