

Dharma Ocean Board of Directors
Meeting Minutes
February 22, 2019
7102 La Vista Place, Longmont CO 80503

Board members in attendance:

David Iozzi (Ex officio)
Bryn Rees (Study)
Rayann Gordon (Secretary)
Michael Mischke-Reeds (Chair)
Gaia Mike (Ex officio)
Schuyler (Treasurer - by zoom)

Evolving leadership structure discussion:

Introducing the Circle of Vajrayana Elders and the Vajrayana mentors. The board will continue to have fiduciary responsibilities, staffing influence, and focus on organizational development, while the Circle of Vajrayana Elders will work on teacher development, teaching and pointing out themes.

Community Life update:

Gaia is resigning in March and RJ is resigning in April. Gaia, David, Michael and Caroline will work on re-visioning the community life role.

Recruiting for Board and Mandala Councils

Michael Mischke-Reeds will resign as the chair of the board within the next 6 months. He will mentor a new board chair and continue to serve on the board.

Staff Retreat

Discussion of the February 2019 DO staff retreat including everything DISC profile work, cultivating trust in giving and receiving feedback, Getting Things Done training, project management training.

Recruiting & Staff Organizational Structure

The organizational structure was discussed. Recruiting for the Operations Manager position is in progress. That role will take on more of budgeting, finance, process, and procedures so David

can focus more on big picture, teaching, fundraising, and planning. We are also looking to fill a Publications Manager position as part of the publications grant project.

2019 Programs and Revenue Implications

Discussion about upcoming retreats. Vajra Assembly 2019 is a possibility if enough students are ready. The change in our vajrayana programming will have a negative impact on fundraising and revenue.

Media and Publications

Update from Scott Merriam on the Hemera Publications Grant and collections management. The grant is on track with the original plan of 2018 as a planning year and 2019 as the implementation year.

2018 Financials

Trends did not change much. Supporting membership is low. Identification of issues in online marketing strategy. We will be working with an agency to make our online courses more accessible to people who want them.

2019 Budget

Discussion of the budget including decreased supporting membership, impact of change to vajrayana programming, exploration of new income streams through the archive and publications grant. In the next meeting we will look at projections for rest of this year and 2020.

Low Risk Investments

Brief discussion of the need to find a way to insure cash reserves above the 250k FDIC limit per bank as well as finding a very low-risk account to earn returns on the cash that is unused. At this point the board doesn't have time or resources to explore a more in-depth investing plan or portfolio, but that is a possible avenue for revenue in the future.

Next Board meeting: May 10th