

# Morningstar Mystery School

## Board of Directors

### July Meeting

### Minutes

7/4/2020

Present: Katie, Laura, Louise, Sandra, Ealasaid, Breven for Teaching Pillar

Facilitator: Katie

Called to Order at 10:06am Pacific

- Facilitator leads everyone in taking a breath together and reciting the Holy Mother prayer
- Approve minutes from previous meeting
  - ◆ Approved.
- Pillar and other standing reports
  - ◆ Teaching & Curriculum Pillar (Breven)
    - Three classes – Psychic Skills, Planes of Stability (in its last month), and Elements
    - Upcoming: new round of classes – Self Possession and Prep for Demon Work. They'll be publishing call for teachers this month. Looking to begin in September.
    - Two class proposals in review.
    - Discussing public-facing classes.
    - Plan to reach out to Elements students for checkin as they begin the 4<sup>th</sup> month.
  - ◆ Research & Alumni Pillar (Katie/Louise)
    - Louise: Didn't meet last month but had email discussion about what counts as "active" and what counts as "alumni" - worked on it a couple years ago, was presented to the board/steering in Dec 2018 and was passed. Was that formally approved?
      - Some years ago, Jen said there was a Moodle purge and there were a ton of hurt feelings. Rather than email, they're suggesting doing it by phone this time around.
      - Discussion around wanting to keep a place for these two, who have been totally inactive but did so much for the school.
      - Laura: maybe we put them as Alumni so they can come back at any time and will get the newsletter?
      - Discussion around Alumni being able to vote on the board – part of why we keep circling with it is because we're a membership org and members have

power. If someone isn't wanting to be an active member, how much power do we give them?

- Katie: remembers that the definition came up when she first joined the board and wasn't approved. It would be weird to have people who've never checked in show up and vote on the board
- Laura: sounds like board and A&R pillar are out of alignment. Let's send it back with concerns around non-active members voting on the board or participating in the retreats.
- Sandra: concerned that we talked all this through so much back during the bylaws.
- Laura: would probably be better to hash this out in a meeting rather than email. Maybe have Jenn attend next board meeting? She's the only member who isn't on the board,
- Sandra: we don't have clarity around the alumni role in the school – if they're acting as a mentor/tutor, they're active in the school.
- OK, Pillar will meet, then meet with board.
- ◆ Temple & Tech Pillar (Laura)
  - Still holding space of student engagement – talked a lot about BLM and social justice, and ways in which we want to create and hold space for the school.
- ◆ Retreat Committee (Laura)
  - No report
- ◆ IRS/Business Stuff (Sandra)
  - No report this month. Next month there will be some bills.
- ◆ Treasurer (John) – skipping, no pressing stuff.
- Updates on action items from the previous meeting – will check in over email.
  - ◆ Ealasaid:
    - Add registrar report to template
    - Attach treasurer report to minutes (was sent to board addy)
    - Notes from annual meeting
  - ◆ Katie:
    - Send reimbursement policy info to Lyssa for newsletter.
    - Post Reimbursement policy on wiki, post notice on forum in News section that it's up (with link)
    - Review Board onboarding material
  - ◆ Laura:
    - Registrar info set up with Louise
    - Remind Katie and Louise to look at the scholarship policy
    - Laura: give Katie Lyssa's email
  - ◆ Louise and Laura to sort out and handle Breven's dues situation. Also email Teaching Pillar to remind them about dues and teachers.
  - ◆ Louise:

- Figure out what counts as "active" and draft language for people who are active and not paying dues
- ◆ Sandra:
  - Update minute book
  - Bylaws amendments
  - Putting accounting stuff together for The D&O Insurance
- SPECIAL MEETING: What We've Accomplished
  - ◆ What have we accomplished since last summer?
    - Elements Class!! Huge deal. And more public facing classes are in the works! So exciting! This is what we were aiming for.
    - We are doing well! Not quite up to "thriving" yet, but we're healthy.
    - New teachers! People who haven't taught before are leading classes!
    - Magic we did for the Tomb of Birth stuff was really awesome. Deep magic as a group that started online and then was done in person, then done virtually. Naming a need, want and actually making it happen.
      - We're really taking ownership of the temple as an organization. Releasing tendrils from Thorn, this is a big deal. Critical for our development as a school. Not forgetting, but moving forward.
    - Starting to look at burnout and try to better address it. People actually stepping away from Pillars when they need to! We're starting to really look at patterns.
    - We've created a space where we're willing to look at our shadow and talk about it and learn from it, not let us control it.
    - We're becoming willing to take a more sustainable pace.
  - ◆ What could we have done better?
    - In the past year we've mostly done good jobs. We've got a resistance/avoidance around conflict that we've improved around. Concern that people who haven't been active will have missed that development. Would be good to make discussion of this explicit especially in pillars. Letting people sit in disagreement, etc. Folks who've stepped back don't know what things no longer are okay in meetings, may make it hard for them to come back. How can we encourage folks to stay engaged while also giving constructive criticism that some behaviors aren't all right? Neither coddling nor punishing weakness kind of thing.
    - Katie has observed a flattening of roles in her time in the school, getting folks to step forward who might not have before (eg Louise on board, Doneby leading chat). Modeling new behaviors can address a good part of helping new folks and helping folks who are coming back.
    - Getting the conflict resolution committee up and running will be a help on this front - dealing with someone whose behavior is bordering on abusive or otherwise bad. How do we as leadership deal with it if a student were to complain about a teacher? What about when it's someone on the board? How do we deal with that?

- Calling people out in the moment can work well – having the group say, no, you're being streamrollery. We all have a responsibility to help each other in community.
- We're still figuring out consensus vs majority rule, and people can take advantage of it. We need to spot it and name it wayyy sooner. That's easier in a class, where it's the teacher's job. Harder in places like the board, where we're all equal.
- Idea: doing Tomb of Birth work as a board.
- ◆ Where are we spending tuition money, and what are students getting from it?(aka what are students getting for their dues?)
  - We're in a better place with regard tto this question than we have been in a while.
  - Students are getting classes, community, etc.
- ◆ (from 5/9/2020): Add to July meeting agenda: it's a looking back at the year meeting; let's look at the goal of having annual all-school meeting in March and the steps working backward to make that happen. Budget report, election stuff, et al.
  - Can someone take a stab at a schedule and send around by email? Laura will do it.
- New Business
- Action Items
- Confirm next month's call – Saturday 8/8/2020 10am Pacific
- Facilitator leads everyone in taking a breath together and reciting the Holy Mother prayer.

Adjourned at 11:46 Pacific