



# Sacramento Insight Meditation

## Board Meeting Minutes for November 10, 2025

A regularly scheduled meeting of the Sacramento Insight Meditation (SIM) Board of Directors was convened at 6:00 PM on Monday, November 10, 2025 via Zoom.

### Attendance

President	Amy Kovak
Vice-President	Vacant
Treasurer	Carmen Pereira
Secretary	Karen Tercho
Member-At-Large	Margaret Buss
Member-At-Large	Katie Stonebraker
Faculty Rep(s)	Rich Howard
Sacramento Dharma Center Rep	Diana Cassady
YPS Rep	Absent
Recorder	Karen Tercho

### Beginnings

The meeting began with a five-minute sitting, reading of the Board Participation Guidelines, and a personal check-in.

### Minutes

The Board Minutes for October 13, 2025 were reviewed and approved unanimously.

### 1.0 Consent Agenda (No Discussion Items)

#### 1.1 Social Media

1.2 YPS

1.3 Operations Manager/ Professional Services

1.4 Teacher Liaison Crew Update

1.5 Volunteers/Projects

## 2.0. Fiscal

2.1 Financial Reports (Carmen)

Financial Summary as of October 2025 Monthly Report: Prior to this meeting, the Treasurer briefly reviewed SIM's Statement of Financial Position and Statement of Activity by Class reports for January 1, 2025, through October 31, 2025. These reports are provided in the Meeting Materials.

SIM's finances stand as follows:

*Statement of Financial Position*

Total Liabilities and Equity through October 31, 2025: \$99,288.01  
(Previous total \$104,957.14)

*Statement of Activity by Class*

Net Revenue through October 31, 2025: \$18,663.05  
(Previous total \$23,259.50)

Summary:

Our financial goals for year 2025 have been to significantly raise revenues and to reduce expenses so that SIM can end the year in the black. We will meet our goals. Total YTD 2025 revenues (includes pledges but not residential retreat or in-kind contributions) have increased over total 2024 revenues for the same period by 25.7 percent. Total YTD 2025 expenses (does not include residential retreat or in-kind contributions) have decreased from total 2024 expenses for the same period by 17.6 percent. By end of year 2025, we will have collected \$50,630 in pledges.

2025 Projected Operating Revenues \$110,030 (minus residential retreat, pledges, and in-kind contributions)

2025 Projected Operating Expenses \$132,555 (minus 4th QTR VP stipend, residential retreat, in-kind, & adjustments) **(\$22,525)**

2025 YTD Operating Revenues = \$86,904

2025 YTD Operating Expenses = \$97,348 (**\$10,444**)

## 2.2 Year-End Gifts to Faculty (Amy)

Typically, SIM has offered year-end gifts to senior SIM faculty, Rich, Diane, and Dennis, as well as Kamala Masters, Steve Armstrong, and John Travis. The Board unanimously agrees to continue the same gifts in the same amounts as in 2024.

# 3.0 Board-Faculty Communication

## 3.1 Faculty Report

The faculty report has been distributed and is available in the G-Drive. All teachers who submitted reports are busy teaching the Dharma. For the 2026 schedule, it was clarified that Walt's 3-day teacher weekend will take place in April and Diana's in September. YPS dates still need to be scheduled with Walt and Diana. Amy will review the contracts to confirm the number of YPS dates per teacher, after which YPS leaders will be asked to reach out to Walt and Diana. New teacher evaluations are occurring this week, marking an important milestone, and Rich and the SIM senior faculty look forward to our continued future with Diana and Walt.

# 4.0 Operations Issues

## 4.1 Holiday Party — December 18 (Margaret/Amy)

Margaret sent an email detailing the logistics for the holiday party. Decisions were made regarding the number of tables and that a check will be written to the event company to avoid credit card processing fees. Soon, we should add this announcement to our weekly announcements. Discussion took place on start time (6 pm), raffle prizes (three), and other logistics. The SIM News post and website with sign-up information will begin in earnest next week.

## 4.2 St. John's Adopt-A-Family Fundraiser (Amy)

Amy completed the form to request a family of four. We have already received two donations! Mary and Frances will serve as the shoppers this year. Please include the fundraiser in the Thursday announcements going forward.

## 4.3 2026 Non-Residential Retreat March 16–18, 2026 (Amy)

The retreat dates need to be posted on the website, and registration will open in mid-January. The cost for the three-day retreat, from 9:00 a.m. to 4:00 p.m., will be a \$100–\$200 sliding scale. Participants will need to commit to the full three days. The retreat will be in-person during the day with Zoom sessions in the evening. We will recruit board member(s) to handle microphones during the day and Zoom hosting in the evenings. Amy will relay this information to David and Sabitre. Rich will follow up on a theme and description at the December faculty meeting, which will be helpful to have finalized by the winter holidays. A portion of the registration fees will go to SDC to help cover costs, with the exact amount to be determined based on the number of registrants.

## 5.0 SIM Board

### 5.1 Board Recruitment (Amy)

Board recruitment has been included in our announcements. Three people have expressed interest in serving on the Board. Amy provided a summary of those who have indicated interest, and a discussion followed on the possibilities. Amy will follow up with the interested parties.

## 6.0. SDC

### 6.1 SDC Updates (Diana)

There is no report for this meeting. SDC movie night will be held on Friday, 11/14. Margaret is assisting SDC with a recounting of its history.

### 6.2 Labyrinth (Amy)

SDC has secured funding for this with a few stipulations and are moving forward with planning and design of the new labyrinth. There will be another vote for the three sanghas to approve the plans.

## 7.0 New Business

### 7.1 Open Discussion – None

Action Items		
Who is responsible	Task/s to be performed	Completion Date
Amy	Request Holiday Party RSVP be put on the website	11/12/2025
Katie	Create SignUpGenius for Holiday Party	11/17/2025
Amy	Request registration page be created for the non-residential retreat	11/12/2025

Amy	Follow up with people interested in serving on the SIM Board	11/25/2025
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## 8.0 Next Board Meeting

December 8, 2025, 6:00-8:30 PM

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Respectfully submitted,  
Karen Tercho, Secretary