



# Sacramento Insight Meditation

## Board Meeting Minutes for December 8, 2025

A regularly scheduled meeting of the Sacramento Insight Meditation (SIM) Board of Directors was convened at 6:00 PM on Monday, December 8, 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)	Absent
Sacramento Dharma Center Rep	Diana Cassady
YPS Rep	Absent
Recorder	Christine Bitonti

### Beginnings

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

### Meeting Minutes

The Board Minutes for November 10, 2025 were reviewed and approved unanimously.

### 1.0 Consent Agenda (No Discussion Items)

- 1.1 YPS
- 1.2 Social Media
- 1.3 Operations Manager/ Professional Services
- 1.4 Volunteers/Projects

## **2.0. Fiscal**

### **2.1 Financial Reports**

Financial Summary as of November 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 November 30, 2025. These reports are provided in the Meeting Materials. SIM's finances stand as follows:

Statement of Financial Position Total Liabilities and Equity through November 30, 2025: \$99,760.90 (Previous total \$99,288.01)

Statement of Activity by Class Net Revenue through November 30, 2025: \$17,920.33 (Previous total \$18,663.05)

The year-end fundraiser has resulted in three donations so far, totaling \$1,000. A fourth donation has been promised with employer matching, bringing the total to \$2,000. The campaign goal is \$10,000. According to the Treasurer, SIM is expected to end the year in the black, even if the campaign does not reach its goal.

### **2.2 End-of-Year Gift TO SDC**

The Board agreed to donate \$1,000 to the SDC toward its \$45,000 goal that would allow hiring of an executive director.

## **3.0 Board-Faculty Communication**

### **3.1 Faculty Report**

Faculty reports were submitted by Dennis, Rich, and Diana. They can be found in Meeting Materials on the Google Drive.

A request was made from Board members that new faculty members be asked to highlight their SIM activities on reports, while continuing to note other teachings and activities.

## **4.0 Operations Issues**

### **4.1 Teacher Liaison Crew Update**

Karen reported that David and TLC continue to fill 2026 dates. A teacher new to SIM, Tanya Wisner, has been scheduled to teach two consecutive Thursday nights in July. Five Thursdays and the July daylong remain open for 2026.

### **4.2 Holiday Party — December 18**

Margaret has the event well organized, with only a few details remaining to be determined. She has a sufficient number of volunteers for set-up, food organization, and clean-up, and is preparing an email to inform them of their responsibilities. She asked the Board to identify ways to encourage sangha members to officially register for the event, as that registration list is used to determine number of tables needed and placement of participants.

Robin and others are scheduled to decorate the space. A discussion ensued regarding the program, which will be similar to last year's and will use the same dinner discussion questions. Amy will offer opening remarks. A raffle will be held, with prizes that Board members have volunteered to obtain. Beverages will include sparkling waters and Martinelli's, along with tea served with dessert. Margaret will provide extra plates to supplement those available at SDC. Karen will follow up with David regarding technical needs for background music.

#### 4.3 Teacher Evaluation Meeting/Stipend Adjustment

Notes from the Teacher Evaluation Meeting were discussed and have been made available to Board members. Challenges and opportunities for teachers and SIM were addressed at the meeting—difficulties getting to SIM from the Bay Area, teachers' needs for connecting with the community, understanding of members' levels of understanding of the dhamma (e.g., using Pali terms, or advanced teachings), ways to collaborate and co-teach, offering advanced practice courses, doing one-on-one interviews, etc.

Amy reported that, overall, the meeting was a positive and uplifting experience. She suggested that the Board focus on community-building needs that were raised, rather than course content issues that can be addressed by the Faculty.

Significant discussion took place regarding the need to adjust Walt's and Diana's stipends, given the additional responsibilities they assumed following Vance's withdrawal. The Board agreed to increase their 2026 stipends to reflect the additional teaching commitments, with the amount based on the number of additional Thursdays and daylongs they have assumed.

#### 4.4 End-of-year Thank You Notes

Amy requested assistance with this activity, which is time-consuming; she estimated that she wrote about 40 notes by hand last year. Margaret, Karen, and Diana Cassady volunteered to help. Amy will order the cards and distribute them to the volunteers.

### 5.0 SIM Board

#### 5.1 Board Recruitment

Amy reported that she sent the prospective board applicant the application, requesting a return by December 12, 2025. She will share the application with the Board upon receipt, after which the Board will decide whether to invite the individual for an interview. Margaret and Carmen

volunteered to serve on the interview committee, with Karen as a backup. The committee will make recommendations to the Board. Amy also noted that there is one potential volunteer for the SDC Landscaping Committee, but no commitment has been made.

## **6.0. SDC**

### **6.1 SDC Updates**

Diana provided a detailed report on activities and issues facing the SDC. The Library Committee requires a few hours of assistance to review the Theravāda section and determine the proper placement of books; the community will be asked if anyone with knowledge of the tradition is available for this volunteer opportunity. Diana will also discuss the SDC fundraiser at the next Thursday night gathering. Additionally, the SDC is seeking someone with a background in human resources to serve on or consult with the selection committee for the new executive director.

### **6.2 Possible Change to Sangha Rents**

A discussion took place regarding the SDC's proposed plan to charge individual sanghas for use of the center beyond their allocated one weekly meeting and one daylong per month. The latest proposal from SDC is a \$50–75-per-hour fee, which would result in a significant increase in rent for SIM, given its support of YPS and the Recovery Sangha.

In the near future, the Board may need to explore ways to increase revenue, such as raising course and daylong registration fees or asking auxiliary sanghas to cover costs. Diana will communicate to the SDC Board the concerns raised by SIM Board members, as well as the need for additional information regarding the hourly rate, event hours, and the anticipated start date for planning purposes.

## **7.0 New Business**

### **7.1 Open Discussion**

No new business discussed.

## **8.0 Next Board Meeting**

January 12, 2025, 6:00-8:30 PM

---

Respectfully submitted,  
Christine Bitonti, Recorder  
Karen Tercho, Secretary