

Dharma Ocean Foundation

Meeting of the Board of Directors - Meeting Record

November 9, 2018 - 9:00am-5:00pm

Dharma Ocean Offices, 7102 La Vista Pl Longmont CO 80305

Board members in attendance:

Michael Reeds - Chair

Reggie Ray - Spiritual Co-Director

Caroline Pfohl - Spiritual Co-Director

Bryn Rees - Education & Study

Gaia Mika - Community Life Director (Ex officio)

Rayann Gordon - Secretary

David Iozzi - Executive Director (Ex officio)

Schuyler Anderson - Treasurer

Meeting called to order at 9:30am

Meeting with Reggie

Discussion about recent Vajrasangha calls, different ways to teach and engage as a community.

Community Life Update by Gaia Mika

Discussion of mandala councils, challenges finding enough volunteers to fill the available roles, the need to clarify teaching criteria, and to find more effective ways to communicate with the Vajrasangha.

-Reggie departed-

Budget by David Iozzi

We anticipate expenses to be higher than income this year due to staffing changes and not having summer programs.

Michael moves to approve 2019 budget.

Unanimous decision

Publications Grant Report with Scott

Discussion about the publications side of the grant (Reggie's 15 upcoming book projects and the VTI transcripts), the archive upgrade, and digital platform (new online offerings) upgrade. The board will help oversee the priorities of the grant.

Models for International Growth

Discussion of different models from martial arts and churches. Identified the need to define different levels and groups eg.) practice groups vs. city sangha run by DO teacher.

Last board meeting minutes

MOTION to approve September 2018 board meeting minutes; seconded and passed.

Organizational Design

Rayann and Michael investigating what the organizational needs are in paid staff, mandala councils, program mandalas, identifying finding systems or tools that we may use in holacracy, sociocracy, etc to address.

FDIC Limits

Schuyler to make a recommendation to the board.

Staff Bonus

Motion to give Dharma Ocean staff 5% year end bonuses; seconded and passed.

Meeting adjourned 5:30 pm.