

Community Meeting Minutes

April 11, 2026

Present in person in gonpa: Gakyil member Gerard Miller and Executive Director Dominik Niceva; Community members Bodhi Krause, Efrem Marder, Cindy Thibeau, John Shannon, Miranda Shannon, Kathleen Fekete, Helena Bankovic, Vern Harrington, David Hayes, Will Shea, Paula Barry, Jim Smith, Lauri Marder, Justin Hudgins

Present online: Gakyil members Katya Kuzmitskaya and Ellen Halbert; Community members Al Daggett, Martha Tack, Carisa O'Kelly, Mark Alston-Follansbee, Harvey Kaiser

Guru Yoga

Agenda:

Blue report: The report was provided online for members before the meeting and was summarized.

Programs completed to date since last Community Meeting were listed, and upcoming programs through fall 2026 were described.

Suggestions made: 1) Add programs from Sebastien Remy (Umdze training) and Steve Landsberg. 2) More tech support personnel and equipment are needed to facilitate programs. 3) Make it easier to donate for ongoing weekly programs as well as larger events, and require a donation to receive registration links. 4) Host ganapujas from gonpa as much as possible. 5) Create an area in gonpa with dedicated equipment for Yeshi's sound meditations. 6) Recite the six syllables to create cause for liberation at large events. 7) Encourage leveling up to sustaining membership category. 8) New Yantra Yoga class will be offered by Paula because of members' requests, on Fridays 10:30 to 12:00 starting next week.

Red report: The report was provided online to members before the meeting and was summarized. • Projects completed since last CM were listed. Projects included in 2026 budget include schoolhouse foyer bathroom wall repair, second floor fire door replacement, farmhouse porch roof repair, sanding and staining of farmhouse porch and deck, Guardian Cabin repair, completion of stupa entrance stonework. • Information signs for original mandala site, stupa and Vajra Hall were discussed and it was agreed a work group is needed to brainstorm and make design decisions. • Vajra Hall beam sanding and staining estimate will be available soon. Large projects needing fundraising were listed and will be undertaken according to community enthusiasm and funding.

Suggestions: 1) Mosaic of Vajra Dance mandala made by Prima could be placed at Khandroling. 2) Make an overall plan before beginning large projects. 2) Repair

entrance to schoolhouse parking lot only, (worst area) rather than entire lot. 3) Hire a shuttle to transport retreatants staying in dorm to Khandroling and back daily. 4) Improve dorm less expensively by covering floor and upgrading decor.

Yellow report: The financial report was provided online to members before the meeting and was summarized.

2025 Recap: Revenue was \$191,716 and expenses were \$187,809, producing a \$1,055 surplus on an accrual basis. However, bank accounts dropped \$10,672 over the year, from \$128,085 to \$117,413. An \$18,000 CD at Bank of America was liquidated and used for operations. Without that, the cash drop would have been closer to \$29,000. The organization ended 2025 with only \$2,361 in available operating cash. The reason revenue exceeded expenses on paper but cash still dropped is that the accrual surplus does not account for mortgage principal payments, and the CD liquidation brought in cash that is not revenue but savings being spent. Members raised questions about this discrepancy during the meeting, and the confusion was understandable given how the numbers were presented. **The difference between accrual and cash results is a common source of confusion in nonprofit financials.** The largest expense category is property maintenance and contract labor. Contract labor alone was \$44,700 (caretaker only, not including other repairs), and total property-related expenses were approximately \$109,000. Insurance was the next largest at \$43,435. Together these two categories represented roughly 80% of total spending. Several operational changes were made following two fraud incidents since 2023, including eliminating check writing in favor of digital transfers, daily oversight of bank accounts, transferring QuickBooks to community control, syncing bank accounts to QuickBooks, and detailed reconciliation of budget items. Operations have moved to a new Bank of America account. A calendar of administrative deadlines has been created and updated based on files from the previous manager, to closely follow up on all key administrative points including filings, payments, and compliance dates. The mortgage has \$12,623 remaining and will be paid off by early 2027, freeing approximately \$9,900 per year.

2026 Budget: The largest expense categories remain property and maintenance (approximately \$88,000 combined, reduced from \$109,000 in 2025 after lowering the caretaker contract from \$44,700 to \$36,000) and insurance (\$38,935). Together these represent roughly \$127,000, or about two-thirds of total revenue. The 2026 budget includes \$30,000 for an executive director/oversight role and \$12,000 for legal contingency, both new costs that did not exist in 2025. While some lines went down, these additions mean total expenses are not simply lower than 2025. A member asked why we would expect a deficit if expenses are lower than 2025. It was explained that the report did not actually say expenses would be lower, and that the plan is to reduce expenses by approximately 25% while also increasing revenue by a similar margin, because savings alone will not balance the budget. The goal is to rebuild financial

stability, not just break even. The report did not present a clear bottom line for 2026, but when members added up listed expenses (insurance \$39K, maintenance \$52K, oversight \$30K, legal \$12K, IDC \$9K, Khandroling lease \$16K, and others) against recent revenue of \$191K, the concern about a potential deficit was reasonable. The budget was not approved and will be revised and re-presented in approximately 6 weeks or sooner.

Worker Misclassification: A state investigation by the Massachusetts Department of Unemployment Assistance is ongoing. The report included estimated exposure ranges: \$6K to \$16K for a cooperative DUA resolution, \$19K to \$31K if the IRS separately pursues payroll taxes, \$30K to \$40K worst case. There is \$12K already budgeted for legal contingency and corrective steps have been taken. A meeting with a specialized attorney is scheduled for early next week.

Member Suggestions: 1) Increase membership tiers from ordinary to sustaining and meritorious 2) Include Dzamling Gar guest user income as a new revenue line. 3) Apply more efficient oversight in spending• 4) Introduce new technology for easier financial participation in retreats, guest fees, and donations. 5) Bring in innovative programming to attract new participants, including new types of retreats (Yeshi's approach and others) 6) Create fun activities to bring in revenue and draw in more people. 7) Plan and publicize fundraisers better and create a fundraising calendar for the year. 8) Consider self-insuring with money in reserve for some categories to reduce premiums.

Dedication of Merit