

# Gakyil Meeting Minutes

March 25, 2026

## Present (online):

**Gakyil members** Gerard Miller, Katya Kuzmitskaya, and Ellen Halbert

**Community members** Dominik Niceva, Bodhi Krause, Will Shea

## Guru Yoga

## Agenda

- 1) Spring/summer karma yoga:** Proposal was made for two volunteers from NZ to stay in a cabin on Khandroling and work on the land for about 2 weeks, one from May 23 to June 10 and the other the last two weeks of June. It was agreed that they could be offered a cabin stay in return for work, even if their membership is not current, as long as cabins are not needed by members or teachers.
- 2) Employment Practices Review:** The Board discussed a current review of employment practices related to a DUA application submitted by a caretaker during the winter period. Relevant documentation has been submitted. The Board acknowledged the importance of ensuring that all roles are properly structured and documented in accordance with applicable Massachusetts regulations. Going forward, the organization will implement clearer written agreements outlining scope of work, responsibilities, and timeframes for all contracted services.
- 3) Financial reorganization:** The Executive Director has implemented a comprehensive financial and administrative reorganization across multiple operational areas. The Executive Director has created digital folders for each gakyil color to help keep all activities consistent and thorough. Secure digital folder has also been created for all documents and communications with our bookkeeper. Quickbooks account is now owned by TE instead of bookkeeper, ensuring we have access, and all bank accounts have been synced to Quickbooks. This will save money and increase accuracy. Access to PayPal account used for Tsegylgar House rents at Dzamlinggar has been problematic due to an obsolete email on the account. If this can't be resolved we may need to close that account. Executive Director created a form for all reimbursements, to be accompanied by receipts. Detailed invoices must be presented for all payments to contractors. In general we need to decrease expenses; and

increase activities. Yellow has reduced insurance premiums from an expected \$43,000 to \$37,993 (approx. \$5,000 in annual savings). Tax free Amazon account good until 2028 has not been used for years but could save considerable money if used consistently.

- 4) **Membership:** This and programming are important income sources. Membership is fairly stable, at about 220. Currently about 70 have not yet renewed from last year. Membership Coordinator will send a list of non-renewals to gakyil for follow up renewal reminders.
- 5) **Upcoming programs:** At least one program per month is needed to generate operating income, and have been planned through the summer, including Vajra Dance, Rushen of the Mind, Sached with Migmar, Cycle of Day and Night, Summer Sangha Retreat, and Dance Dance Dance. Proposed schedule for SSR was presented and discussed. Blue will share the file with gakyil and instructors for feedback.

## **Dedication of Merit**