

Insight Meditation Community of Charlottesville
Board of Directors Meeting Agenda
December 15, 2022, 6:30-9pm via Zoom

6:30-6:45 Welcome Meditation/Check-in/
Timekeeper/Minutes Volunteers

[Statement of Intention](#) Phil

6:50-6:55 Agreement to use Consensus Model. Susan

Approval of [October Minutes](#)

Next Meeting: Feb 23, 2022

7:00-7:30 **Election of Officers**

- Vote on Shannon and Matt

Committee Discussion Items 7:35-8:00

Requests/Needs from Committee reports
([Full Committee Reports](#) at the end of this document)

- **Consultant Committee - Susan**
 - Our committee is working to conduct this strategic planning process with 100% transparency. If the board members have suggestions or concerns about anything that is unclear or opaque, we would appreciate feedback.
 - Scheduling Focus group with Katherine
- **Volunteer Committee - Barbara Maille**
 - It would be great to get more folks to sign up for setting up and taking down on Tuesday evenings. I'd like to figure out a new/better/stream-lined way for folks to sign up. I welcome all ideas.
- **HEAR Council- Phil**
 - Support in recruiting and approving new HEAR Council Members as 2-3 members retiring from the Council December/January
- **Care Committee– Barbara Maille/Ann Marie Smith**
 - (Barbara)I don't think this should be a Board committee. Should be something the Sangha does for the Sangha. I would be happy to be the point person to whomever might take this up in the Sangha.
 - (Ann Marie) Need for new leadership and infusion of new ideas & enthusiasm
- **Communications Committee– Shannon Williams**

- The CC wonders about the current need for a specific communications committee. The CC was not directly consulted about the recent board/HEAR announcement which was both appreciated and a bit confusing. Questions for the Board--
 - 1. Should the CC be included in such communications in the future?
 - 2. Is there a current need for a CC--or can we just elect two or three members to create a quick statement if a need arises?
- **IMPACT– Nancy-Elizabeth Nimmich/Helene Freiman**
 - We would like to keep the Sangha informed of our progress and missions, so that they feel involved enough to participate at the Neimiah action in the spring. At that time we will be asking them to show up to help provide "people power" to ensure positive changes in our community.

Discussion Items - 8:05-8:35

- Budget Process (goal to have 2023 budget ready for February meeting– finance committee to create budget based upon 2022 numbers, but simplified)
- [Noon Sit Coordinators](#)
- Liz Reynolds' May departure from IMCC- Board action acknowledging her service
- Update and discussion of JF mediation process

Check out- Phil

Next Meeting: February 23, 2023

Appendix Committee and Projects Updates December 2022

Communications

Shannon Williams– Current Contact Person

Members: Laura DeVault, Shannon Williams

Past Meeting: November 1

Next Meeting: N/A

Accomplishments:

Unanimously agreed to stop the Quarterly-ish Newsletter. Since we're all stretched to the breaking point did not feel like a priority at this time. Updated our president and vice-president on this decision on Nov 2nd.

Needs/Questions for Board

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IMPACT

Nancy-Elizabeth Nimmich – Current Contact Person

Members: Susan Kaufman, Helene Freiman, Nancy-Elizabeth Nimmich, Gordon Berne, Lynda Fanning, Mimi Hunt, Lyn Morland, Kathy Reinhart, Bev Wann, Shannon Williams

Past Meeting: 11/23

Next Meeting: January

Accomplishments:

- The research phase of IMPACT has begun this year. IMPACT is working on three different areas as follows:
 - 1-Care for Creation- the goal is to lower public transportation wait times and to make our transit system more environmentally sustainable.
 - 2-Increase Preschool options in CCS and Albemarle County, working to ensure that all qualifying families can send their child to preschool with an after school program for working families.
 - 3-Affordable housing in Charlottesville and Albemarle.
- Nancy Elizabeth is on the Care for Creation committee and Helene is on the Preschool research committee.

Requests of/Needs from the Board

- We would like to keep the Sangha informed of our progress and missions, so that they feel involved enough to participate at the Neimiah action in the spring. At that time we will be asking them to show up to help provide "people power" to ensure positive changes in our community.

Fundraising

Shannon Williams – Current Contact Person

Members: Shannon Williams, Dolly Joseph

Past Meeting: Dec 12 (biweekly)

Next Meeting: Jan 7

Accomplishments:

1. Started regular communication with the finance committee. Barb Franko is emailing weekly updates on current income/donations as compared to same time last year. Clarifying current budget goal for 2022.
2. Help to raise \$34,696 for 2022 (as of 12/12), which is \$17,804 less than our 2022 budget of \$52,500 (which includes a \$14,800 budget loss. Another way to look at this is that we are \$30,304 from our 2022 budget of \$65,000 (with no budget loss).
3. Facilitated End-Of-Year Giving Campaign, starting October 5th, 2022 with Laura DeVault's "Ask" at our Tuesday meeting. Included five in-person "Asks" at Tuesday meetings, six written "Asks" in the weekly newsletter, and coordination with the Noon Sit, YAS, and various Sangha Members. Utilizing a format that is regular and diverse in nature. Matt still plans to give an Ask on Dec 20th and I will send out a Fundraising Committee email to the entire Sangha the last week of the year--Dec 26th.
4. Taking the lead on Thank-You Notes--coordinating with six board and sangha members to write 44 primarily electronic thank-you note to all donors, on a one-time basis. Thank you for the useful tracking sheet, Dolly.
5. Continued close communication with the finance team. This has been so helpful.

Requests of/Needs from the Board:

1. Eleven more thank-you emails to write in November (more to come for Dec)--private message me and I will send you some names and emails. Let me know if anyone can take this on. Organizing and coordinating these emails has been a struggle to keep-up with.
2. Thank you to Laura, Phil, Susan, Matt, and Sarah Adams for offering that in-person ask this year. It's not easy for many of us to do this, including me. AND I believe it makes a difference. And Thank you to Phyllis, Matt, Barb, Dolly, Laura, and Audrey Stephenson for thanking our donors. Thank you to board members who have donated financially--we already do so much by serving on the board.

Care Committee

Ann Marie Smith-- Current Contact Person

Members: Ann Marie Smith, Barb Maile, Jackie Erskine

Past and Next Meeting: N/A

Accomplishments:

Sent sympathy cards, emails and phone calls to 3 members of the Sangha who were struggling with illness and/or death of a loved one.

Care provided as needed

Requests of/Needs from the Board:

From Barbara don't think this should be a Board committee. Should be something the Sangha does for the Sangha. I (Barbara Maile) would be happy to be the point person to whomever might take this up in the Sangha.

From Ann Marie Need for new leadership and infusion of new ideas & enthusiasm

Clergy Collective Report to IMCC Board

Past Meeting: 12/14

Next Meeting: 1/11

IMCC Reps to CCC: Susan, Laura and Sharon

- (1) We are developing an interfaith response to the recent rise in antisemitism, focusing on ways

to support our local Jewish communities.

- (2) We continue working with Schools, developing and maintaining relationships with CPS and ACPS personnel to support their ongoing work to teach accurate and inclusive history. We also will be meeting in the new year with ACPS mental health personnel to explore how the clergy can support them in addressing mental health needs of students and staff.

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HEAR Council

Julie Convisser, Co-Chair

Current members: Liz Reynolds, Co-Chair; Phil Dupont, IMCC VP & Board Liaison; Dan Meador; Kristina Weaver; Ann VanHoy

Last meeting: September 12

Next meeting; October 21

1-3 accomplishments

- Facilitating Mediation between Board and Former Board President JF;
- Planning Community Listening Session for Dec 14th on that topic;
- Planning meeting with IMCC Consultant KT;
- Actively recruiting new HEAR Council members

Requests of/Needs From Board:

- Support in recruiting and approving new HEAR Council Members as 2-3 members retiring from the Council December/January

Finance Committee

Bill Anderson

Current members: Bill Anderson, Barb Franko, Dolly Joseph (Bill Detmer– temporary)

Last meeting: October 17

Next meeting: January

1-3 Accomplishments

- Suggesting to the Board that we send out a sangha wide email letting everyone know we are \$11,000 below last year in Dana received.

Consultant Committee

Susan Kaufman

Members: Sarah Adams, John Wilson, Phil Dupont, Marylouise Kelly, Susan Kaufman, Dolly Joseph, secretary

Last Meeting: Dec 8, 2022

Next Meeting: Dec 15, 2022

Accomplishments

The committee is still meeting weekly on Thursdays at 10 AM. The next steps in our strategic planning process is to research other sanghas and for Katherine to interview our sangha.

- (1) We have organized and discussed the feedback from and about the All Sangha's meeting on Nov 8.
- (2) We are preparing to start the research process into other sanghas. The research process will include creating questions for hour long interviews and identifying sanghas to conduct those interviews with.
- (3) We have also identified 6 focus groups for Katherine to host. The focus groups will include 6-7

participants in size (except for the Board focus group which will include all members). The other focus groups have been identified as the Young Adult Sangha, GTC, HEAR Committee, Noon sit, and an open invitation to all-sangha members.

- The research interviews and focus group interviews will likely take place in January over Zoom.

Requests for the board:

- Our committee is working to conduct this strategic planning process is 100% transparency. If the board members have suggestions or concerns about anything that is unclear or opaque, we would appreciate feedback.

GTC

Sharon BB

Current members: Sharon BB, Marylouise Kelley, Matt Fritts, Liz Reynolds, Teresa Miller, Bill Detmer

Last meeting: December 2

Next meeting: January 6

- Matt Fritts has joined the GTC. Welcome Matt!
- The Teaching Schedule is full through March 21, 2023. It will include 5 Eightfold Path sessions, Sharon's Happiness Series, Guest Teachers (Leslie Booker on January 24; Francesca Morfesis from Triangle Insight on Dec 13), and Cookie Night on December 20! We also are in beginning plans for a "One Dharma" teaching on a Tuesday night after the New Year.
- Sharon, Matt and other sangha members are meeting informally with other Dharma leaders in C'ville and exploring how we can further promote collaborative efforts to share the Dharma in a more "One Dharma" approach. To that end Jeanne, Matt and Sharon met on 12/8/22 with Sandy Newhouse, the lead organizer for the Jefferson Tibetan Society. Together, they developed a proposal for IMCC and JTS to jointly sponsor an evening talk by Lama Willa Blythe Baker, 6:30 - 8 PM on April 27th. GTC is asking the Board's approval for this co-sponsorship along with a commitment for IMCC to manage registration, management and disbursement of donations and technical support for the evening, if possible at the Unitarian Church. JTS will manage all arrangements with Lama Willa and will develop the publicity for the event. (Note: an IMCC Board meeting also is scheduled for that evening.)
- We also are discussing preliminary plans for a "One Dharma" potluck with other C'ville Buddhist groups on Thursday, July 6th (the Dalai Lama's birthday).\
- The GTC is planning a teacher training and technology in-service with the UU Technology Team (Dolly, Bill, and Rebecca). We intend to discuss the challenges of the hybrid approach, develop procedures, understand the technology, and manage expectations. In the meantime, we will each schedule to meet "upstairs" with the Technology Team at UU one full Tuesday evening to observe the technology procedures and gain a better understanding of the challenges of our hybrid sessions
- The GTC is working to clarify and document the teacher compensation procedures to simplify the process for all involved. Draft procedures will be forwarded to the Finance Committee/Board for review and approval.
- The GTC is planning for a teacher retreat in early 2023. We are currently documenting IMCC teaching scope, capacity, programming, and examining how we endeavor to exemplify Buddhist values and promote diversity, equity and inclusion. These discussions are intended to develop clarity and consensus around aspirations for teaching at IMCC, and will inform the sangha-wide strategic planning process.

Young Adult Sangha

Sarah Adams, Liz Reynolds co-chairs

Current members :About 55 members

Last meeting: Nov 27

Next meeting: Dec 18

Accomplishments

YAS continues to meet the fourth Sunday of every month with new members continually being added each month.

(1) A Young Adult Sangha Advisory Committee has recently been formed to prioritize shared leadership and teaching responsibilities.

(2) Last month we met at the Adopt-A-Spot where we were able to incorporate movement into our practice with Matt Fritts.

(3) This month we are continuing with the themes of embodiment with Tim Edmond at UU.

Sangha Leaders Cohort

SLC Coordinators: Marylouise Kelley, Liz Reynolds, Jeanne van Gemert, Anna VanHoy; 19 Participants

Last meeting: 12/8

Next meeting: 1/12

Accomplishments

- The 19 Sangha Leader Cohort participants are fully engaged and appreciate the opportunity to build community and connection. In November we had lively discussions on practice issues and explored everyone's "favorite hindrance" in small groups. Leslie Booker guest taught on The Four Foundations in December. Jeanne van Gemert and Matt Fritts will lead an evening of teaching and practice focused on Deepening Body Awareness in January.
- Monthly Study Guides ([sample here](#)) with topical resources for study and practice have been a great way to engage in the teachings throughout the month.
- In response to participants' interest in connecting, we have: created buddies for optional sharing between meetings; Bill Detmer created a Google Discussion Group; and we shifted one topical meeting to in person instead of Zoom to maximize group interaction.
- The SLC is enriched by the contributions of the participants who are leading meditations, invocations, chanting, sharing of the merits, and co-facilitating/teaching on special topics.